



Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis

Angola Report



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Reading note: The general and sectoral barriers to and drivers of women's economic empowerment opportunities reported on in the Pathways Study are more similar than different. For the purpose of sectoral-level stakeholders, this report provides a full discussion of these barriers and drivers per sector. While this inevitably results in some repetition across the report, the intention is for each sectoral brief to stand as an independent piece/extract if necessary.

Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis (Pathways Study) is a collaborative effort among various stakeholders (organisations, individual researchers and gender experts) who joined forces and expertise to achieve a common goal - developing and implementing strategies to strengthen women's economic empowerment in Angola.

These include:

- The Pathways Study Steering Committee (SC) which provided financial and/or technical support for the Pathways project including: (i) International Cooperative Research Group (ICRG), which is the research arm of the United States Overseas Cooperative Development Council (U.S. OCDC); (ii) United States Agency for International Development (USAID); (iii) Mastercard Foundation; (iv) International Development Research Centre (IDRC); (v) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women); (vi) the African Trade Policy Centre (ATPC), which is a specialised unit within the United Nations Economic Commission for Africa (UN ECA); and (vii) Euromonitor International Ltd. SC partners also provided directional advice guidance in the making of key decisions, supported by making referrals and connections with key country stakeholders and reviewed draft reports.
- Kore Global, a women-led gender equality and social inclusion consulting firm, supported with the finalisation of the country reports. The team included women's economic empowerment experts Divya Hariharan, Federica Busiello, Jenny Holden and Rebecca Calder who co-wrote the final report.
- Country Working Group members including: Natacha Mendes (Taste Black History), Geraldine Geraldo (Roque Online), Allan Cain and João Domingos, (ADRA - Acção para o Desenvolvimento Rural e Ambiente), Berta Issa (Inga Rose), Tchissole Carvalho, Lucia Stanislas, and Lilia Cardoso.
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We are keen for the findings of the Pathways Study to guide research, policy development and implementation, programming (planning and execution) and advocacy efforts - creating a unified voice, clear(er) direction and sustainable action for improved women's economic empowerment in Angola.

Pathways Study Steering Committee

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ADPP	Ajuda de Desenvolvimento de Povo para Povo	HUG	Geneva University Hospitals
ADRA	Acção para o Desenvolvimento Rural e Ambiente	ICA	International Cooperative Alliance
AIDS	Acquired Immune Deficiency Syndrome	ICRG	International Cooperative Research Group
APPSA	Agricultural Productivity Program for Southern Africa	IDA	Institute for Agricultural Development
ATPC	African Trade Policy Centre	IDF	Institute of Forestry Development
BNA	Banco Nacional de Angola	IDRC	International Development Research Centre
CBO	Community-Based Organisation	IHMT	Portuguese Institute of Hygiene and Tropical Medicine
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women	IIA	Agronomic Research Institute/Institute of Agricultural Research
CHW	Community Health Worker	ILO	International Labour Organization
CSO	Civil Society Organisation	IMC	International Medical Corps
DHS	Demographic and Health Survey	INAPEM	Instituto Nacional de Apoio as Micro, Pequenas e Médias Empresa
DRC	Democratic Republic of Congo	INBAC	National Institute for Biodiversity and Protected Areas
DW	Development Workshop	INE	Instituto Nacional de Estatística
ECA	Escola no Campo do Agricultor	IPA	Institute of Artisanal Fisheries
FADA	Agricultural Development Support Fund	IPV	Intimate Partner Violence
FDI	Foreign Direct Investment	MASFAMU	Ministry for Social Action, Family and Women Promotion
FLFP	Female Labour Force Participation	MED	Ministry of Education
GAP	Gender Action Plan	MHSS	Municipal Health Service Strengthening
GBV	Gender-Based Violence	MINAGRIP	Ministry of Agriculture and Fisheries
GDI	Gross Development Index	MINSAs	Ministry of Health
GDP	Gross Domestic Product	MIWE	Mastercard Index of Women Entrepreneurs
GEM	Global Entrepreneurship Monitor	MOSAP	Project for the Development of Family Agriculture and Commercialization
GIWPS	Georgetown Institute of Women, Peace and Security	MoU	Memorandum of Understanding
GLTN	UN's Global Land Tools Network		
GNI	Gross National Income		
GVA	Gross Value Add		
HDI	Human Development Index		
HIV	Human Immunodeficiency Virus		

MPLA	People's Movement for the Liberation of Angola	SOS	Cedia Criança e Desenvolvimento Integral De Angola
MPS	Market Price Support	SRHR	Sexual Reproductive Health and Rights
MSMEs	Micro, Small and Medium Enterprises	SSA	Sub-Saharan Africa
NDP	National Development Plan	STDM	Social Domain Tenure
OECD	Organisation for Economic Co-operation and Development	STEM	Science, Technology, Engineering and Mathematics
OGE	Angola's National Budget	TBA	Traditional Birth Attendant
OHCHR	Office of the United Nations High Commissioner for Human Rights	TVET	Technical Education and Vocational Training
OMA	Organisation of Angolan Women	UNACA	Confederation of Peasants and Agricultural Cooperatives Association of Angola
PAC	Credit Support Programme	UN ECA	United Nations Economic Commission for Africa
PAMIESC	Project to Support the Mitigation of the Economic and Social Impact of Covid-19	UNFPA	United Nations Population Fund
PAPE	Action Plan to Promote Employability	UNHCR	United Nations High Commissioner for Refugees
PIIM	Plan of Intervention in the Municipalities	UNICEF	United Nations International Children's Emergency Fund
PIIL	Luanda Integrated Intervention Plan	UNITA	National Union for the Total Independence of Angola
PILaR	Participatory Inclusive Land Readjustment	USAID	United States Agency for International Development
PIN	People in Need	U.S. OCDC	United States Overseas Cooperative Development Council
PNDS	National Health Development Plan	VAWG	Violence Against Women and Girls
PPE	Personal Protective Equipment	WEE	Women's Economic Empowerment
PPP	Purchasing Power Parity	WEF	World Economic Forum
PRODESI	Program to Support Production, Diversification of Exports and Import Substitution	WHO	World Health Organization
PROJAPRON	Youth Program to Support National Production	WRO	Women's Rights Organisation
REFTOP	Revitalisation of Technical Education and Vocational Training	WRT	Wholesale and Retail Trade
SADC	Southern African Development Community	WVE	Women's Vulnerable Employment
SDG	Sustainable Development Goals		

Key term	Definition
Cooperative	<p>A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.</p> <p>Source: International Cooperative Alliance (ICA)</p>
Economic violence	<p>Economic violence is a form of gender-based violence, and can include acts perpetrated by systems and structures, as well as by individuals. It involves behaviours that control a woman's ability to acquire, use and maintain economic resources, thus threatening her economic security and potential for self-sufficiency.</p> <p>Source: Adams et al, 2008</p>
Employment segregation	<p>The unequal distribution of female and male workers across and within job types.</p> <p>Source: World Bank</p>
Financial exclusion	<p>Financial exclusion refers to a process whereby people encounter difficulties accessing and/or using financial services and products in the mainstream market that are appropriate to their needs and enable them to lead a normal social life in the society in which they belong.</p> <p>Source: European Commission, 2008</p>
Gender-based violence (GBV)	<p>Harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms.</p> <p>Source: UN Women</p>
Gender norms	<p>Accepted attributes and characteristics of male and female gendered identity at a particular point in time for a specific society or community. They are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time. Gender norms are ideas about how men and women should be and act. Internalised early in life, gender norms can establish a life cycle of gender socialisation and stereotyping.</p> <p>Source: UNICEF</p>

Key term	Definition
Gender wage gap	<p>The gender wage gap is defined as the difference between median earnings of men and women relative to median earnings of men.</p> <p>Source: OECD</p>
Productive employment	<p>Productive employment is defined as employment yielding sufficient returns to labour to permit the worker and her/his dependents a level of consumption above the poverty line.</p> <p>Source: ILO</p>
Resilience	<p>The capacity of individuals, communities, institutions and systems to survive, cope and thrive in the face of shocks and stresses.</p> <p>Source: Mastercard Foundation</p>
Sector and Sub-Sector	<p>The Pathways study uses ‘sector’ to refer to a broad area of economic activity - an umbrella category that has other economic activities within it. A sector could entail any or all of the following economic activities: (i) primary activities (i.e., related to extraction of raw materials), (ii) secondary activities (e.g., manufacturing-related) or (iii) tertiary activities (i.e., related to services). Sub-sector is generally used to denote specific economic activities within a broad sector. While this may appear inconsistent, both terms are sometimes used interchangeably as sub-sectors are not purely divisions or components of a sector; sub-sectors can vary enough to be discussed and/or analysed independently, and a sub-sector in one report may be a sector in another. As our sectors and sub-sectors of focus were selected through consultations with local working groups in each country, we opted to stay as true to the language utilised by these working groups as possible. As such, our use of the word “sector” and “sub-sector,” and the terminology for each sector depends on the country context. For instance, while ‘agriculture’ is a broad economic sector, specific sectors/sub-sectors within it include commodities such as rice, cocoa, or maize, or commodity groups such as horticulture. In other cases, sector names have been adapted to use those referenced by our working groups. In Ghana, for example, we speak of “textiles”, while in South Africa we speak of “Clothing, textiles, footwear, and leather” (CTFL).</p>

Key term	Definition
<p>Social capital (vertical and horizontal)</p>	<p>Social capital refers to the institutions, relationships and norms that shape the quality and quantity of an individual and society’s social interactions. It includes both vertical and horizontal¹ associations between people, and includes behaviour within and among organisations, such as firms.</p> <p>This view recognises that horizontal ties are needed to give communities a sense of identity and common purpose, but also stresses that without “bridging” ties that transcend various social divides (e.g. religion, ethnicity, socioeconomic status), horizontal ties can become a basis for the pursuit of narrow interests, and can actively preclude access to information and material resources that would otherwise be of great assistance to the community (e.g. tips about job vacancies, access to credit).</p> <p>Source: World Bank</p> <p>Cooperatives have a social network that combines both horizontal and vertical social ties. Horizontal ties represent the social relationships and interactions between cooperative members while vertical ties are the social connections between cooperative members and parties such as off-takers, processors/buyers etc.</p> <p>Source: Deng et al (2020)</p>
<p>Unpaid care and domestic work</p>	<p>Refers to care of persons and housework performed within households without pay, and unpaid community work.</p> <p>Source: OECD</p>

¹Vertical social capital refers to interactions with people/organisations of different (higher) socioeconomic standing (i.e. access to resources), while horizontal social capital refers to connections and relations between people/organisations of similar socioeconomic standing and with access to similar resources.

Key term	Definition
Violence against women and girls (VAWG)	<p>Violence against women and girls is any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Violence against women and girls encompasses, but is not limited to, physical, sexual and psychological violence occurring in the family or within the general community.</p> <p>Source: UN Women</p>
Women's economic empowerment (WEE)	<p>Women having the ability to succeed and advance economically, and the power to make and act on economic decisions to enhance their broader wellbeing and position in society.</p> <p>Source: Calder et al., (2020)</p>
Women's vulnerable employment (WVE)	<p>Women's vulnerable employment is contributing female family workers and own-account workers as a percentage of total employment. It is derived using data from the International Labour Organization, ILOSTAT database.</p> <p>Source: World Bank</p>

Executive summary

Angola, one of the largest countries by land area in Sub-Saharan Africa (SSA), has made significant socioeconomic progress over the past two decades. Since 2002, the country has been recovering from a protracted civil war.² The country has been working towards generating socioeconomic opportunities for its citizens, attempting to manage a high population growth rate and welcoming many international migrants driven by opportunities presented by the country's rich reserves of natural resources, including oil and diamonds.³

²Britannica (2022) ³Migrants & Refugees (2022)

Since the end of the civil war, Angola's economy has grown significantly, with an annual gross domestic product (GDP) of USD94.3 billion in 2019.⁴ The country has benefited from oil production and a government-supported infrastructure boom.⁵ The government of Angola is continuing to deploy strategic investments towards strengthening private and public infrastructure, access to credit markets and foreign trade. There has also been an increased focus on combating corruption and promoting inclusive growth, resulting in greater political, economic and entrepreneurial participation.⁶

With an estimated female labour force participation rate (FLFP) of 74%,⁷ women play a pivotal role in contributing to development goals. There have been improvements in women's workforce status, including social protection efforts to address the needs of women participating in the informal economy. Women also enjoy freedom of movement, high levels of decision-making and flexibility when they have young children. More than 50% of women of working age are interested in initiating an entrepreneurial activity or already engaged in one.⁸ Furthermore, the country is ranked first out of 63 countries in the Mastercard Index

of Women Entrepreneurs (MIWE 2021),⁹ for the rate at which it is driving women-led enterprise development.¹⁰

Despite progress made in enabling women's labour force participation, gender inequalities persist across many human development indicators including literacy, poverty and health. Just over 53% women are literate compared to 80% of men.¹¹ A similar proportion (56%) of women in the labour force have less than a primary education.¹² Only 67% of girls are enrolled in primary schools compared to 88% of boys.¹³ The country also lags many other lower-middle-income countries in meeting its human development goals with a life expectancy rate of 61.5 years;¹⁴ and persisting high levels of poverty among both men and women. The percentage of people living below the national poverty line¹⁵ increased between 2008 and 2019 from 37% to 41% of the population.¹⁶ Healthwise, many women have a desire to have fewer children but face barriers to realising their sexual and reproductive health rights (SRHR); in 2019, approximately 27% of Angolan women (15-49 year-olds) had an unmet need¹⁷ for modern contraception.¹⁸

⁴The World Factbook (2022) ⁵The World Factbook (2022) ⁶AllAfrica (2020) ⁷World Economic Forum (2022) ⁸Mastercard (2022)

⁹The 2021 Mastercard Index of Women Entrepreneurs (MIWE) uses 12 indicators and 27 sub-indicators to create three "Components": women's advancement outcomes; knowledge assets and financial access; entrepreneurial supporting conditions. The updated MIWE ranks and scores each economy according to its performance over the past year. Aggregating these scores, the index provides an overall assessment of how women are faring in business, financial, education and workplace settings compared to their male counterparts at the national level as well as their peers on a global level. ¹⁰Mastercard (2022) ¹¹World Economic Forum (2021) ¹²World Bank (2020) ¹³World Economic Forum (2021) ¹⁴World Bank (2020) ¹⁵At the national poverty line of AOA 4,793 kwanzas per month (~USD7.5, equivalent to ~USD2 per household member daily). Tvedten, I., Lázaro, G., & Jul-Larsen, E. (2018). ¹⁶World Bank Group (2020) ¹⁷Unmet need for family planning is defined as the percentage of women who do not want to become pregnant but are not using contraception. Though the concept seems straightforward, the calculation is extraordinarily complex and has changed over time. ¹⁸USAID (2021)

Similar gender inequalities are seen in the labour market. As women largely remain concentrated in the informal sector, they account for nearly 85% of the vulnerably employed, compared to approximately 63% of men.¹⁹ Based on an analysis of the World Economic Forum (WEF)'s global gender gap report data, the country has one of the most significant gender pay gaps in the world, scoring 2.83 on a seven point scale.²⁰

In response to these challenges, multi-stakeholder programming and policy efforts have been introduced to address poverty and improve educational outcomes. These include providing economic opportunities that focus on including women in post-conflict reconstruction and development. Policy-level programming efforts also focus on strengthening rural women's access to credit and savings, especially in the agriculture sector.

The COVID-19 pandemic has further exacerbated existing country-level development issues and has stalled growth. National lockdowns resulted in straining of income levels and asset ownership among the population.²¹ The national currency, kwanza (AOA), rapidly depreciated resulting in high debt service and public debt. Women were disproportionately impacted and were dependent on response

and recovery efforts.²² Programmes supporting COVID-19 response and recovery efforts include a USD2 billion Integrated Plan of Intervention for Municipalities (PIIM) to upgrade municipal infrastructure including building of schools and health facilities,²³ with a budget of EUR24.5 billion approved in November 2022 for the umbrella Luanda Integrated Intervention Plan (PIIL).²⁴ Other government efforts to respond to the economic crisis include a focus on youth employment and strengthening social protection. These efforts have been supported by the international community and stakeholders including the World Bank and the United Nations.

This report presents an overview of women's economic empowerment (WEE) in Angola. Drawing on economic modelling, desk-based research, interviews²⁵ and expert reviews, the report explores available data and evidence on factors influencing women's economic empowerment in the Angolan context. Part of a series of reports commissioned on Sub-Saharan Africa (SSA), the report aims to provide practical recommendations for public and private sector partners to consider that would improve and expand women's economic opportunities and contribute meaningfully to women's economic empowerment.

¹⁹Though high from a global perspective, Angola's WVE of 84.7% is comparable to the average WVE of 80% across Sub-Saharan African countries. ²⁰Edsor, B. (2017) ²¹UNCTAD (2022) ²²United Nations & World Bank (2020) ²³The Republic of Angola (2022) ²⁴Angola Telegraph (2022). The PIIL includes 2,786 projects, estimated at more than AOA12 billion (EUR24.5 billion), to be implemented over the next five years. ²⁵29 interviews were conducted with various stakeholders: community-based organisations (CBOs), trade/industry associations, NGOs/INGOs and private companies. Please refer to the Appendix for a detailed explanation of the methodology including the summary of stakeholders interviewed.

The report applies a holistic conceptual framework for women's economic empowerment that identifies multiple and overlapping factors at three different levels, which combine and interact to influence women's economic empowerment:

- **Structural factors:** Including the policy and programming environment.
- **Normative factors:** Including social and gender-based norms which shape women's engagement in paid and unpaid work, as well as factors such as violence against women and girls (VAWG) which hinder active women's economic participation, rights and wellbeing.
- **Individual factors:** Including human, social and economic capital.

The report identifies key factors at each of these levels with relevance to all sectors.

In addition, the report presents specific findings related to three broad sectors selected in consultation with country-level stakeholders: (i) Agriculture, with spotlights on maize and cassava; (ii) Wholesale and retail trade (WRT), with a spotlight on Food and Beverages; and (iii) Healthcare. In each of these sectors, women face barriers to economic empowerment. At the same time, the report identifies opportunities and entry points for the sector to strengthen women's economic empowerment and broader wellbeing. Key findings are summarised

below with further analysis of how each of these barriers and enablers play out in each sector provided in sector briefs in section 5 of the report.

**Key findings –
Structural factors**

The government has shown clear commitment towards progress on women's economic empowerment through an enabling policy environment. The state promotes constitutional equality and wellbeing of all its citizens. The Ministry for Social Action, Family and Women Promotion (MASFAMU) is the legal and legislative body that is responsible for driving women's rights and gender equity. More recently, MASFAMU has institutionalised a gender-sensitive budgeting approach, and is attempting to develop tools to support the country's financial management systems.²⁶ Gender targets and outcomes are further articulated in the National Development Plan (2018-2022), with the aim of improving work-life balance, increasing representation of women in government bodies, and promoting equal access to social rights for both men and women.²⁷ Moreover, gender considerations are integrated into climate change programming efforts of the National Institute for Biodiversity and Protected Areas (INBAC). This includes plans to develop a Gender Action Plan (GAP) that engages both men and women in natural resource

²⁶AllAfrica (2020a) ²⁷Ministry of Finance (2018)

management, developing biodiversity-compatible local adaptation plans and other conservation efforts.²⁸

Angola's National Gender Policy has been in place since 2013 and includes several programmes and initiatives that aim to address gender inequalities.²⁹ As part of

the policy, interventions focus on improving social and behavioural change outcomes; promoting equitable distribution of work among men and women; and addressing child marriage-related challenges.³⁰

Examples of other WEE programmes include: (i) supporting women to combat poverty through microcredit initiatives; (ii) prioritising rural entrepreneurship development in the agriculture and fisheries sectors; and (iii) capacity building and training programmes for traditional birth attendants (TBAs).³¹ Furthermore, Angola's Human Capital Strategy (2018) focuses on improving girls' educational attainment, reducing child stunting rates and introducing systemic reforms in teacher training programmes.³²

Angola has several progressive laws that promote equal status for women. Labour laws include provisions for gender inclusion and non-discrimination in employment; and protection against sexual harassment including criminal penalties.^{33, 34} Laws

also mandate eliminating gender-based disparities in land-ownership and access to healthcare.³⁵ Furthermore, domestic violence and marital rape are criminalised in the 2010 Constitution.³⁶ The Angolan Civil Code mandates equal inheritance rights (including of land) for both sons and daughters, as well as for both male and female surviving spouses.³⁷ However, implementation gaps remain while traditional and customary practices, which actively discriminate against women in issues such as inheritance, persist in many parts of the country.³⁸

The government has made some strides towards offering social support and legal protection for informal workers. In 2008, the government's Decree No. 42/08 stipulated that self-employed workers can participate in formal social protection programmes.³⁹ Angola has broadened the coverage of its social assistance programmes due to increased funding. The National Policy for Social Action in Angola (2021), in particular, demonstrates a strong intent to implement a robust social protection system.⁴⁰ The policy commits to addressing the needs of its citizens through a sustainable life course approach, and recognising the importance of human rights to support the most vulnerable individuals and families.⁴¹

²⁸Global Environment Facility & Conservation International (2021) ²⁹OHCHR (2019) ³⁰OHCHR (2019) ³¹A traditional birth attendant (TBA) is someone (typically a woman) who assists the mother during childbirth and who often acquires her skills by delivering babies herself or through an apprenticeship with other traditional birth attendants. ³²Montiel, E. M. M., & Jeronimo, A. F. B. (2021) ³³Addati, L., Cattaneo, U., Esquivel, V., & Valarino, I. (2018) ³⁴World Bank Group (2022) ³⁵White, B. (2017) ³⁶Redvers, L. (2011) ³⁷OHCHR (2019) ³⁸Cain, A. (2020) ³⁹United Nations Digital Library (2018) ⁴⁰International Labour Organization (2022) ⁴¹International Labour Organization (2022)

Women's Rights Organisations (WROs) in Angola have been pivotal in promoting women's equality.⁴² However, WROs face funding challenges and capacity gaps.⁴³

Normative factors

Traditional gendered and socio-cultural norms govern women's household roles and caregiving responsibilities. While there has been an increase in women's economic activities, there has not been a reduction in most women's unpaid work burden.⁴⁴ Most of their work remains unpaid, with data from the most recent 2015/2016 DHS suggesting nearly 30% of women were not paid for their work.⁴⁵ In both urban and rural areas, there are no support structures helping women to balance paid and unpaid responsibility, and women have lower access to basic infrastructure services, such as energy, water and sanitation.⁴⁶ These gender inequalities have persisted since the end of the civil war and have been further exacerbated due to the COVID-19 pandemic.

More positively, progress has been made in enabling women's representation in decision-making positions and participation in civic life. Angola has institutionalised a quota policy that encourages and guarantees that at least 30% of roles in governing and directive bodies at all levels are occupied by women.⁴⁷ However, implementation remains a challenge with

women's provincial political representation being lower than central government representation.⁴⁸ At the household level, most women participate in major decisions, with 65% women participating in three major household-level decisions: around their own health care, major purchases and visiting family.⁴⁹

Compared to many other countries in Sub-Saharan Africa, women in Angola enjoy relative freedom of movement.

Both legally and culturally, women face very few restrictions on their movement and are generally able to choose to live where they want to live in the same way as a man, travel outside of their home and travel outside of the country.⁵⁰

Women's increased economic participation has in some areas been associated with women's increased exposure to domestic violence. In

Angola, physical violence is greater among women who are employed and paid in cash (37%) compared to unemployed women (29%).⁵¹ While more comprehensive data on workplace violence remains limited, the Committee on the Elimination of All Forms of Discrimination Against Women, in its Concluding Observations on the 6th Periodic Report of Angola, flags persistently high levels of sexual harassment at school, in the workplace and in the public sphere.⁵²

⁴²European Union & Republic of Angola (2014) ⁴³European Union & Republic of Angola (2014) ⁴⁴European Union & Republic of Angola (2014) ⁴⁵The DHS Program (2017) ⁴⁶European Union & Republic of Angola (2014) ⁴⁷International IDEA (2022) ⁴⁸OHCHR (2019) ⁴⁹The DHS Program (2017) ⁵⁰World Bank Group (2022) ⁵¹The DHS Program (2017) ⁵²United Nations Digital Library (2015)

Moreover, reports of gender-based violence increased in the first half of 2020, during COVID-19-related lockdowns.⁵³

Individual factors

Gender inequalities in educational access and outcomes present a significant barrier to women's economic empowerment.

High rates of child marriage and adolescent pregnancy are key barriers to education for adolescent girls, and therefore to increasing women's inclusion in higher-value, higher-skilled and formal employment.^{54, 55} Household poverty and resource constraints, and prioritisation of boys over girls, continue to increase the gender gap.⁵⁶ Given the depth and degree of challenges, this remains a clear policy focus both at the level of the Ministry of Education and other private/civil society stakeholders. For example, through its Human Capital Strategy (2018), the Angolan government is focusing on adolescent girls' educational attainment as well as structural reforms in education as key areas for urgent action.⁵⁷

Compared to many other SSA countries, women entrepreneurs in Angola have high rates of female entrepreneurship with women benefiting from high social capital to facilitate business growth. According to the Global Entrepreneurship Monitor (GEM) 2018/2019 Women Entrepreneurship Report,

Angola is one of only 10 countries globally, where women are more likely than men to have larger businesses (20+ employees),⁵⁸ and the only country (out of 59 countries), where women had a higher level of confidence in their capabilities than men, while most women were necessity-driven rather than opportunity-driven.⁵⁹

However, constrained access to finance and necessity-driven entrepreneurship among women remains a challenge. Despite high labour force participation, women's financial inclusion* stands at 22.3%.⁶⁰ Women's adoption of digital technologies is also limited; only 44.7% women use mobile phones.⁶¹ Response strategies to address these challenges include efforts to strengthen the National Social Protection System (2019-2023) supported by the World Bank through cash transfers and permanent safety nets.⁶² Donor-funded and supported women's community saving groups are also contributing towards household-level increases in income alongside promoting a culture of savings and credit, improving women's management skills and providing them the support required to improve their livelihoods.⁶³

* Financial inclusion allows individuals to smooth consumption, manage risk, be more resilient, invest in education and health, and start and expand a business. Our Index measures the percentage of women ages 15 and older who report having an individual or joint account at a bank or other financial institution or who report using a mobile money service in the past year". Georgetown Institute of Women, Peace and Security (GIWPS). (2021).

⁵³VOA Português (2020) ⁵⁴World Bank Group (2020) ⁵⁵OHCHR (2019) ⁵⁶World Bank Group (2020) ⁵⁷Montiel, E. M. M., & Jeronimo, A. F. B. (2021) ⁵⁸The 10 countries include Angola, Canada, Colombia, Estonia, Iran, Latvia, Qatar, South Africa, Turkey and Uruguay. ⁵⁹Elam, A. B., Brush, C. G., Greene, P. G., Baumer, B., Dean, M., & Heavlow, R. (2019) ⁶⁰Georgetown Institute of Women, Peace and Security (GIWPS) (2021) ⁶¹Georgetown Institute of Women, Peace and Security (GIWPS) (2021) ⁶²The World Bank (2022) ⁶³World Vision International (2019)

Implications and recommendations

A number of practical recommendations can be drawn from the report's key findings - including practical actions to address common barriers while leveraging opportunities to increase women's economic empowerment. Recommendations are aimed at policymakers, programmers and researchers - including those engaged in WEE-focused programmes and initiatives, as well as those working on more general economic development programming which may not have women's economic empowerment as a central aim. Key recommendations for consideration are summarised below with further detail and recommended strategies provided in section 6 of the report. Sector-specific recommendations are presented in sector briefs in section 5.

Policy and advocacy recommendations

1. Address key policy gaps to improve the status of women and rights of women and girls

Recommended strategies for consideration include:

- a. Work with the government and civil society to support and advocate for implementation of strategies to achieve gender-related goals in the NDP 2018-2022. For example, initiatives to reduce

occupational segregation, address women's unpaid work burden, increase women's political representation and national efforts to address harmful gender norms and stereotypes.

- b. Prioritise monitoring, evaluation and reporting of policy-level initiatives and commitments towards women's economic empowerment at the national level. For example, generate evidence on the National Development Plan, as well as the efforts undertaken by MASFAMU.
- c. Leverage, expand and improve on existing WEE programmes.
 - i Commission studies to understand whether and how these initiatives have led to improvements in WEE outcomes (including for which women) and use findings to strengthen the impact of these programmes on women.
2. **Undertake capacity building and advocacy around existing legislation to strengthen women's rights**

Recommended strategies for consideration include:

- a. Conduct training and capacity building of key duty bearers including traditional customary structures, local government and law enforcement on key legislation regarding women's rights to land ownership, to reduce bias and discrimination against women, and improve transparency and consistency of decision-making.

- b. Focus on young women and adolescent girls to enable long-term, transgenerational behaviour change, and identify role models to act as champions for behaviour change towards gender equality within communities.
 - c. Advocate for the ratification of the ILO Convention C190 of 2019 on violence and harassment.
- 3. Advocate to remove gender-based barriers to finance and promote women-friendly financial services**

Recommended strategies for consideration include:

- a. Promote gender-friendly financial products to marginalised women, particularly mobile money, to address the potential link between women paid in cash and intimate partner violence (IPV).
 - i. Undertake much-needed research to assess the impact of mobile money on women's experiences of intimate partner violence.
- b. Introduce legal and regulatory frameworks that enable women to access credit. Engage women meaningfully in the design of financial services and products (including mobile money products), to ensure that they are accessible for all women including those most marginalised (such as young women, women with disabilities, rural and illiterate small holders, etc.).

Programming recommendations

1. Work with and grow women's networks to build social, human and economic capital, and tackle normative barriers

Recommended strategies for consideration include:

- a. Leverage high levels of women's entrepreneurship in Angola through collective action. For example, promote and support women-led and -run trade unions and formalise networks in women-dominated sectors.
- b. Ensure that all work to support women's networks includes a focus on supporting women to aggregate, reach more lucrative markets, and receive better prices for their goods, and accessing formal financial services.

2. Work with large employers to promote gender-sensitive and safe workplaces

Recommended strategies for consideration include:

- a. Introduce workplace empowerment programmes that improve women's health knowledge and access to goods and services, e.g. SRHR literacy, access to affordable contraception and menstrual health products, as well as financial literacy, and training addressing both hard and soft skills.

- b. Endorse and implement gender commitments, which should include gender-sensitive policies, staff training, codes of conduct, GBV and sexual harassment policies, and anonymous grievance and reporting mechanisms.
- c. Promote gender-sensitive workplaces and organisational cultures, including specific work targeting senior leadership.

3. **Address inequitable intra-household dynamics, norms and gender-based violence**

Recommended strategies for consideration include:

- a. Facilitate household-focused approaches which explicitly stimulate discussions, promote gender-equitable attitudes and norms and support families to negotiate about gender roles and norms which guide intra-household decision-making and labour.
- b. Support livelihoods and economic empowerment initiatives coupled with gender-transformative interventions, which increase women's access to and control over economic assets and access to financial services, promote their financial independence, reduce their vulnerability to economic and other forms of gender-based violence, support women's ability to seek services and transform harmful masculinities.

4. **Support household- and community-level interventions addressing women's unpaid care and domestic work burdens**

Recommended strategies for consideration include:

- a. Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women.
- b. Support and promote labour- and time-saving innovations and technology.
- c. Work with the private and public sectors to ensure that women have access to energy, water, hygiene and sanitation facilities.

Research recommendations

1. **Conduct review of government of Angola policies related to WEE at central and local levels**, to identify what is working vs. what is not, including how effectively policies are being implemented and consequences if not followed.
2. **Conduct research on measures of key factors enabling or constraining women's economic empowerment** including gender-specific measures focused on women's capabilities and agency, household relations and gender norms and attitudes. This should also include tracking signs of potential backlash including increased rates of intimate partner violence.

3. **At a minimum, disaggregate results by gender** and include disaggregated targets. Wherever possible, programmes and research should be further disaggregated by other socioeconomic characteristics including income, age, disability, migratory status and geographic location.
4. **Commission mixed-methods research and evaluations** to understand how and why change for women's economic empowerment happens, and to better understand women's lived realities through participatory qualitative research and theory-based evaluations.
5. **Monitor, track and mitigate against any signs of potential backlash** during programme implementation, including increased rates of violence against women.



1. Introduction

Background and objectives

A study leveraging strong coalition to develop and implement country-level strategies to strengthen women's economic empowerment in Sub-Saharan Africa

Euromonitor International in partnership with six other global organisations: (i) International Cooperative Research Group (ICRG), which is the research arm of the United States Overseas Cooperative Development Council (U.S. OCDC); (ii) United States Agency for International Development (USAID); (iii) Mastercard Foundation; (iv) International Development Research Centre (IDRC); (v) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women); and (vi) the African Trade Policy Centre (ATPC), which is a specialised unit within the United Nations Economic Commission for Africa (UN ECA)⁶⁴ (the Steering Committee) launched the Pathways Study in 2020. The aim was to assess which sectors hold the highest potential for women's economic empowerment, explore how women's prospects in these sectors can be strengthened in light of various barriers and drivers, and identify which stakeholders (public and private) are key to achieve this.

⁶⁴International Cooperative Research Group (ICRG), which is the research arm of the United States Overseas Cooperative Development Council (U.S. OCDC), United States Agency for International Development (USAID), Mastercard Foundation, International Development Research Centre (IDRC), United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the African Trade Policy Centre (ATPC), which is a specialised unit within the United Nations Economic Commission for Africa (UN ECA). These seven organisations (including Euromonitor International) constituted the Steering Committee (SC).

13 countries covered by the Pathways Study research project, including Angola



The Steering Committee selected 13 countries in Sub-Saharan Africa (SSA) for this exploration of the challenges and opportunities (sectoral and general) of the sub-continent related to women's economic empowerment. Three sub-regions were covered: East Africa, West Africa and Southern Africa, with the country selection including the major economic and political hubs in the SSA region. The Steering Committee's capabilities, country presence and areas/themes of interest (in terms of programming, research and advocacy efforts) were also considered to ensure uptake of the defined actionable solutions.

The Pathways Study programme addresses three key objectives per focus country.

These are:

1. Identifying the sectors with the most potential

- Which sectors are forecast to grow fastest over 2020 -2030?
- Which sectors have the greatest prospects for women's economic empowerment?
- Which sectors would benefit the most from improved economic participation of women?

2. Understanding the challenges and drivers for women's opportunities in key sectors

- What is the role of women within priority sectors and what are their prospects for expanded opportunities?

- What are the sector-specific drivers and barriers for women's employment, entrepreneurship and advancement?
- What works to improve/leverage these drivers and overcome these barriers?

3. Developing sector-specific solutions

- What are the actionable and sector-specific solutions, tailored to each country's/sector's context?
- Which stakeholders are well positioned to implement or advocate for these solutions?

Methodology summary

Euromonitor International designed the Pathways Study to have a sustained impact in each country by ensuring that results are locally relevant and actionable. From research design and scoping to development of recommendations, mixed methods (economic modelling, desk/secondary research, interviews and expert reviews) were utilised to develop findings and validate the proposed recommendations. The Steering Committee and selected country partners also reviewed the analysis of findings and solutions to ensure the recommendations lead to action, and action leads to positive change/impact for women.

The methodology workflow is shown below, while a detailed explanation of the methodology is included in the Appendixes.



1. Scoping Study and Modelling

Preliminary research and economic modelling

Euromonitor International Research and Analytics Team



2. Selection of 2-3 Focus Sectors

Sector Prioritisation Workshop

Country Working Group Participants

3.

Stakeholder Mapping

Secondary Research and Interviews

Euromonitor International In-Country Analysts

4.

Sector Deep Dives –

Secondary Research and Interviews

Euromonitor International In-Country Analysts

5.

Analysis of Findings

Qualitative Analysis, Report Writing

Euromonitor International In-Country Analysts, Kore Global

6.

Report Finalisation



Recommendations Workshop, Expert Reviews

Country Working Group Participants Euromonitor International In-Country Analysts, Kore Global, Thematic and Sector Experts, Steering Committee

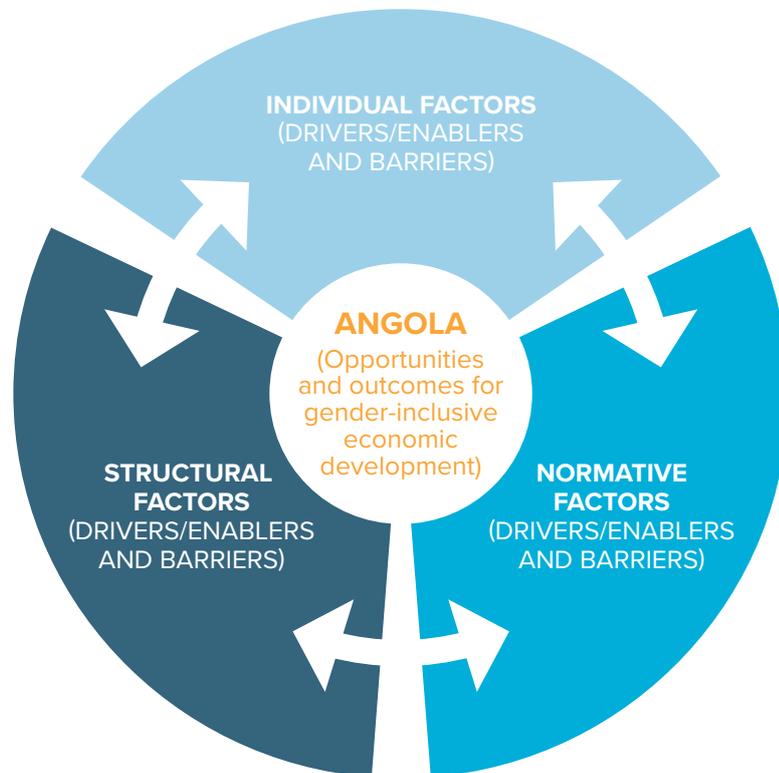
2. Conceptual framework for understanding women's economic empowerment

Women's economic empowerment (WEE) can be understood as:
“Women having the ability to succeed and advance economically, and the power to make and act on economic decisions to enhance their broader well-being and position in society”⁶⁵

Women's economic empowerment is much broader than labour market participation.⁶⁶ It involves both women's acquisition of resources and the exercise of power and agency in all economic domains and market-related interactions.⁶⁷ It recognises that individual women operate within contexts of both informal (normative) and formal (structural) barriers and enablers.⁶⁸ And, as a result, women's economic empowerment is highly context-specific both in terms of women's aspirations and the enablers and barriers that they experience.⁶⁹

⁶⁵Calder, R. et al. (2020) ⁶⁶Nazneen et al. (2019) ⁶⁷Earning, spending, and saving income; buying, owning, and selling assets; holding and inheriting wealth; starting and operating a business; acquiring a bank account or credit (Fox and Romero, 2017) ⁶⁸Kabeer (2021); Fox and Romero (2017)
⁶⁹Calder and Boost (2020); Fox and Romero (2017); Field et al. (2010); Hanmer and Klugman (2016)

Conceptual framework for understanding women's economic empowerment



This report applies a holistic framework to understand barriers and enablers to women's economic empowerment in Angola at three distinct levels: (i) Structural; (ii) Normative; and (iii) Individual. Factors at these three levels combine and interact to influence WEE opportunities and outcomes. For example, barriers at different levels can interact to limit women's opportunities to collectively engage in and shape market institutions; their access to suitable services and assets;

and their choices relative to men's, thereby leading to greater engagement in marginal, unregulated and precarious forms of work with low and unstable earnings, and no social protection. Segregation and discrimination can occur along several fronts - employment, status in value chains, profit potential and level of risk - and are stubbornly persistent in informal labour markets despite low barriers to entry. All these due to the vicious interplay between individual, normative and structural constraints.

Structural factors

Government policies, laws and regulations - whether formulated at the national or sub-national level - create a structure that directly or indirectly constrains women's participation in the economy.

Macro-level economic policies are often thought of as “gender neutral”, as they cover policy areas such as public and private investment, macroeconomic stability, rules for international trade, financial regulatory powers and policies, and public expenditure allocation and management. In most cases, these policies are not designed with WEE outcomes in mind, but they affect women and men differently because of their different positions in the economy and society, shaped and reinforced by existing gender norms.

Examples of policies that directly influence women's ability to start, run and grow their businesses include:

- Macro-level economic policies around trade and taxation;
- Credit and finance policies;
- Regulations around access to markets; and
- Laws (including customary law) on property ownership and inheritance.

Policies can also indirectly influence women's economic empowerment.

These may include:

- Policies on the marketisation and subsidisation of the care economy and the recognition of unpaid care responsibilities;
- Education policies that support girls' and young women's participation and achievement, and their pathways to employment; and
- Prevention and response mechanisms to gender-based violence (GBV).

Normative factors

Gender norms circumscribe women's capabilities well before they enter the labour market, as norms affect the whole skill development process of children and youth; for example, how much and what kind of education and other learning opportunities are made available.⁷⁰ Norms invest dominant household members, usually men, with the authority to determine how resources are allocated and how women and girls use their time.⁷¹ The role of gender norms and relational agency is thus important to examine as a factor enabling or constraining women's economic outcomes.

Social and gender norms around women's economic empowerment are not static, and large-scale macro-level changes in for example educational levels or conflict situations, as well as the hard work and advocacy of women's rights movements, can drive positive shifts in behaviour and attitudes over time.

⁷⁰Calder et al. (2021) ⁷¹Kabeer (2021)

Norms play an important role in explaining many labour market phenomena, such as persistent gender segregation, low or declining female labour force participation, women's lower returns to human capital and experience in the world of work, women's double burden of paid and unpaid work, household decision-making, the aspirations of women and girls,⁷² and the availability of relevant products and services for women in the market (for example, financial products and services, good-quality affordable childcare, and private/domestic infrastructure). These gendered norms focus on five key areas:

- **Women's time use**, including responsibilities assigned to women for domestic and care, paid work and leisure time;
- **The desirability, suitability and respectability of different types of activity and work** for men and women, including whether girls and young women should attend school, acquire certain skills (e.g. digital literacy), whether women should work outside of the home, work in mixed gender environments and run a business;
- **Voice, representation and leadership in decision-making** in the household, the community, the market and the state;
- Women's **freedom of mobility**; and
- The **frequency, intensity and acceptability of violence against women and girls (VAWG) including sexual harassment**.

Individual factors

Capital can be embedded in human beings (human capital), embedded in society (social capital), or possessed in the form of a tangible asset, by an individual, a household, or a group (economic capital). Capital is especially important for women entrepreneurs to navigate the “structures of constraint” they face in doing business. Yet evidence suggests that women suffer capital deficits relative to men, and that this affects their performance.⁷³

Human capital includes business, entrepreneurial, vocational, and sectoral information, knowledge and skills, and an understanding of rights, key policies and regulations; basic cognitive skills such as literacy and numeracy; financial and digital skills; and social-emotional skills such as aspiration, self-esteem, goal setting and communication. Uneven investments in girls' and young women's human capital create “pre-existing” constraints that are exacerbated through unequal access to market services, opportunities, and economic and social capital.⁷⁴

The exercise of individual choice is significantly enabled by stores of social capital. Social capital refers to networks, rooted in norms and social trust, that facilitate coordination and cooperation for mutual benefit, that are informed by long-

⁷²Marcus (2021) ⁷³McKenzie et al. (2021); Batista et al. (2021) ⁷⁴Calder et al. (2021)

standing values of solidarity and mutuality.⁷⁵ Women are often further constrained by their disproportionate reliance on horizontal social networks - connections and relations between those in similar socioeconomic situations - as compared to vertical networks with people of different socioeconomic standing. However, horizontal social capital can be valuable to women insofar as it enables them to join with others in collective action, for example through collective enterprises.

Finally, economic empowerment requires women to access and control economic capital, including: financial assets such as earnings, savings, and investments; productive assets such as business equipment (including phones), inventory and inputs, livestock and land; and private/domestic infrastructure assets such as fuel-efficient stoves, durable housing and solar power that increase women's ability to engage in paid work.⁷⁶

Given an enabling environment, these interlinked forms of capital support women to exercise greater choice and agency in relation to their work.

Therefore, the lack of capital is more of a problem for women: firstly, because systemic and structural constraints allocate more opportunities to build capital to men; and secondly, because women need more capital than men simply to overcome structural constraints and engage in markets productively and profitably.⁷⁷

⁷⁵Adato and Hoddinott (2008) in Calder and Tanhchareun (2014) ⁷⁶Calder et al. (2021) ⁷⁷Calder et al. (2021)



3. Country context

3.1 Demographics and geography

Angola is one of the largest countries by land area in the Southern Hemisphere.

The country has a total land area of 1,246,700 square kilometres.⁷⁸ With a total population estimated at 33 million in 2022,⁷⁹ Angola is one of the most sparsely populated countries in Africa, although there is regional variation in population density. The population is largely concentrated in the western region and urban areas,⁸⁰ with approximately 67% of the population living in urban areas.⁸¹ Internal rural-urban migration flows have been driven by improved infrastructure, employment opportunities and access to services in urban areas.⁸² Luanda is the country's largest city and one of the busiest seaports.⁸³ About 27% of the population lives in the capital region of Luanda,⁸⁴ making it the most densely-populated region at 482.1 people/sq km.⁸⁵

⁷⁸The World Factbook (2022)

⁷⁹Instituto Nacional de Estatística (n.d.)

⁸⁰The World Factbook (2022)

⁸¹World Bank DataBank (2021)

⁸²Migrants & Refugees (2022)

⁸³Britannica (2022a)

⁸⁴World Bank (2020)

⁸⁵City Population (2022)



Located on the western coast of Southern Africa, the country is bordered by the Democratic Republic of Congo (DRC), the Republic of the Congo, Zambia and Namibia.⁸⁶ Angola receives large numbers of international migrants, driven by opportunities presented by the country's rich reserves of natural resources, including oil and diamonds.⁸⁷ By mid-2020, the country hosted more than 650,000 international migrants primarily from DRC, Guinea, Côte d'Ivoire, Cabo Verde and São Tomé and Príncipe.⁸⁸

With a fertility rate of 6.2 births per woman, Angola has a relatively young population⁸⁹ with a median age of 16.7 years.⁹⁰ The population is estimated to have risen over 3% annually since 1975.⁹¹ According to the most recent 2015/2016 Demographic and Health

Survey (DHS), nearly 51% of the population is under the age of 15 years.⁹²

Since 2002, the country has been recovering from the socioeconomic effects of a protracted civil war that saw more than half a million people flee the country.⁹³

Following independence from Portugal in 1975, Angola descended into a civil war as a result of political fragmentation and rising tensions between two groups - the ruling People's Movement for the Liberation of Angola (MPLA) and the National Union for the Total Independence of Angola (UNITA).⁹⁴ In 2002, both parties signed a peace deal. The long-awaited peace settlement came after the protracted conflict ravaged the country, leading some 40% of the population to flee their homes.⁹⁵

Spotlight: Generating economic opportunities for women in post-conflict reconstruction

During the conflict, Angola was one of the most heavily mined countries in the world. In 2017, the HALO trust, with support from multiple donors - Eni Angola, the UK government, World Without Mines, BP Angola and the Sonangol Group - launched a (still ongoing) project to train and employ all-female de-mining teams. The aim was to introduce a landmine-clearing programme while trying to economically empower women. Although the project initially set out to train 100 women de-miners, to date, the project has recruited 400 women, and three all-female de-mining sections in the Benguela province. These women de-miners are paid a basic salary of USD350 per month to clear approximately 36 square yards in a day, presenting them with economic opportunities previously limited to them. Until recently, as with most post-conflict reconstruction work, these jobs were almost exclusively done by men. This new initiative is at the forefront of tackling gender stereotypes about which jobs are/are not suitable for women.⁹⁶

⁸⁶Britannica (2022b) ⁸⁷Migrants & Refugees (2022) ⁸⁸Migrants & Refugees (2022) ⁸⁹The DHS Program (2017)
⁹⁰World Economics (n.d.) ⁹¹World Population Review (2022) ⁹²The DHS Program (2016) ⁹³Britannica (2022c)
⁹⁴Ferreira, M. E. (2006) ⁹⁵Sapir, D. G., & Gomez, V. T. (2006) ⁹⁶Trenchard, T. (2022)

A former Portuguese colony, Angola is an ethnically diverse country. The main ethnic groups include Ovimbundu (representing 37% of the population), Kimbundu (25% of the population) and Bakongo (13% of the population).⁹⁷ Portuguese is the official language, spoken by approximately 71.2% of the population.⁹⁸ Portuguese is also the language most used by the state, and for administration, education, media and business.⁹⁹ In addition, there are 10 other commonly spoken Bantu languages, as well as approximately 42 local languages.¹⁰⁰ Angola is largely a Christian country. According to the 2014 Census, Roman Catholicism (41.1%) and Protestantism (38.1%) are the two main religions, while approximately 8.6% of people belong to other religions. A further 12.3% of people report having no religious affiliation.¹⁰¹

3.2 Human development

Angola has made progress across many human development indicators since the end of the civil war. In 2019, the country's Human Development Index (HDI) value stood at 0.581.¹⁰² This puts Angola into the medium human development category, positioned at 148 out of 189 countries and territories.¹⁰³ Between 1990 and 2019, the country's average life expectancy increased by 15.8 years, mean years of schooling increased by 0.8 years and expected years of schooling increased by 8.3 years. The Gross National

Income (GNI) per capita stood at USD6,360 (2019 purchasing power parity (PPP)).¹⁰⁴ However, largely owing to the COVID-19 pandemic, GNI per capita fell slightly to USD6,060 in 2021.¹⁰⁵

Angola's life expectancy stands at 61.5 years, which is below the average for lower-middle-income countries (67.9 years).¹⁰⁶ The low life expectancy is closely linked to the country's health and wellbeing status. Angola faces a food and health crisis with high poverty and food insecurity as well as rising HIV-related deaths,¹⁰⁷ high levels of respiratory illnesses¹⁰⁸ and high maternal mortality.¹⁰⁹ The country also ranks low in terms of access to health services, with only one physician, 23 healthcare workers and 63 nurses per 100,000 people.¹¹⁰

The country has struggled to meet the infrastructure and service provision needs of a growing and increasingly urban population.¹¹¹ Accessibility and mobility issues are exacerbated by a sparse road network with a density of 6km/100 sq km, and only 17% of urban roads are paved.¹¹² Furthermore, only 60% of the urban population and 20% of the rural population have access to basic sanitation and drinking water.¹¹³

⁹⁷The World Factbook (2022) ⁹⁸CIA (2022) ⁹⁹Government of Angola (2016) ¹⁰⁰The World Factbook (2022) ¹⁰¹Government of Angola (2016) ¹⁰²These indicators are compiled into a single number between 0 and 1.0, with 1.0 being the highest possible human development. HDI is divided into four tiers: very high human development (0.8-1.0), high human development (0.70-0.79), medium human development (0.55-0.70) and low human development (below 0.55). ¹⁰³United Nations Development Programme (2020) ¹⁰⁴World Bank DataBank (2021) ¹⁰⁵World Bank DataBank (2021) ¹⁰⁶World Bank (2020) ¹⁰⁷Matonhodze, C. R. (2019) ¹⁰⁸Ramos, R. (2019) ¹⁰⁹USAID (2021a) ¹¹⁰World Bank (2020) ¹¹¹World Bank (2020) ¹¹²World Bank (2020) ¹¹³World Bank (2020)

The percentage of people below the national poverty line increased between 2008 and 2019, from 37% to 41% of the population.¹¹⁴ There are regional variations around poverty concentration: in Luanda, less than 10% of the population is living below the poverty line, whereas the provinces of Cunene (54%), Moxico (52%) and Kwanza Sul (50%) have much higher rates of poverty.¹¹⁵ Using the USD1.90 per person per day international poverty line, in 2019 almost half the population lived in poverty.¹¹⁶ Based on figures available from 2019, women and men experience similar levels of poverty at 48% and 47%, respectively, (using the international poverty line), higher than the SSA average for men and women (44%).¹¹⁷

In 2019, approximately 30.4% of households in Angola were female-headed.¹¹⁸ In peri-urban areas, female-headed households have more livelihood opportunities, but the cost of living is higher and these households are rarely supported by men (whether they are divorced, separated, or in polygamous relationships), so women are often responsible for meeting all livelihood needs of the household.¹¹⁹ Female-headed households are slightly more likely to live in poverty than male-headed¹²⁰ households.¹²¹

While recent data remains unavailable, estimates from the 2014 general census indicate that there are 656,258 persons with disabilities residing in Angola.¹²²

The prevalence stood at 2.5%, of whom 56% were male and 44% were female. However, the disability prevalence is estimated to be much higher given the intensity and longevity of the country's civil war.¹²³ Women with disabilities are additionally disadvantaged and face multiple forms of barriers and discrimination.¹²⁴ This may include poverty and limited access to opportunities and services. However, data on women with disabilities in Angola is extremely limited.

3.2.1 Gender indices

Angola has made some policy-level efforts and progress towards addressing gender inequalities across multiple socioeconomic dimensions. The Gender Development Index (GDI) value for Angola was 0.903 in 2019, reflecting medium to low equality in HDI achievements between women and men.¹²⁵ In addition, the country was ranked 125 out of 146 countries in the 2022 Global Gender Gap Report.¹²⁶ A review of global gender indices highlights areas of both progress as well as areas where gender inequalities are most stark. In particular, Angola has shown clear progress in improving the status of women in the workplace

¹¹⁴World Bank Group (2020) ¹¹⁵World Bank Group (2020) ¹¹⁶World Bank Group (2020) ¹¹⁷World Bank Group (2020) ¹¹⁸Kamer, L. (2022) ¹¹⁹SIDA (2015) in SADC (2018) ¹²⁰Using a demographic headship definition, a (fe)male-headed household is defined as having at least one and only (fe)male adult resident(s), while a dual-headed household is defined as having both male and female adult residents. ¹²¹World Bank Group (2020) ¹²²United Nations (2019) ¹²³Humanity and Inclusion (n.d.) ¹²⁴United Nations (2019) ¹²⁵United Nations Development Programme (2020) ¹²⁶World Economic Forum (2022)

supported by a strong policy environment. At the same time, legal gaps mean women are insufficiently protected from gender-based violence, while persistent inequalities in education and health continue to hinder women's economic opportunities and wellbeing.

Index	Score	Insights on score
<p>Gender Inequality Index (2019) Composite measure reflecting inequality in reproductive health, empowerment and labour <i>(lower score is better)</i> Global average: 0.436 SSA average: 0.570¹²⁷</p>	0.556	Above-average adolescent birth rate (150 vs 104.9 SSA per 1,000 women aged 15-19). Below-average portion of female population with at least secondary education (23.1 vs 28.8% SSA).
<p>Women's Workplace Equality Index (2018) Assessing institutions, building credit, getting a job, going to court, protecting women from violence, providing incentives to work and using property <i>(higher score is better)</i> Global average: 64.79 SSA average: 57.86¹²⁸</p>	59.15	Scores higher than SSA average on women's ability to access institutions and women's ability to use property, both 100/100. Poor performance on availability of building credit (25/100), ease of going to court (25/100) and on protection of women from violence (31.3/100). The law does not prohibit discrimination by creditors based on marital status. There is also no small-claims court or fast-track procedures to reduce the cost of court proceedings. Ranks 20 out of 47 SSA countries.
<p>Gender Parity Score (2019) Measures distance from gender parity and takes into consideration gender equality at work and in society <i>(higher score is better)</i> Africa average: 0.58¹²⁹</p>	0.62	Scores higher than SSA average, and performs on society dimension at 0.67 points, meaning that women had 67% of the opportunities that men did. High disparity on legal protection and political voice (0.49), as well as on gender equality at work (0.53). Women are much less likely to occupy professional and technical jobs (0.43) or leadership positions (0.48). There is also a considerable unmet need for family planning (36%).

- = Among the top scoring countries in SSA
- = Among the lowest scoring countries in SSA
- = Average score based on SSA averages

¹²⁷United Nations Development Programme (2019) ¹²⁸CFR (n.d.) ¹²⁹Moodley, L., Kuyoro, M., Holt, T., Leke, A., Madgavkar, A., Krishnan, M., & Akintayo, F. (2019)

Index	Score	Insights on score
<p>Women, Business and the Law (2022) Measures legal regulations affecting women's economic opportunity via eight indicators: mobility, workplace, pay, marriage, parenthood, entrepreneurship, assets and pension <i>(higher score is better)</i> Global average: 76.5 SSA average: 71.5¹³⁰</p>	79.4	<p>Scores perfect on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women starting and running a business, and gender differences in property and inheritance. Needs to improve laws affecting women's pay, laws affecting women's work after having children and laws affecting the size of a woman's pension.</p>
<p>Africa Gender Index (2019) Composite index on the status of gender equality progress in Africa on closing gender gaps - education, jobs, wages, participation in politics and leadership roles <i>(closer value to 1 indicates less inequality; score of 1 implies parity between men and women)</i> Africa average: 0.486</p>	0.567	<p>Angola has passed laws that allow employees with young children to have flexible or part-time working hours.</p> <p>Scores higher than the SSA average.</p>
<p>Global Gender Gap Report (2022) Economic participation and opportunity, educational attainment, health and survival, political empowerment <i>(higher score is better)</i> Global average: 0.681 SSA average: 0.697¹³¹</p>	0.638	<p>Significant gender gap in education. Ranked 125 in the world out of 146 countries, and 28 out of 36 countries covered in Sub-Saharan Africa. Secondary school enrolment rate stands at 39.74% for women compared to 61.77% for men.</p>
<p>SDG Gender Index (2022) 14 of the 17 Sustainable Development Goals (SDGs) and 51 issues ranging from health, gender-based violence and climate change <i>(higher score is better)</i> Global average: 67.8 SSA average: 52.0¹³²</p>	49.2	<p>With no change in score (from 2015 to 2020), Angola ranked 128th globally out of 144 countries covered.</p>

- = Among the top scoring countries in SSA
- = Among the lowest scoring countries in SSA
- = Average score based on SSA averages

¹³⁰World Bank Group (2022) ¹³¹World Economic Forum (2022) ¹³²Equal Measures 2030 (2022) EM2030

Significant gender gaps exist in access to education. Only 53.4% of women are literate, compared to 80% of men.¹³³ A similar proportion (56%) of women in the labour force have less than a primary education.¹³⁴ Only 67.3% girls are enrolled in primary schools compared to 88.9% of their male peers, while just 10.1% of girls go on to attend secondary school.¹³⁵ In rural areas, girls have limited access to schools; in urban areas, while schools exist, they can be costly.¹³⁶ The country has made some efforts to reduce regional asymmetry in enabling access to education, and 18 teacher training centres have been set up in each of the provinces.¹³⁷ However, while

the total number of teachers and schools has increased since 2006, challenges persist in equitable provision of education across provinces.¹³⁸ Infrastructural challenges associated with quality of education include limited formal training for teachers, a high pupil-to-teacher ratio (43.5 students per teacher) and poor physical infrastructure such as lack of toilets.¹³⁹ Approximately a third of all children are out-of-school, with girls more likely to be out of school than their male counterparts.¹⁴⁰ With an estimated 26% of the population aged 5-14 years engaged in some form of economic activity, child labour is also a leading cause of school dropout for both boys and girls.¹⁴¹

Girls Empowerment and Learning for All Project (2022-2025)¹⁴²

The Girls Empowerment and Learning for All Project is a USD250 million investment from the World Bank to empower Angolan youth, especially girls, and to improve learning quality for all. The project focuses on empowering both girls and boys by providing adolescent health services, expanding opportunities for second chance education and life skills, and keeping girls in school through demand-side actions. Furthermore, the project aims to address challenges pertaining more directly to the education system, with a focus on expanding education infrastructure, improving the quality of teaching and learning, and minimising COVID-19 disruptions.

¹³³World Economic Forum (2021) ¹³⁴World Bank (2020) ¹³⁵World Economic Forum (2021) ¹³⁶Tvedten, I., Lazaro, G., Jul-Larson, E., & Agostinho, M. (2018) ¹³⁷Capitango, J. A. C., Marin, M. S. G. de, Flores, E. S., Gutiérrez, M. A. R., Villar, M. G., & Prados, F. Á. D. (2022) ¹³⁸Capitango, J. A. C., Marin, M. S. G. de, Flores, E. S., Gutiérrez, M. A. R., Villar, M. G., & Prados, F. Á. D. (2022) ¹³⁹World Bank (2020) ¹⁴⁰Mendes, S. (2018) ¹⁴¹Mendes, S. (2018)

Adolescent girls and young women continue to face challenges in realising their sexual and reproductive health rights (SRHR). In 2019, approximately 27% of Angolan women (15-49 year-olds) had an unmet need¹⁴³ for modern contraception.¹⁴⁴ Inadequate contraceptive knowledge, limited availability of healthcare services for adolescent girls,¹⁴⁵ and insufficient access to information¹⁴⁶ are the main causes of this unmet need. The country has one of the highest adolescent (15-19 year-olds) birth rates per 1,000 girls in the world, at 162 births per 1,000.¹⁴⁷ Furthermore, maternal mortality stands at 241 per 100,000 births.¹⁴⁸ Child mortality rates (74.7 deaths per 1,000 live births)¹⁴⁹ remain high and are around double the average of other lower-middle-income countries.¹⁵⁰

Spotlight: USAID Contraceptive Investment (2020)¹⁵¹

The government of Angola and other in-country stakeholders have partnered to procure and distribute over 625,560 Family Planning/Reproductive Health products to USAID-supported facilities and organisations in Angola. The investment aims to prevent 60,000 unintended pregnancies, prevent 20,000 abortions, and potentially save approximately USD2.5 million in direct spending on healthcare. It also aims to save USD2.5 million in direct health spending.

High prevalence of gender-based violence (GBV) restricts women's opportunities and overall wellbeing. According to the 2015-2016 DHS, nearly one third (32%) of women aged 15-49 have experienced physical violence over their lifetime.¹⁵² Nearly one third (34%) of women have experienced spousal violence, whether physical or sexual.¹⁵³ While married women are most likely to experience violence perpetrated by their spouse, unmarried women also experience violence perpetrated by their mother/step mother, highlighting intergenerational violence.¹⁵⁴ Rates of non-partner sexual violence are also high in Angola. In total, 9% and 4% of women in urban and rural areas, respectively, have experienced sexual violence, while 5% of women have experienced sexual violence in the past 12 months.¹⁵⁵

Child marriage is a widespread problem in Angola. A quarter (25%) of girls in Angola are married before they turn 18.¹⁵⁶ Child marriage can often lead to life-threatening consequences; young girls are at risk of contracting sexually transmitted diseases and HIV/AIDS, and are more vulnerable to mortality and morbidity associated with childbirth.¹⁵⁷ They also have more limited information on access to and use of contraception.¹⁵⁸

¹⁴²The World Bank (2022a) ¹⁴³Unmet need for family planning is defined as the percentage of women who do not want to become pregnant but are not using contraception. Though the concept seems straightforward, the calculation is extraordinarily complex and has changed over time. ¹⁴⁴USAID (2021) ¹⁴⁵Cleland, J., Harbison, S., & Shah, I. (2014) ¹⁴⁶Yaya, S., & Ghose, B. (2018) ¹⁴⁷World Bank (2020) ¹⁴⁸USAID (2021) ¹⁴⁹Kamer, L. (2022a) ¹⁵⁰World Bank (2020) ¹⁵¹USAID (2021) ¹⁵²The DHS Program (2017) ¹⁵³The DHS Program (2017) ¹⁵⁴The DHS Program (2017) ¹⁵⁵The DHS Program (2017) ¹⁵⁶OECD (2019) ¹⁵⁷UNFPA (2014) ¹⁵⁸UNFPA (2014)

3.3 Status of the economy, labour force participation and employment

With GDP of USD97.3 billion in 2019,¹⁵⁹ Angola is one of Sub-Saharan Africa's largest economies, known for its wealth of natural resources. Since the early 2000s, the country's economy has benefited from oil production and a post-war infrastructure boom backed by international credit and investment.¹⁶⁰ The oil sector and supporting activities accounted for approximately 50% of Angola's GDP and 89% of exports in 2019.¹⁶¹ After mining and quarrying, which accounted for 21.2% of gross value added (GVA) in 2019,¹⁶² Angola's top sectors in GVA terms are construction (15.5%), agriculture (11.9%), and wholesale and retail trade (11.4%).¹⁶³ Forecasts over the next decade anticipate an increasingly diversified Angolan economy away from the oil sector. Over the next 10 years, construction, agriculture and manufacturing are forecast to grow fastest in GVA terms.¹⁶⁴

Angola's national currency, the kwanza (AOA), experienced rapid depreciation even before the COVID-19 pandemic, threatening higher debt service; public debt was about 85% of the fiscal revenue in 2019.¹⁶⁵ This depreciation has been accompanied by growing inflation in recent years, which pressured private consumption among already budget-strapped Angolans.¹⁶⁶

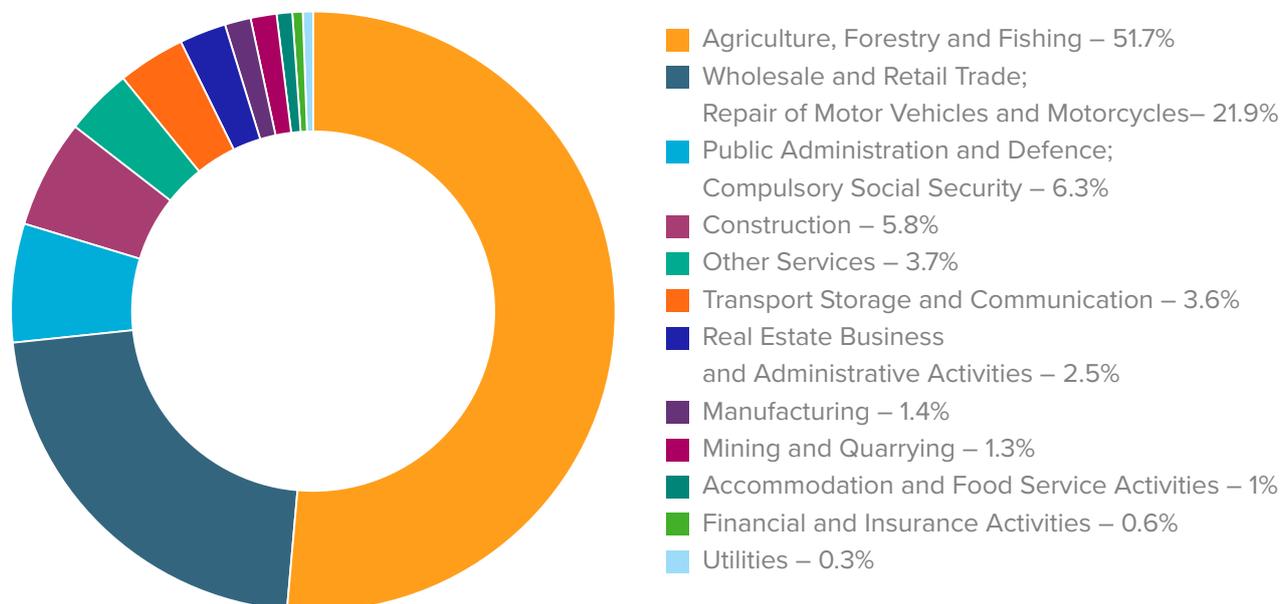
Moreover, overall foreign direct investment (FDI) into Angola has declined due to divestments in the oil sector, with many multinational oil companies repatriating their foreign earnings. However, FDI inflows in the non-oil sector rose by 149.2% from 2018 to 2019.¹⁶⁷ Against this backdrop, private sector development has been slow and continues to be stifled by limited access to credit and foreign currency.¹⁶⁸ In response, the government has pursued several legislative reforms to attract capital and stabilise its economy, including laws for privatisation and prevention of money laundering, the setting up of a one-stop investment window and the launch of a social protection registry.¹⁶⁹

The Angolan government is deploying strategic investments in infrastructure, human capital, credit markets and trade.

For example, in August 2020 the government launched the PAC (Credit Support Program), which made AOA60 billion (USD92.7 million) available for entrepreneurs under PRODESI (Program to Support Production, Diversification of Exports and Import Substitution).¹⁷⁰ Other important reforms aim to combat corruption with the goal of advancing inclusive growth by offering more opportunities for political, economic and entrepreneurial participation.^{171, 172}

¹⁵⁹The World Factbook (2022) ¹⁶⁰The World Factbook (2022) ¹⁶¹OPEC (2019) ¹⁶²Gross Value Added (GVA) differs from Gross Domestic Product (GDP). GVA is the net output of a sector after adding all outputs (including subsidies) and subtracting intermediate inputs (including taxes). ¹⁶³Euromonitor International (2020). WEE-SSA Scoping Report ¹⁶⁴Euromonitor International (2020). WEE-SSA Scoping Report ¹⁶⁵United Nations & World Bank (2020) ¹⁶⁶United Nations & World Bank (2020) ¹⁶⁷United Nations & World Bank (2020) ¹⁶⁸United Nations & World Bank (2020) ¹⁶⁹World Bank (2020b) ¹⁷⁰AllAfrica (2020) ¹⁷¹The World Bank (2022a) ¹⁷²AllAfrica (2020)

Breakdown of Full-Time Total Labour by Sector (2019)



Source: International Labour Organization (ILO) estimates

Angola has narrowed its gender gap in labour force participation, while geographic disparities in economic opportunities persist. In 2022, the employment rate was estimated at 62.7%. Employment rates are higher in rural areas than in the urban areas, at 80.6% and 52.4%, respectively.¹⁷³ In 2019, agriculture accounted for 51.7% of the full-time labour force, followed by services (public administration, trade, transportation, accommodation and food, real estate, finance/insurance and utilities) at 39.9%, and industry (construction, manufacturing, and mining and quarrying) at 8.5%.¹⁷⁴ While the national labour force survey does not disaggregate by

gender, the World Economic Forum's 2022 Gender Gap Report estimates female labour force participation to be 74% compared to 79% for men.¹⁷⁵

More than 50% of women of working age show interest in starting an entrepreneurial activity or are already engaged in one.¹⁷⁶ Angola has made progress supporting female entrepreneurship.¹⁷⁷ According to the Mastercard Index of Women Entrepreneurs (2021),¹⁷⁸ Angola is ranked first among all the countries analysed for the rate at which the country is able to drive women's entrepreneurship, which even surpasses men. Even though the country is ranked 55 out of

¹⁷³Instituto Nacional de Estatística (2022a) ¹⁷⁴Euromonitor International. WEE-SSA Scoping Study (2020) ¹⁷⁵World Economic Forum (2022) ¹⁷⁶Mastercard (2022) ¹⁷⁷Mastercard (2022) ¹⁷⁸The 2021 Mastercard Index of Women Entrepreneurs (MIWE) uses 12 indicators and 27 sub-indicators to create three components: (i) women's advancement outcomes; (ii) knowledge assets and financial access; and (iii) entrepreneurial supporting conditions. The updated MIWE ranks and scores each economy according to its performance over the past year. Aggregating these scores, the index provides an overall assessment of how women are faring in business, financial, education and workplace settings compared to their male counterparts at the national level as well as their peers on a global level.

65 countries, it has demonstrated a 2-point increase in its ranking since the 2019 index report.¹⁷⁹

While the country has achieved some success in improving women's labour force participation, a significant gender pay gap persists across sectors. According to the latest 2015/2016 DHS, seven out of 10 women report earning less than their husbands.¹⁸⁰ Furthermore, based on an analysis of the World Economic Forum (WEF)'s global gender gap report data, the country has one of the most significant gender pay gaps in the world, scoring 2.83 out of a seven point scale.¹⁸¹

Women's employment in Angola remains largely concentrated in the informal sector. Angola's full-time female labour force remains concentrated in the mostly informal agriculture sector (55.1%), followed by the services¹⁸² sector (43.7%), and industry (construction, manufacturing, mining and quarrying) holding just 1.2%.^{183, 184} As at 2022, over three quarters (79.3%)¹⁸⁵ of economically active individuals in Angola operate in the informal economy. The informal economy represents about 40-60% of GDP.¹⁸⁶

More women (88%) than men (70%) are informally employed,¹⁸⁷ and the rate of informal employment is higher in rural areas (95%) than in urban areas (65.4%).¹⁸⁸ This includes many employed Angolans who complement formal jobs with an informal side job to make ends meet.¹⁸⁹ Own-account workers,¹⁹⁰ who are among the most vulnerable segments in the informal sector, account for 41.6% of the employed population aged 15 and above.¹⁹¹ Vulnerable employment¹⁹² accounted for 84.7%¹⁹³ of the country's female employment in 2019,¹⁹⁴ compared with 62.7% of male employment for the same year.¹⁹⁵

In 2022, an estimated 4.9 million people were unemployed.¹⁹⁶ The unemployment rate in the population aged 15 and over was estimated at 30.2% and is higher among females (31.9%) than males (28.3%).¹⁹⁷

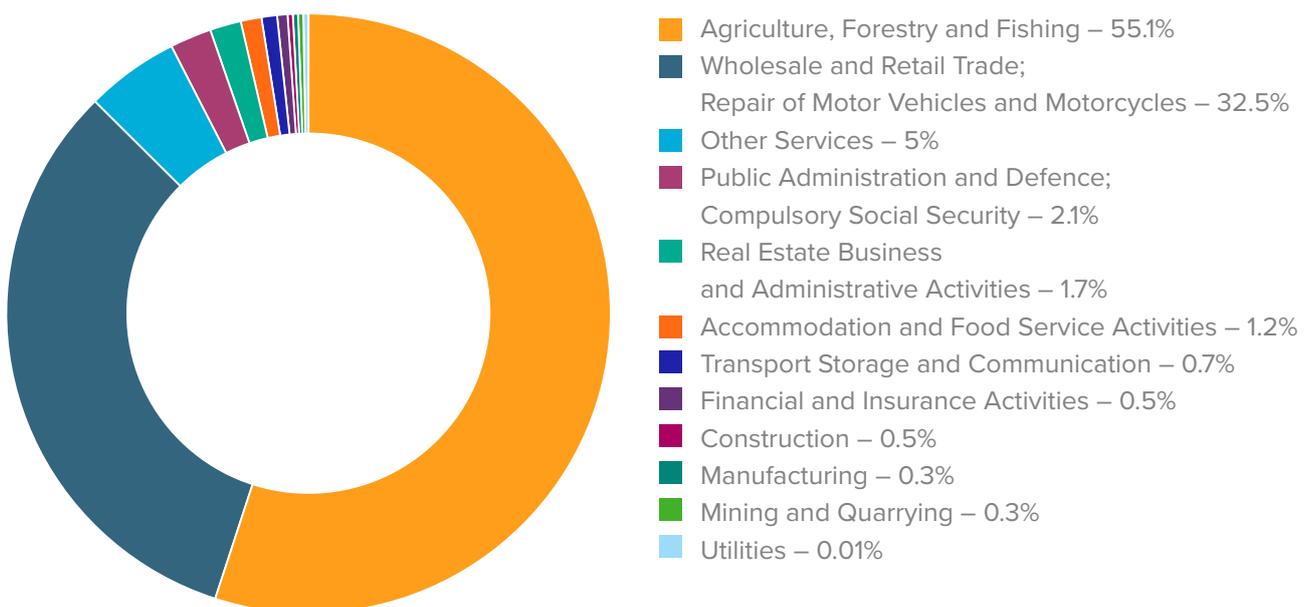
The economic shock brought on by the COVID-19 pandemic and subsequent lockdowns is expected to have increased the share of Angola's population living below the national poverty line. Following the COVID-19 pandemic, Angola's GDP recorded a decline of 2.6% in the first quarter

¹⁷⁹Mastercard (2022) ¹⁸⁰The DHS Program (2017) ¹⁸¹Edsor, B. (2017) ¹⁸²The services sector covers public administration, trade, transportation, accommodation and food, real estate, finance/insurance and utilities. ¹⁸³Euromonitor International. WEE-SSA Scoping Study (2020) ¹⁸⁴Legal restrictions are in place barring women from working in jobs and sectors deemed hazardous including in mining, energy, and (some) factory jobs. Source: United States Department of State (2020) ¹⁸⁵Instituto Nacional de Estatística (2022) ¹⁸⁶International Labour Organization (2021) ¹⁸⁷Instituto Nacional de Estatística (2022) ¹⁸⁸Instituto Nacional de Estatística (2022a) ¹⁸⁹BTI (2020) ¹⁹⁰Own-account workers are those workers who, working on their own account or with one or more partners, hold the type of job defined as a self-employed job, and have not engaged on a continuous basis any employees to work for them during the reference period. Source: International Labour Organization (ILO) Resolutions Concerning International Classification of Status in Employment Adopted by the 15th International Conference of Labour Statisticians, January 1993, para. 10. ¹⁹¹United Nations & World Bank (2020) ¹⁹²Vulnerable employment refers to the sum of contributing family workers and own-account workers. A high proportion of contributing family workers - generally unpaid, although compensation might come indirectly in the form of family income - may indicate weak development, little job growth and often a large rural economy. Source: Formpro.org. Promoting women in a male-dominated sector. ¹⁹³Though high from a global perspective, Angola's WVE of 84.7% is comparable to the average WVE of 80% across Sub-Saharan African countries. ¹⁹⁴Euromonitor International. WEE-SSA Scoping Study (2020) ¹⁹⁵Euromonitor International. WEE-SSA Scoping Study (2020) ¹⁹⁶Instituto Nacional de Estatística (2022a) ¹⁹⁷Instituto Nacional de Estatística (2022a)

of 2022 compared to the previous quarter in terms of volume. This was 5.6 points lower than estimated for the fourth quarter of 2021.¹⁹⁸ National lockdown measures in 2020 strained income and assets at the household level, hiked costs for basic goods and disrupted access to social services.¹⁹⁹ This has had a disproportionate impact on women, who already had lower average incomes compared to men before the pandemic.²⁰⁰ Women in Angola interact with and depend on social services more than their male counterparts.²⁰¹ This, coupled with a higher share of vulnerable employment among women versus men - in sectors that have lower access to basic health services - renders women more vulnerable to the pandemic's economic, social and health challenges.

The Angolan government has implemented a number of programmes supporting recovery and response to the COVID-19 crisis. This includes a USD2 billion Integrated Plan of Intervention in the Municipalities (PIIM) launched in 2019 to upgrade municipal infrastructure in areas including health and education; an Action Plan to Promote Employability (PAPE) focusing on youth employment; a project to strengthen the National Social Protection System Project/Cash Transfer, funded by a USD230 million World Bank loan; and an EU-funded cash transfer programme.²⁰² Various actors have sought to support the government's efforts. For example, the United Nations reprogrammed USD12.5 million to support Angola's COVID-19 response.²⁰³

Breakdown of Full-Time Female Labour Force by Sector (2019)



Source: International Labour Organisation (ILO) estimates

¹⁹⁸Instituto Nacional de Estatística (2022) ¹⁹⁹UNCTAD (2022) ²⁰⁰United Nations & World Bank (2020)

²⁰¹United Nations & World Bank (2020) ²⁰²The Republic of Angola (2022) ²⁰³United Nations & World Bank (2020)

3.4 Structure and functions of government



Angola at glance

Type of government	Presidential Regime
Executive	President and Government 33% women (7/21 cabinet members) ²⁰⁴
Legislature	Unicameral Parliament National Assembly - 30% women (65/220 members) ²⁰⁵
Judiciary	Supreme Court, Constitutional Court, courts in 12/140 municipalities
Political parties	Multi-party state since 1991 Ruling party: People's Movement for the Liberation of Angola (MPLA), in power since 1972
Governance	Federal Republic with two levels of government: Federal, Regional
Voting system	Closed-list proportional representation

²⁰⁴United States Department of State (2020) ²⁰⁵United States Department of State (2020)

Angola is a constitutional, multicultural presidential republic dominated by a single political party.²⁰⁶ MPLA has been in power since 1972.

Administratively, Angola is divided into 18 autonomous provinces that each have governors appointed by a central government.²⁰⁷ Provinces are further divided into 162 municipalities which are sub-divided into 532 communes for administrative purposes.²⁰⁸ City districts are the smallest administrative units in urban areas, while in rural areas, villages are the main administrative unit.²⁰⁹ Angola's judiciary is based on Portuguese civil and customary laws,²¹⁰ and trial courts operate at the "municipal" and "provincial" levels, while a "supreme court" exists at the highest level.

Angola's 2010 Constitution provides for the coexistence of statutory and customary laws and recognises "custom" insofar as it does not contradict the Constitution or threaten human dignity.²¹¹

Namely, the state should recognise and protect the right of rural communities to apply and benefit from the values and norms of customary law. Likewise, traditional leadership is tolerated within the local communities, as long it does not contradict the Constitution.²¹² Customary law, and local practice continue to guide decisions on issues such as land rights,²¹³ while traditional

authorities, such as local chiefs (*sobas or seculos*) are often the sole administrators, mediators and adjudicators of land and family disputes.²¹⁴

3.5 Selected stakeholders - overview of focus areas

Civil society organisations (CSOs) in Angola generally collaborate with the central government and with each other to implement women's empowerment programmes. As the political environment has become more open to gender equality interventions, CSOs have improved their organisational capacity in this area and have been able to collaborate more closely with the central government, which regards them as implementing partners for women's empowerment. The increased attention being given to women's empowerment and gender equality has also helped foster collaboration and solidarity among CSOs themselves.²¹⁵ The table below highlights some key organisations and their focus areas:

²⁰⁶Britannica (2022) ²⁰⁷Britannica (2022) ²⁰⁸OECD & UCLG (2016) ²⁰⁹Embassy of the Republic of Angola (n.d.) ²¹⁰United Nations (n.d.)
²¹¹Zongwe, D. P., & Dias, N. D. (2022) ²¹²Constitute Project (2022) ²¹³Cain, A. (2020) ²¹⁴Cain, A. (2020) ²¹⁵USAID, ICNL & fhi360 (2020)

Organisation	Key Focus Areas	Research	Advocacy	Programming
The Angolan Women's Organization (Organização da Mulher Angolana - OMA)	The oldest and largest women's organisation in the country and the women's branch of the ruling political party, MPLA.		✓	✓
Plataforma Mulheres em Acção	Well-established NGO network working on promoting gender balance and non-violence in Angola; sexual and reproductive health; and empowering women for decision-making positions and participation in the political, public and socioeconomic life of the country. The organisation has collaborated on several occasions with The Ministry for Social Action, Family and Women Promotion (MASFAMU).		✓	✓
Assoge	Advocacy for the elaboration of more gender-sensitive public policies as well as the promotion of women's economic and political participation. The organisation also provides free legal aid for women living in vulnerable conditions.		✓	✓
Mosaiko	NGO working at local and national levels to empower and conscientise Angolans on legal and human rights by disseminating research and encouraging civic education and political participation.	✓	✓	✓

4. Barriers and enablers to women's economic empowerment in Angola

This section of the report provides a detailed analysis of cross-cutting barriers and enablers to women's economic empowerment in Angola.

The findings are presented by each domain of the conceptual framework, beginning with structural factors before moving on to normative and individual factors affecting WEE opportunities and outcomes in Angola.

4.1 Structural Factors

4.1.1 Legal and policy commitments

The government has a clear commitment towards equal rights for its citizens.

Article 21 of the 2010 Constitution states that it will promote equality between men and women.²¹⁶ All citizens are equal before the law and “everyone shall have duties with regard to the family, society, the state and other legally recognised institutions” (Article 22).²¹⁷ Article 90 explicitly mentions that the state shall promote social development by removing socioeconomic and cultural obstacles, and enabling equal opportunities for its citizens.²¹⁸ The government also aims to improve elections over the 2020-2035 period by promoting citizens’ participation and ownership of the process, with a focus on gender parity and women’s participation and representation.²¹⁹

The Ministry for Social Action, Family and Women Promotion (MASFAMU)²²⁰ is the national body in charge of social protection strategies as well as the promotion of women’s rights, gender equality and gender equity. In 2020, MASFAMU advocated for gender-sensitive budgeting by proposing budget allocation for gender equality programmes.²²¹ This includes a Gender Marker System to be introduced in the Integrated System of State Financial Management, which would serve as a tool to classify government programmes according to their contribution to gender equality.²²² In addition, state agents responsible for policy planning will also be trained on developing gender-sensitive budgets and to strengthen implementation on gender-related policies and empowerment of women.²²³

National Development Plan Gender-Related Targets:

Target 1.1: By 2022, 1,000 activists are trained to develop gender awareness actions in the community

Target 1.2: By 2022, 75,000 people are sensitised on gender issues in order to change behaviours

Target 2.1: By 2022, 5,000 rural women are trained as traditional birth attendants

Target 2.2: By 2022, 9,000 young women are trained in small business management

Source: Angola Plano de Desenvolvimento Nacional 2018-2022

²¹⁶UN Women (n.d.) ²¹⁷UN Women (n.d.) ²¹⁸UN Women (n.d.) ²¹⁹United Nations Development Programme (n.d.) ²²⁰Ministério da Acção Social, Família e Promoção da Mulher (MASFAMU) (n.d.) ²²¹AllAfrica (2020a) ²²²AllAfrica (2020a) ²²³AllAfrica (2022)

The National Development Plan 2018-2022 includes gender-related goals. Examples include measures to promote equal job opportunities by reducing occupational segregation and reconciling work and family life, counter under-representation of women in government bodies, and promote equal access and full enjoyment of social rights for men and women. The National Development Plan also aims to eliminate gender disparities in education, promote equality in civic and political life, shift traditional norms around gender roles, and counter stereotypes. Interventions are designed to be implemented in partnership with civil society organisations.²²⁴

National efforts to respond to the threats posed by climate change, integrating gender considerations. For example, the National Institute for Biodiversity and Protected Areas (INBAC) is implementing the Strengthening Management and Climate Change Resilience in Angola programme (2021-2028).²²⁵ As a part of its design, the project has developed a Gender Mainstreaming Plan, which highlights gender differences, gender-differentiated impacts and risks, and opportunities to address gender gaps.²²⁶ A supportive Gender Action Plan will be developed, which aims to train and engage both men and women in natural

resource management, develop biodiversity-compatible local adaptation plans, and adopt comprehensive sectoral strategies and plans that support conservation efforts.²²⁷

Angola has ratified most international conventions on women's rights which commit to reducing gender-based disparities and promote gender equality and female empowerment.²²⁸ These include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Protocol to the African Charter on Human and Peoples' Rights regarding the Rights of Women in Africa, the Southern African Development Community (SADC) Gender and Development Protocol, the Solemn Declaration on Gender Equality in Africa, the United Nations Convention on the Rights of the Child, and the Beijing Declaration and Platform for Action.²²⁹ In addition to this, Angola has ratified 35 International Labour Organization (ILO) Conventions, of which 29 are in force.²³⁰ However, to date, Angola is yet to ratify the ILO Convention C190 of 2019 on violence and harassment.²³¹

²²⁴Ministry of Finance (2018) ²²⁵Global Environment Facility & Conservation International (2021) ²²⁶Global Environment Facility & Conservation International (2021) ²²⁷Global Environment Facility & Conservation International (2021) ²²⁸These include: UN Convention on Political Rights of Women, Convention on the Elimination of Discrimination against Women, African Charter on Human and People's Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, Protocol to Prevent, Suppress and Punish Trafficking in Persons. ²²⁹UN Women (n.d.)a ²³⁰International Labour Organization (2017) ²³¹International Labour Organization (2017)

4.1.2 Policy environment

Angola's National Gender Policy has been in place since 2013, with several programmes and initiatives developed to address gender inequalities. Examples of completed programmes include: the “*My Family, My Inspiration*” initiative aimed to promote attitude and behaviour change to support positive shifts in gender dynamics in the home. Other initiatives include the “Born with Registration” project, which aimed to

expand birth registration in rural areas, and “*I support*”, which targeted fathers to promote more equitable distribution of work.²³² The government has also joined the African Union campaign to end child marriage.²³³ However, significant data gaps in Angola make monitoring results of these efforts difficult. For example, data is only available for 28.6% of the indicators needed to monitor the Sustainable Development Goals (SDGs) from a gender perspective.²³⁴

Key programmes and initiatives supporting women's economic empowerment include:

- The Support Programme for Women in Rural and Peripheral Areas, aimed at combating poverty and establishing the economic foundations for sustainability
- The Microcredit Programme, a joint (provincial government of Luanda and Sol Bank) micro-loan programme, aimed at encouraging women to set up their own business²³⁵
- Family and rural entrepreneurship focusing on fisheries and agriculture sectors²³⁶
- Retraining programmes for rural villages, provided by field schools to help local communities to maximise crop yields²³⁷
- Supporting economic activities of rural women farmers through public-private partnership, co-funded by ExxonMobil, ENI and Group Simples, USAID's Women in Angola Farming project²³⁸
- Training for traditional birth attendants, sponsored by International Medical Corps (IMC)²³⁹

²³²OHCHR (2019) ²³³OHCHR (2019) ²³⁴UN Women (n.d.)b ²³⁵Government of Angola (2008) ²³⁶IFAD (2014) ²³⁷Africa News (2005)
²³⁸USAID (2021) ²³⁹IMC (1997)

Through its Human Capital Strategy (2018), an extension of the World Bank-supported Human Capital Initiative (2018), the country is focusing on three areas for “urgent action”.²⁴⁰ These include adolescent girls’ educational attainment, structural reforms for education through in-service teacher training programmes, and the reduction of the country’s high child stunting rate.²⁴¹ Angola’s Ministry of Education (MED) has focused on four core objectives in the last two decades: more schools, quality assurance, educational system efficiency and equal educational opportunities for all.²⁴² Angola has also invested in technical education and vocational training (TVET) through the European Union-backed Revitalisation of Technical Education and Vocational Training (REFTOP) programme, budgeted at EUR20 million (USD19.5 million).²⁴³

Angola has several progressive laws that promote equal status for women.

The country’s 2010 Constitution commits to gender equality, inclusion and non-discrimination.²⁴⁴ The Labour Code, the Family Code, laws related to HIV/AIDS and the Nationality Law were all designed to reduce and eliminate gender-based disparities in employment, land ownership, health and basic human rights.²⁴⁵ Domestic violence and marital rape are criminalised in the 2010 Constitution.²⁴⁶ Similarly, the Angolan Civil Code mandates equal inheritance

rights (including of land) for both sons and daughters, as well as for both male and female surviving spouses.²⁴⁷ However, implementation gaps remain while traditional and customary practices, which actively discriminate against women in issues such as inheritance, persist in many parts of the country.²⁴⁸

The country has made progressive steps to introduce measures that improve gender equality in the workplace. Angola’s labour laws include provisions that promote an enabling environment for working women. For example, workers with care responsibilities have the legal right to request part-time work and/or unpaid leave to care for relatives and flexible working.²⁴⁹ The General Labor Law, Arts. 4(1), Art. 157(1) and Art. 242(1) prohibit gender-based discrimination in employment. Women are protected against sexual harassment in employment under Criminal Code, Art. 186. The country also adopted criminal penalties for sexual harassment in employment.²⁵⁰ While women are entitled to three months of paid maternity leave, there is no legally required paternity leave.²⁵¹ Although the lack of legally required paternity leave is common in many countries, required maternity leave without an equivalent for men could potentially disincentivise employers from hiring women of child-bearing age despite the legal prohibition against gender-based discrimination in employment.²⁵²

²⁴⁰Montiel, E. M. M., & Jeronimo, A. F. B. (2021) ²⁴¹Montiel, E. M. M., & Jeronimo, A. F. B. (2021) ²⁴²Formpro.org. (n.d.) ²⁴³Ver Angola (2021) ²⁴⁴United Nations (n.d.) ²⁴⁵White, B. (2017) ²⁴⁶Redvers, L. (2011) ²⁴⁷OHCHR (2019) ²⁴⁸Cain, A. (2020) ²⁴⁹DecentWork Check (n.d.) ²⁵⁰World Bank (2022) Women, Business and the Law ²⁵¹Globalisation Partners (n.d.) ²⁵²World Bank Group (2022)

The government has made some strides towards offering social support and legal protection for informal workers. In an attempt to offer legal protection to informal workers, in 2008 the government's Decree No. 42/08 stipulated that self-employed workers can participate in formal social protection programmes.²⁵³ It states that those with no employment contract or legal status can register and make contributions to the compulsory social protection system in Angola.²⁵⁴ Angola has broadened the coverage of its social assistance programmes as a result of increased funding. The National Policy for Social Action in Angola (2021), in particular, demonstrated strong intent to implement a robust social protection system.²⁵⁵ The policy commits to sustainably addressing the needs of its citizens through a lifecycle approach, and recognising the importance of human rights to support the most vulnerable individuals and families.²⁵⁶

Spotlight: The Angolan Social Protection Strengthening Programme²⁵⁷

The Angolan social protection strengthening programme aims to promote access to social protection to cash-poor families and other vulnerable groups, such as older adults and people living with HIV/AIDS and other diseases. In its pilot phase that began in May 2021, it envisaged granting AOA8,500 to the 1,608,000 families identified in the 2018 survey on multi-dimensional poverty in municipalities. This pilot phase was to be launched in the municipalities of Nzeto (Zaire), Cambundi Catembo (Malanje), Cacula (Huíla), Cuito Cuanavale (Cuando Cubango) and Ombadja (Cunene). Families will be able to access social benefits for 12 months, and the scheme is expected to reach up to 300,000 families in total.

Since the approval of the Law on Associations (Law No. 14/91, of 11 May 1991), women's rights organisations (WROs) in Angola have been the main mechanism for promoting women's equality in the country.²⁵⁸ These organisations play a pivotal role in promoting gender equality and peace. While very important in maintaining the country's policy and socioeconomic checks and balances, they face several challenges. For example, their strategic, technical and monitoring and evaluation capacities are limited.²⁵⁹ They also face difficulties in presentation of financial and technical reports. Furthermore, funding remains a challenge, especially in rural contexts.²⁶⁰ However, some of the more mature organisations such as Ação para o Desenvolvimento Rural e Ambiente (ADRA) or Development Workshop (DW) have witnessed success due to sustained financial support and training opportunities.²⁶¹

²⁵³United Nations Digital Library (2018) ²⁵⁴United Nations Digital Library (2018) ²⁵⁵International Labour Organization (2022)

²⁵⁶International Labour Organization (2022) ²⁵⁷International Labour Organization (2021) ²⁵⁸European Union & Republic of Angola (2014)

²⁵⁹European Union & Republic of Angola (2014) ²⁶⁰European Union & Republic of Angola (2014) ²⁶¹European Union & Republic of Angola (2014)

4.2 Normative factors

4.2.1 Norms around paid and unpaid labour

Due to traditional gendered social and cultural norms, men's roles are perceived to be that of family breadwinner, while women's roles are primarily focused on household and caregiving responsibilities.²⁶² The increase in women's participation in economic activities outside the home has not reduced their unpaid work burden at home, leading to an increase in total workload.²⁶³ In rural areas, traditional gender norms relegate women to the role of housekeeper, wife and mother.²⁶⁴ Rural women are also responsible for taking care of children, the ill and the elderly, while also being responsible for generating income for household food needs, whether through informal trading or cultivation.²⁶⁵ In both urban and rural areas, there are no support structures supporting women to balance paid and unpaid responsibility, and women have lower access to basic infrastructure services, such as energy, water and sanitation.²⁶⁶

Data from the most recent 2015-2016 DHS suggests that much of women's work goes unpaid. For example, 30% of women compared to 12% of men were not paid for their work, and just 55% of women compared to 73% of men were paid in cash.²⁶⁷

4.2.2 Voice, representation and leadership in decision-making

Angola's National Development Plan (*Plano de Desenvolvimento Nacional*) 2018-2022 aims to increase the representation of women in decision-making, eliminate gender disparities in education and promote gender equality in civic life. The Organisation of Angolan Women (OMA), established in the 1960s, was created as the female wing of the MPLA and founded to foster women's participation in the independence movement.²⁶⁸ In 2010, Angola instituted quota policies that encourage and guarantee that at least 30% of roles in governing and directive bodies at all levels are occupied by women.²⁶⁹ This 30% quota is currently met at the legislative (parliament) and executive (cabinet) levels but not for provincial governors (11%), ministers (19.5%) and secretaries of state (16.4%).²⁷⁰

According to Article 20 (2-m) of Angola's Law 22/10 on Political Parties, political parties' charters must include "rules which encourage the promotion of equal opportunities and equity between men and women, as well as a gender representation of not less than 30% in their governing bodies at all levels."²⁷¹ Consequently, political parties such as the MPLA have adopted a 30% quota for female candidates, which resulted in a significant increase in the

²⁶²Marino, T. (2018) ²⁶³European Union & Republic of Angola (2014) ²⁶⁴Silva, E. A. da. (2011) ²⁶⁵Cain, A. (2020) ²⁶⁶European Union & Republic of Angola (2014) ²⁶⁷The DHS Program (2017) ²⁶⁸MPLA (n.d.) ²⁶⁹International IDEA (2022) ²⁷⁰OHCHR (2019) ²⁷¹Republic of Angola (2010)

number of women elected into the National Assembly: from 9.2% in the 1992 elections to 38% in 2017, well above the world average of 23.7%.²⁷²

Still, progress in women's representation in other areas of government is inconsistent. For example, women's representation in diplomatic services increased from 29% in 2013 to 40% in 2017.²⁷³ However, women's representation in provincial political leadership remains low - only four out of the 18 governors (22%) appointed by the central government are women.²⁷⁴

When it comes to voice and participation within their own households, most women participate in major household decisions. For example, data from the most recent 2015-2016 DHS indicates that 65% of all women in Angola aged 15-49 years participate in three major household-level decisions around their own healthcare, major household purchases and visiting family. However, 7% of women reported not participating in any of these decisions.²⁷⁵

Strengthening the capacity of young women leaders

The People in Need (PIN) project in Angola organises training courses for young female leaders.²⁷⁶ It also enables exchange of ideas through meetings that include women in "dialogue and decision-making spaces".²⁷⁷ The goal is to increase their self-esteem, awareness and confidence. The project has reached out to 120 women leaders directly, and 30,000 women indirectly through activities implemented in the provinces of Bié and Huíla.²⁷⁸

4.2.3 Women's mobility

Compared to many other countries in Sub-Saharan Africa, women in Angola enjoy relative freedom of movement.

Both legally and culturally, women face very few restrictions on their movement and are generally able to choose to live where they want to live in the same way as a man, travel outside of their home and travel outside of the country.²⁷⁹ This less restrictive environment presents opportunities for women's economic empowerment.

²⁷²International IDEA (2022) ²⁷³OHCHR (2019) ²⁷⁴United States Department of State (2020) ²⁷⁵The DHS Program (2017)

²⁷⁶People in Need (2020) ²⁷⁷People in Need (2020) ²⁷⁸People in Need (2020) ²⁷⁹World Bank Group (2022)

4.2.4 Gender-based violence

Women's increased economic participation has in some areas been associated with women's increased exposure to domestic violence.

Perpetrators often act with impunity given the limited ability of the social sector and law enforcement to prevent and respond to such incidents. Survivors also face challenges reporting these incidents.²⁸⁰ Experience of physical violence after age 15 is greater among women who are employed and paid in cash (37%) compared to unemployed women (29%) and women who are employed but not paid in cash (28%).²⁸¹ Women in urban areas face greater sexual violence (9%) than women in rural areas (6%).²⁸² Reports of gender-based violence increased in the first half of 2020, during COVID-19-related lockdowns.²⁸³

At the household level, 25% of women and 20% of men aged 15-49 years agree that a husband is justified in beating his wife for at least one of the following five reasons:

(i) if she burns the food; (ii) argues with him; (iii) goes out without telling him; (iv) neglects the children; or (v) refuses to have sex with him. The most common reason for both women and men to agree that wife beating is justified is if a wife neglects the children and if she argues with her husband.²⁸⁴

Data on sexual violence and harassment in the workplace is limited in Angola.

However, in their Concluding Observations on the 6th Periodic Report of Angola, the Committee on the Elimination of All Forms of Discrimination Against Women noted persistently high levels of sexual harassment at school, in the workplace and in the public sphere.²⁸⁵ One in four girls aged 15-19 years report having been physically or sexually abused in Angola.²⁸⁶

4.3 Individual factors

4.3.1 Human capital

Gender inequalities in educational access and outcomes present a significant barrier to women's economic empowerment.

High rates of child marriage and adolescent pregnancy contribute to these inequalities and remain a leading cause of dropout.²⁸⁷

A key barrier to increasing women's inclusion in higher-value, higher-skilled and formal employment is access to health and education.²⁸⁸ According to the World Bank, a child born in Angola today will be only 36% as productive when they enter the labour market as they could have been had they received full health services and education.²⁸⁹ Given household poverty and resource constraints, boys are often prioritised over girls, thus maintaining and increasing the gender gap.²⁹⁰ Furthermore, many children in school receive low quality education.²⁹¹

²⁸⁰Formpro.org.(n.d.) ²⁸¹The DHS Program (2017) ²⁸²The DHS Program (2017) ²⁸³VOA Português (2020) ²⁸⁴The DHS Program (2017) ²⁸⁵United Nations Digital Library (2015) ²⁸⁶Murthi, M., & Carret, J.-C. (2021) ²⁸⁷World Bank (2020) ²⁸⁸OHCHR (2019) ²⁸⁹The World Bank (2022a) ²⁹⁰World Bank (2020) ²⁹¹World Bank (2020)

Promoting women and girls' engagement in STEM subjects

Ajuda de Desenvolvimento de Povo para Povo (ADPP), a well-established non-profit organisation in Angola, is supporting girls to learn science in its Teacher Training and Polytechnic Schools.²⁹² The organisation is also partnering with the Ministry of Education in Angola to promote interest in Science, Technology, Engineering and Mathematics (STEM) among young people, prioritising women and girls.²⁹³ ADPP has produced two STEM manuals for primary and lower secondary teachers, in collaboration with Angola's National Institute for Teacher Training.²⁹⁴

4.3.2 Social capital

Compared to other SSA countries, women entrepreneurs in Angola may have more social capital to facilitate the growth of their business. The GEM Women's Entrepreneurship Report 2018/2019 found that Angola was one of the 10 countries²⁹⁵ where women were more likely than men to have larger businesses (20+ employees), and the only country (out of 59 countries), where women had a higher level of confidence in their capabilities than men. However, the report also highlights that the majority of women entrepreneurs were necessity-driven rather than opportunity-driven. In total, 80% of women entrepreneurs surveyed (compared to 50% of men surveyed) cited necessity as the main motivating factor for their business.²⁹⁶

4.3.3 Economic capital

Despite high labour force participation, women's financial inclusion stands at 22.3%.²⁹⁷ According to the most recent World Bank Findex data, most Angolans are currently unbanked or underbanked, especially those living in poorer parts or rural areas. Only about 37.7% of adults have a bank or mobile money account.²⁹⁸ This is below the 45.6% average in Sub-Saharan Africa.²⁹⁹

Given low mobile and mobile internet penetration across the country, Angola's performance across technology and digital indicators - mobile subscription, individuals using the internet and connectivity - remains low.³⁰⁰ Women's mobile phone usage stood at 44.7% in 2021.³⁰¹ Women are disadvantaged as a result, and even programmes that have integrated digital components struggle to successfully respond to women's differentiated needs.³⁰²

²⁹²Humana People to People (2015) ²⁹³Humana People to People (2015) ²⁹⁴Humana People to People (2015) ²⁹⁵The 10 countries include Angola, Canada, Colombia, Estonia, Iran, Latvia, Qatar, South Africa, Turkey and Uruguay, ²⁹⁶Elam, A. B., Brush, C. G., Greene, P. G., Baumer, B., Dean, M., & Heavlow, R. (2019) ²⁹⁷Georgetown Institute of Women, Peace and Security (GIWPS) (2021) ²⁹⁸IFC (2022) ²⁹⁹IFC (2022) ³⁰⁰Conseil Santé (2020) ³⁰¹Georgetown Institute of Women, Peace and Security (GIWPS) (2021) ³⁰²Conseil Santé (2020)

Community savings groups led by women are contributing towards household-level increases in income and improved economic conditions. The Women Entrepreneurship Project supported by World Vision has organised more than 600 women in Porto Amboim, in Kwanza Sul province.³⁰³ The project has strengthened women's entrepreneurial capacity by promoting a culture of savings and credit, improving their management skills and providing support to grow their businesses. The investment has led to 121 jobs being created, six groups buying land plots and a number of women being able to build their own houses. Additionally, women members reported being able to pay for their children's education, cover their medical expenses and plan for their future as a result of their increased savings.³⁰⁴

Strengthening the National Social Protection System Project (Cash Transfer) (2019-2023)

The World Bank-supported Strengthening the National Social Protection System project in Angola provides temporary income support to 247,000³⁰⁵ poor heads of households in selected areas of Angola. The aim is to strengthen the delivery mechanisms for a permanent social safety net system.³⁰⁶ This project has three components: (1) Cash transfers to poor households; (2) Development of a permanent safety nets system; and (3) Project management.³⁰⁷ As a part of objective 1, *Kwenda* is the first cash transfer programme in Angola that delivers social assistance in the form of cash and digital payments. It also integrates human development and economic inclusion activities.³⁰⁸ This programme was launched in the beginning of the COVID-19 pandemic with beneficiaries receiving e-payments and getting financially linked for the first time to the country's financial system.³⁰⁹ Nearly 60% of targeted households are female-headed. Cash transfers are intended to be invested to improve livelihoods and household living conditions.³¹⁰

Women's limited ownership of land restricts their economic opportunities. More than 62% of Angola's population lives in informal settlements with insecure land tenure.³¹¹ Under traditional and customary inheritance practices, land passes from fathers to sons, while widows are often forced from their deceased husbands' home.³¹² Women in rural areas also often have very limited knowledge and access to information around their statutory rights.³¹³ Within this context, land decentralisation reforms provide an opportunity for the government and other stakeholders to improve women's land rights.³¹⁴

³⁰³World Vision International (2019) ³⁰⁴World Vision International (2019) ³⁰⁵World Bank (2022) ³⁰⁶The World Bank (2022a)
³⁰⁷The World Bank (2022a) ³⁰⁸World Bank (2022) ³⁰⁹World Bank (2022) ³¹⁰World Bank (2022) ³¹¹Cain, A. (2019) ³¹²Cain, A. (2019)
³¹³Cain, A. (2019) ³¹⁴Cain, A. (2019)



5. Sector analysis briefs

5.1 The agriculture sector



This section looks at the role of women in the agriculture sector. The section provides examples of women's participation in the production of two staple food crops in Angola - maize and cassava - and explores recent available evidence on barriers, opportunities and entry points for women's economic empowerment across the value chain.

Sector overview

The agriculture sector is growing and plays a significant role in Angola's economic diversification and food security.³¹⁵ In 2021, the agriculture sector accounted for 4.6% of GDP.³¹⁶ Angola's National Development Plan (2018-2022) identifies agriculture as a key driver of economic growth, primarily driven by domestic consumption.³¹⁷ The Ministry of Agriculture and Fisheries (MINAGRIP) updated medium-term sector development plan (2018-2022) includes the strategic objective of increasing the contribution of the agrarian sector to economic growth and social development. The plan aims to increase the per capita income of agricultural households (from USD1.2 to more than USD2.2 per day).³¹⁸ The government has set up several programmes to support the sector including support to agribusiness³¹⁹ and cooperatives.³²⁰ Overall, the government

allocates over USD1 billion a year to the sector through policies and programmes. An analysis of this monetary allocation, however, found that little is allocated to public goods and services. Almost all (94%) of money allocated goes towards producer support, which critics say tends to benefit a small number of larger commercial producers.³²¹ In addition, as most of the funds are raised through Market Price Support (MPS), which raises domestic agricultural prices, this approach has been criticised for creating an implicit tax for domestic food consumers.³²²

There is significant room to increase agricultural productivity in line with domestic demand. The main food crops grown in Angola are maize, cassava, beans, peanuts and bananas.³²³ Other agricultural commodities produced are potatoes, sweet potatoes, citrus and pineapples.³²⁴ Although Angola is self-sufficient for locally-produced sweet potatoes, cassava and peanuts, some other staple foods such as chicken, maize, rice, wheat and potatoes are imported to meet demand.³²⁵ Agricultural practices include rainfed staple crop cultivation, as well as farming mixed with household-adjacent fruit trees (such as banana, avocado, mango, coconut and papaya) and mixed vegetable gardens.³²⁶ Prior to the civil war (1975-2002), Angola was self-sufficient for all crops except wheat, and was a major exporter

³¹⁵World Bank (2021) ³¹⁶International Labour Organization (2021) ³¹⁷Government of Angola (2018) ³¹⁸World Bank (2021)

³¹⁹International Labour Organization (2021) ³²⁰Ver Angola (2021) ³²¹World Bank (2021) ³²²World Bank (2021) ³²³World Bank (2018)

³²⁴International Trade Administration (n.d.) ³²⁵World Bank (2018) ³²⁶Hunter, R., Crespo, O., Coldrey, K., Kronin, K., & New, M. (2020)

of coffee, sisal, sugarcane, bananas and cotton. However, since then the country's agricultural production has struggled to keep up with population growth, an estimated half of all food is currently imported.³²⁷ This makes Angola one of only four Sub-Saharan African countries with an agricultural trade deficit (together with Nigeria, the DRC and Somalia).³²⁸

In 2022, more than half (53.2%) of the employed population reported receiving income from the agriculture, animal production, hunting, forestry and fishing sectors.³²⁹ In rural areas, the proportion of people whose main source of income is from agriculture is estimated to be as high as 90%.³³⁰ The majority of farms (88%) in Angola are small and used for communal or subsistence farming.³³¹ Smallholder farms in general have low productivity and produce little or no surplus,³³² as farmers have low access to technologies, inputs and services (including credit, accessed/used by only 2% of farmers).³³³ In addition, even though Angola's soil is diverse and fertile, only 10% of the 35 million hectares of arable land is currently cultivated, highlighting significant room for growth.³³⁴ By comparison, there are only a few medium- and large-scale employers operating in the sector, while many cooperatives and producer groups are inactive.³³⁵

The majority of agricultural workers work informally and earn low incomes. Almost all employees in agriculture are informal (94.6% of men and 94.2% of women).³³⁶ Incomes for most people engaged in the agriculture sector remain low, especially for women. The agriculture sector provides among the lowest median income among all economic sectors (AOA8,000 per month - approximately USD18), and even lower median income for women (AOA6,000 per month - approximately USD14). The majority of workers are low skilled, and three quarters have less than primary education. This concentration of low-skilled workers contributes to low average incomes.³³⁷ Multi-dimensional poverty rates (2015-2016 data) in rural areas are higher than in urban areas; almost nine out of 10 people in rural areas are estimated to live in multi-dimensional poverty (compared to one out in three in urban areas).³³⁸ The informality of the sector means that most women working in agriculture lack access to social protection. The lack of social protection means that older women (in rural and urban areas) will not receive a pension.³³⁹

³²⁷International Trade Administration (n.d.) ³²⁸Fox, L., & Jayne, T. S. (2020) ³²⁹Instituto Nacional de Estatística (2022b)
³³⁰World Bank (2018) ³³¹International Trade Administration (n.d.) ³³²IFAD (n.d.) ³³³World Bank (2021) ³³⁴International Trade Administration (n.d.) ³³⁵CSDP (2018) in World Bank (2018) ³³⁶International Labour Organization (2021) ³³⁷World Bank (2021) ³³⁸Instituto Nacional de Estatística & Government of Angola (2020) in INE (2020) ³³⁹Diawara, M. (2021)

A number of institutions provide general agricultural extension services. These include public institutions such as the Institute for Agricultural Development (IDA) (under the Ministry of Agriculture, Rural Development and Fisheries), the Institute of Artisanal Fisheries (IPA), the Institute of Forestry Development (IDF), and the Institute of Agricultural Research (IIA), as well as academic institutions, private organisations, NGOs and farmer-based

organisations. Many of these entities also supply agricultural inputs and/or collect agricultural data.³⁴⁰ From the stakeholder mapping exercise for agriculture, 100+ stakeholders were identified across the various regions of Angola. A summary table of stakeholder types across the provinces is shown here, and the detailed information about stakeholders' activities (including women-focused provisions) can be accessed [here](#) on the Pathways Study website.

Province	Stakeholder Type				TOTAL
	Private Companies	Associations, Collectives and Organisations	Government Bodies	NGOs	
National*	33	15	14	5	67
Benguela	4	1	-	-	5
Lunda Norte	1	1	-	-	2
Bie	1	-	2	-	3
Cuando Cubango	1	-	-	-	1
Cuanza Sul	1	-	-	-	1
Huambo	1	2	-	-	3
Huíla	4	2	1	-	7
Luanda	11	1	-	-	12
Lunda Sul	2	1	-	-	3
Malanje	3	1	1	-	5
Uíge	2	-	-	-	2
Zaire	1	-	-	-	1
Cuanza Norte	-	1	-	-	1
Cabinda	-	1	-	-	1
TOTAL	65	26	18	5	114

Note: *National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.

³⁴⁰Qamar, M. K. (2014)

Challenges

Angola's agriculture sector, dominated by smallholders, is characterised by low productivity, below the African average.

For example, productivity levels for maize, beans and soybeans are below the levels for other lower-middle-income countries in Africa. For some crops, productivity has increased (cereal and maize for example), but overall production remains low; specifically, at one ton per hectare, maize yields in Angola for 2016 were only about a third of international levels. However, medium-sized and large commercial farms can reach higher productivity levels.³⁴¹

Poor rural infrastructure is a key challenge for the sector. This includes infrastructure for irrigation, transportation and electrification.³⁴² Poor road connectivity, storage and commercial infrastructure create challenges for market linkages and commercialisation of agriculture.³⁴³ Furthermore, landmines and unexploded ordnance continue to present dangers for people working in agriculture in rural areas.³⁴⁴

Agricultural input markets and services are underdeveloped in Angola. Small and medium-sized producers buy from a few local suppliers in Luanda or the provincial capital, while large commercial farms can import inputs themselves. Angola uses fewer agricultural inputs than other

comparable countries and import prices for inputs are high.³⁴⁵ For example, Kenya and Ghana use more than three times the amount of fertiliser per capita than Angola.³⁴⁶ Agriculture is also mostly not mechanised, and most farmers do not use animal traction,³⁴⁷ rather utilising manual methods/human labour. Agricultural finance and insurance are also not well developed.³⁴⁸

Small-scale farmers are at risk of land grabs.

In Angola, most land is formally owned by the state, but an informal (land ownership) market also exists, while large-scale land grabs and increasing land conflicts affect communities and households, in particular female-headed households.³⁴⁹ For example, in some villages in Moxico province, Eastern Angola, farmers' lands were reportedly allocated to private investors, and farmers were not consulted during contract negotiations.³⁵⁰

Climate change is a key challenge for farmers, damaging crops and leaving the rural population vulnerable to food insecurity.

Extreme weather patterns have a double impact on women and girls, who often must stay behind to look after their families while their husbands migrate in search of economic opportunities.³⁵¹ It is predicted that climate change will negatively impact production of several crops, including maize.³⁵² Climate change³⁵³

³⁴¹World Bank (2018) ³⁴²International Labour Organization (2021) ³⁴³World Bank (2018) ³⁴⁴IFAD (n.d.) ³⁴⁵World Bank (2018)

³⁴⁶World Bank (2018) ³⁴⁷PDNA (n.d.) ³⁴⁸World Bank (2018) ³⁴⁹Cain, A. (2020) ³⁵⁰Kästner, C. (2018) ³⁵¹Ngounou, B. (2020)

³⁵²Hunter, R., Crespo, O., Coldrey, K., Kronin, K., & New, M. (2020) ³⁵³Hunter, R., Crespo, O., Coldrey, K., Kronin, K., & New, M. (2020)

and droughts impact crop conditions and in turn food security.³⁵⁴ The combination of lower precipitation and higher temperature during traditional growing seasons will have a negative impact on the production of staple crops (maize, beans and sorghum). Cassava and groundnuts, which are climate-resistant species, will be comparatively less affected. Locations which are already characterised by arid weather (southern provinces including Namibe, Huíla, Huambo and Cunene) are more likely to experience negative impacts for all crops grown.³⁵⁵

The sale of agricultural products was severely restricted during the peak of the COVID-19 pandemic and related period of national lockdowns. Traders, who supply the majority of food from rural to urban areas, had their activities severely restricted.³⁵⁶ The value chain was, however, initially disrupted by repeated lockdowns, closure of processing units and limited trade movements.³⁵⁷ Some workers were paid in kind rather than in cash during the pandemic.³⁵⁸ In response, an emergency fund for agriculture, livestock and fisheries was announced in 2020.³⁵⁹ The COVID-19 pandemic also presents opportunities for the Angolan government to “build back better” through a renewed focus on climate-sustainable approaches and food security.³⁶⁰

For Cassava farmers there is great demand for good reliable distribution companies mainly because it is too expensive to buy trucks or mini vans; farmers prefer to focus operational costs directly on their primary business activities. Good distribution can impact sales positively as distributors will gain access to newer territories and will increase the demand for cassava in general.

Source: Pathways Study, Interview with Private Company

Role of women in the agriculture sector

Over half of working women are employed in agriculture (57% in 2019).³⁶¹ Other estimates suggest that women provide up to 67.2% of agricultural labour. Most estimates suggest that more women than men work in agriculture (which overall employs 42% of the working population).³⁶²

Almost a third of agricultural households are female-headed.³⁶³ These female-headed households contribute to 70% of traditional subsistence agriculture and 24% of commercial agriculture.³⁶⁴

³⁵⁴PDNA (n.d.) ³⁵⁵Hunter, R., Crespo, O., Coldrey, K., Kronin, K., & New, M. (2020) ³⁵⁶International Labour Organization (2021) ³⁵⁷Mordor Intelligence (2022) ³⁵⁸As confirmed by two Pathways Study Interviewees ³⁵⁹Xinhua (2020) ³⁶⁰World Bank (2021) ³⁶¹World Bank DataBank (2019) ³⁶²INE (2019) in SADC (2018) ³⁶³World Bank (2021) ³⁶⁴World Bank (2021)

Women work in food production, processing and marketing of agricultural products to support families' needs.

There are some gendered divisions of tasks, and women generally participate in planting, weeding, water carrying, harvesting and marketing, while men carry out land preparation, ridging³⁶⁵ and spraying.³⁶⁶ In contrast, driving tractors, transportation, or cutting trees are perceived to be tasks more appropriate for men - these are also the production-related tasks that tend to offer higher wages.³⁶⁷ As a result, women are often restricted from higher-paying production roles in rural areas - contributing to young women increasingly choosing to migrate to urban centres in search of employment.³⁶⁸

Children are involved in small-scale production, and girls work more than boys. Children in rural households tend to participate in marketing of farm produce and domestic chores. Girls' higher work burden impacts their ability to attend school.³⁶⁹

The majority (82%) of rural women are dependent on family farming, and at the same time have little access to services such as banking, healthcare and education.³⁷⁰ In some areas, women spend most of their day cultivating land, while those who are not able to carry out subsistence agriculture depend on others to survive. Paid work is generally rare, although there are some limited opportunities to work as hired labour on other people's lands (for both men and women). This was found to happen, for example, in the Kalandula municipality (Malanje province); poverty in this area is severe. The ability to work or to hire labour is a key enabler to grow enough food to cover subsistence needs as well as sell food for cash. The ability to access commercial food centres is also a key enabler.³⁷¹

³⁶⁵Ridging is an agricultural technique, and involves covering the base of plants with soil, better protecting them from weeds and bad weather. See: Forigo (n.d.) ³⁶⁶AfDB (2018) in SADC (2018) ³⁶⁷Pathways Study Interviews ³⁶⁸Pathways Study Interviews ³⁶⁹SADC (2018) ³⁷⁰ADRA in Fernandes, P. (2019) ³⁷¹Strønen, I. Å., Silva, O., Nangacovie, M., & Fortuna, C. (2017)

Spotlight: Maize

Maize production has increased over the past decade, incentivised by agricultural campaigns (including fertiliser donations) to support both commercial and family farms.³⁷² Maize is now the main cereal crop in the country, and is also the main staple food in the southern region.³⁷³ The total production estimated at 2.8 million tonnes in 2019, experienced a slight decrease to 2.3 million tonnes in 2020³⁷⁴ due to the pandemic.

Maize is a staple food throughout Angola but especially in the central and southern regions of the country. For example, “*fungi de milho*” is a typical dish in southern Angola made from maize flour and typically eaten with stewed meat or fish. Aside from human consumption, maize is also used as animal feed, particularly for pigs and poultry.

The central and southern regions of Angola account for a large share of the country’s production of cereals, especially maize, which has particularly high production in the provinces of Huíla, Bié and Huambo. These regions are home to many smallholder farmers, as well as a variety of private sector agribusinesses and organisations. For example, Fazenda Vinevala in Bié province employs about 2,000 workers (70% women) across five farms and produces seeds for maize, beans and soy to supply Angola’s agriculture sector. Farms focused on maize production include Kimpa Vita in Zaire, Fazenda Isalinda in Cuito-Bié and Ukahi Ongundja in Huambo.³⁷⁵

Maize plays an especially key role in the economy of southern Angola because of the relatively high volume of maize that the region exports to neighbouring countries, and the perception among Angolan consumers that maize from the southern region is higher in quality than maize produced elsewhere in the country. Other regions in the country do not produce as much maize, partly due to lower-quality seed inputs. In addition, maize producers in southern Angola are more likely to have licensing agreements with formal retail stores in other regions of the country, whereas maize producers in other regions tend to lack those agreements and instead sell through informal channels.

Angola’s maize sub-sector could be further developed and profits increased through value-added processing, such as producing maize derivatives (flour, starch, etc.) and improving packaging techniques to facilitate transportation across the country, enabling greater exports and extending product shelf life.

Maize has a short supply chain process:

- 1 - The corn is produced and harvested within the field;
- 2 - The corn is sent over for collection and washing;
- 3 - The corn is packed in rows into the loading truck;
- 4 - The corn is sent to various informal markets within the country for commerce.³⁷⁶

³⁷²World Bank (2018) ³⁷³PDNA (n.d.) ³⁷⁴Kamer, L. (2022b) ³⁷⁵Pathways Study Interviews ³⁷⁶Pathways Study Interview with Private Company

As with the whole of the agriculture sector, more women work in the maize sub-sector than men, although they earn significantly less than their male counterparts. Women participate in most of the value chain, including production, harvesting, processing, commercialisation and administrative services, but mainly in production and commercialisation.³⁷⁷ However, according to Pathways Study interviewees, women on average earn less than men, often justified by the gender segregation in activities and differences in the average number of hours worked by men and women.

“Women are mostly involved in harvesting and production because these are the main two tasks that require less physical demand from the female point of view, for example when men begin digging and levelling the ground either with machines or with physical force. Women are then responsible for planting the crops and once grown they have to begin harvesting, occasionally we do see both genders doing a little bit of both but in most cases, females are mostly dominant within the production and harvesting side of corn. Females are also mostly involved in trade as well since most informal markets are dominated by women resellers in relation to consumable goods.”

- Pathways Study Interview with Private Company

“In general, it would be the profits earned from reselling, most women are involved in the agriculture sector within the retailing of crops at informal markets, buying and selling corn is a profitable business which provides the basic needs for women selling at markets. 1 kilo of corn can be bought for AOA300 and sold for AOA1,000. This high attractive profit margin is one of the main factors that encourages women to join the agriculture sector.”

- Pathways Study Interview with Private Company

“For women, the conditions are similar in some ways to the public sector, they work eight hours a day, they have a monthly salary of AOA26,000, they are also entitled to breakfast and lunch and a bonus in kind when there is good income from the crops...Women compared to men earn less compared to men because men earn between AOA45,000 to AOA60,000 but their work requires greater physical strength and they work longer hours between nine to 10 hours.”

- Pathways Study Interview with Private Company

³⁷⁷Pathways Study Interviews

Spotlight: Cassava

“Cassava is an African traditional crop which can be consumed in various forms including juice, alcohol, potato and pap. The leaves can also be used as vegetables. Cassava’s multiple uses have gained the attention of government authorities responsible for granting basic needs subsidies, and cassava powder has been added to the list...this has increased the demand for the good in all stores nationwide. Today we have more demand for cassava mainly because the government has included the plant within the list of basic needs items.”

- Pathways Study Interview with Private Company

Angola is one of the highest per capita consuming countries for cassava (494 kg per person in 2019) **and one of the 15 largest producers of cassava globally.**³⁷⁸ Production was estimated at 11 million tons per year in 2021.³⁷⁹ Resistant to drought and floods, the cultivation of cassava occupies an estimated 1.2 million hectares, and is grown mostly on family farms, and predominantly in the northern region, especially in Uige, Malange, Cuanza Sul, Moxico and Lunda Sul provinces. Production is increasing at a rate of 2.4% a year, although production losses remain significant (estimated between 14% and 24% a year).³⁸⁰

Cassava is the main staple food in the northern region.³⁸¹ Cassava is traditionally used for flour. However, the government aims to encourage production of cassava starch, and encourage the setting up of small and medium-sized industries in rural areas for large-scale export.³⁸² Starch is used for brewing beer and making medicinal syrups.³⁸³

The first International Cassava Congress was held in Angola in 2022, which resulted in a number of recommendations for the sector, including increasing investment in the value chain, and the promotion of public-private partnerships to support agribusiness and inclusion of women and youth.³⁸⁴

The government has shown interest in improving the cassava value chain. A pilot project has been set up, the Cacuso Industrial Park in Malanje, to promote starch production.³⁸⁵ In 2022, the government has also announced the development of a regional centre for cassava production.³⁸⁶ This will be its contribution to the Agricultural Productivity Programme for Southern Africa (APPSA) Project in Angola and will be implemented by the Ministry of Agriculture through the Agronomic Research Institute (IIA). An Indigenous People Policy Framework has been drafted as part of this project. APPSA is intended to have a positive impact on rural households, especially smallholder farmers, as well as the women and children in these households who are disproportionately affected by food insecurity and nutritional deficiency.³⁸⁷

³⁷⁸IndexBox (2020) ³⁷⁹ANGOP (2021) ³⁸⁰ANGOP (2021) ³⁸¹PDNA (n.d.) ³⁸²ANGOP (2021) ³⁸³Permanent Secretariat of Forum for Economic and Trade Cooperation between China and Portuguese Speaking Countries (2021) ³⁸⁴Agroriches (2022)

³⁸⁵Permanent Secretariat of Forum for Economic and Trade Cooperation between China and Portuguese Speaking Countries (2021)

³⁸⁶Silva, G. (2022) ³⁸⁷Begbie-Clench, B., & Bassimba, D. D. M. (2018)

Angola's cassava sub-sector could be further developed for greater value-added food products or derivatives for industrial use - for example, cassava chips could be packaged snacks, and cassava could also be used to manufacture bioethanol and lysine. However, these options are still largely unexplored in the country. Even though cassava processing is often discussed in Angola,³⁸⁸ cassava processing is still largely not industrial.³⁸⁹ The government has explored learning from experiences in other countries, such as Brazil and Nigeria, to introduce cassava processing into starch, which could diversify cassava manufacturing and lead to increased cassava exports.³⁹⁰

"Women understand the (cassava) plant better than men. They know when it is ready for consumption or even when it is not yet ripe and this skill is acquired because they are responsible for cooking so farmers prefer to place women in the fields for harvesting and also for processing the plant into an edible vegetable by ensuring the leaves are cut correctly. Also, trading is mostly a female-dominated space especially in markets where 98% if not 100% of retailers are women."

- Source: Interview with Sector Stakeholder (Representative of a Commercial Farm)

Summary of barriers to, opportunities and entry points for women's economic empowerment in the agriculture sector

Structural	Normative	Individual
Barriers		
<p>Customary practices and low awareness of rights continue to exclude women from land ownership</p> <p>Informality of the sector means women workers lack social protection</p>	<p>Women are responsible for household and unpaid care, as well as household food security</p> <p>Women's work is undervalued and unrecognised</p> <p>Men control resources within the household</p> <p>Women are vulnerable to land and asset dispossession and other forms of economic violence</p>	<p>High poverty in rural areas, particularly affecting women, especially single mothers, widows, women in poor health and the elderly</p> <p>Women's lower access to land, equipment, inputs and credit in rural areas</p> <p>Women form the majority of members of associations and cooperatives, but do not actively participate</p>

³⁸⁸ Permanent Secretariat of Forum for Economic and Trade Cooperation between China and Portuguese Speaking Countries (2021)

³⁸⁹ ANGOP (2021) ³⁹⁰ ANGOP (2021a)

Summary of barriers to, opportunities and entry points for women's economic empowerment in the agriculture sector

Structural	Normative	Individual
Opportunities and entry points		
Land and decentralisation reforms	Initiatives to redistribute, recognise and remunerate unpaid care work	Microcredit fills some gaps in access to finance
Strengthening social protection and labour rights of informal workforce	Strengthening local-level GBV services and response (including gender-inclusive formal land dispute mechanisms)	A number of projects support women farmers. Some are supported by international funders and the government of Angola
Government support to cooperatives		

Factors affecting women's economic empowerment in the agriculture sector

Structural factors

Customary law and community practices tend to discriminate against women in access to land. Even though formal systems are more favourable to women than many other African countries, customary practices are still prevalent across the country. In many rural areas, traditional authorities (*sobas* and *seculos*) administer, mediate and adjudicate land rights following traditional practices where family land passes to sons and male relatives. For example, while women generally move to their husbands' houses upon marriage, if they are subsequently

widowed or divorced, they may be forced to leave their marital home and land. As a result, women's ownership and inheritance rights are often not recognised or implemented.³⁹¹

Government land and decentralisation reforms provide an opportunity to improve and protect women's land rights. These reforms can affect local practice on how community and individual land tenure is protected and administered. Past land reform programmes have led to the exclusive transfer of lands to male heads of households. These strategies ignored the existence of female-headed households, and of the rights of married women. The Ministry for Territorial Administration and State Reform and the Ministry of Planning

³⁹¹Cain, A. (2020)

and Housing have developed a number of land management and mapping tools, to be used by local municipal administrations. These tools were based on the principle of “social domain tenure” (STDM, promoted by the UN’s Global Land Tools Network (GLTN)), on Participatory Inclusive Land Readjustment (PILaR) and rapid gender tenure assessments.³⁹² In another example, the land allocation programme in Bom Jesus (1,150 hectares) prioritised existing farmers, women, single-headed households and widows.³⁹³

Low awareness and access to information affects women’s land rights. Women have lower knowledge of land rights than men, as demonstrated in a 2018 study in Huambo province. The study found that only 15% of women aged 18-25 years, and 20% of men in the same age group, were aware of the existence of the land law. In the over 36 group, only 15% of women and 35% of men were aware of the law. Women in the 26-35 years age group were slightly more likely to be aware of the law (25% compared to 34% of men).³⁹⁴

The government has shown interest in supporting cooperatives through a 2021 Memorandum, signed by the Ministry of Economy and Planning and UNACA (the Confederation of Peasants and Agricultural Cooperatives Association of Angola).

The government plans to finance 270 cooperatives through PRODESI, and the memorandum includes additional support to these cooperatives (in particular, logistical support to improve activities from collection through to distribution).³⁹⁵

“The OMA association (Organização da Mulher de Angola (O.M.A.) is the Organisation of Angolan Women) has obtained a government agreement to ensure that all women with good business proposals or proven 20 years of experience in fields should come forward and seek permits for land. This land will be issued for a period of 50 years to facilitate and encourage women to begin plantation of their own as a group (collective farming); however there are challenges being faced with the validation of information the female farmers are presenting for example it is difficult to prove that a farmer has 20 years of informal experience.”

Source: Pathways Study Interview, Interview with Private Company

³⁹²Cain, A (2020) ³⁹³SADC (2018) ³⁹⁴Cain, A. (2020) ³⁹⁵Ver Angola (2021)

Normative factors

Women are responsible for household food security, on top of their unpaid household work. In rural areas, traditional gender norms relegate women to the role of housekeeper, wife and mother.³⁹⁶ Due to traditional gendered social and cultural norms, men's role is perceived to be that of family breadwinner, while women's role is primarily focused on household and caregiving responsibilities.³⁹⁷ Women are responsible for generating income for household food needs, whether through informal trading or farming. They are also responsible for taking care of children, the ill and the elderly.³⁹⁸ Women are also expected to work on their husbands' farms and sell products from their farms and their husbands' farms.³⁹⁹ However, even though rural women's work supports the whole household, their work in the agriculture sector is undervalued and unrecognised.⁴⁰⁰

Spotlight: Family dynamics and unpaid care work of smallholder farmers

In Kanandula municipality, women farm their own fields as a source of food, and work on farms between 12 and 14 hours a day. Farms are located up to two hours on foot away from residences, to keep household livestock (pigs) from eating crops. Women also walk to fetch water, which can take between five and 40 minutes. They carry out all domestic tasks, as men are not expected to participate in housework. Sometimes children (especially girls) support household tasks. Men are only responsible for their own land, although husbands and wives sometimes help each other in this regard. Men must hand over some of their produce for household consumption as well. When men are in polygamous marriages, they are expected to provide labour and compensation (in cash or kind) in exchange for prepared food.⁴⁰¹

Women are vulnerable to land and asset dispossession and other forms of economic violence.

Typically, when the husband dies, the wife is expelled from the house and the farm and excluded from inheritance (children are also excluded). If women declare possession by inheritance, they are often discriminated against.⁴⁰² In these situations, women may have no choice but to work as daily labourers on other people's plantations.⁴⁰³ Few resources and assets are available for women outside the home, and men manage and control all household resources. Women's rights of ownership and inheritance of land are weakly protected, meaning men can decide to sell or donate family assets independently. Men tend to retain the best land for themselves and assign small portions to their wives. Men also manage income, including from sales of produce or products sold by women.⁴⁰⁴

³⁹⁶Silva, E. A. da. (2011) ³⁹⁷Marino, T. (2018) ³⁹⁸Cain, A. (2020) ³⁹⁹Mosaiko & FEC (2021) ⁴⁰⁰Mosaiko & FEC (2021) ⁴⁰¹Strønen, I. Å., Silva, O., Nangacovie, M., & Fortuna, C. (2017) ⁴⁰²Mosaiko & FEC (2021) ⁴⁰³Strønen, I. Å., Silva, O., Nangacovie, M., & Fortuna, C. (2017) ⁴⁰⁴Mosaiko & FEC (2021)

“The agricultural industry is mostly a male-dominated field; this is because most of the land being occupied today is land that has passed down from one generation to the next and at the time most land was only passed down to males and not females, the mentality has been passed on until today. From a cultural point of view, only males have the right to take ownership of the land owned by the family. Women that own land are not respected in a high manner because it is believed that they have earned that land in an unlawful/non-cultural way. Women that already own land face tough issues negotiating with other farmers for partnerships, livestock or even worse purchasing parts of land.”

Source: Pathways Study Interview, Interview with Private Company

Individual factors

Poverty is particularly prevalent in rural areas (58% in 2016, compared to 19% in urban areas). Extreme poverty particularly affects women, especially single mothers, widows, women in poor health and the elderly.⁴⁰⁵ Female-headed households are the majority of those living in extreme poverty, and this is a result of lack of alternative income opportunities, and reliance on the

informal sector.⁴⁰⁶ In the municipality of Kalandula (Malanje province), for example, there are limited income and livelihood opportunities, and local people live under physical hardship and are social vulnerable.⁴⁰⁷ Beyond higher poverty rates, in rural areas there is lower access to basic services such as health, education, electricity, gas, water, or transport.⁴⁰⁸

Wages may be higher for men than for women, further limiting women’s economic capital.

For example, Pathways Study interviews suggest that, in the maize sub-sector, women earn approximately half that of men (USD40 compared to USD70-92). This wage difference between women and men was attributed to men’s tasks being “heavier”, e.g. cutting trees and clearing land to prepare farmland for planting.⁴⁰⁹ Furthermore, during the COVID-19 pandemic, some employers resorted to paying women workers in kind. For example, in the cassava sub-sector, women workers - dubbed “*cassava women*” - were forced to accept cassava as payment and often received more than their households could consume. These women have gained influence in the country’s cassava sub-sector by organising themselves into groups of “*socias*” (partner members), who sell their leftover cassava together and split the profit on a daily or weekly basis. Group trading gives them greater power in price negotiations with buyers, as they often

⁴⁰⁵ Strønen, I. Å., Silva, O., Nangacovie, M., & Fortuna, C. (2017) ⁴⁰⁶Cain, A. (2020) ⁴⁰⁷Strønen, I. Å., Silva, O., Nangacovie, M., & Fortuna, C. (2017) ⁴⁰⁸European Union & Republic of Angola (2014) ⁴⁰⁹Pathways Study Interview

have higher quantities to sell compared to if they were selling individually. The groups aim to expand their membership to increase their collective trading power.⁴¹⁰ Although women in the cassava sub-sector have adapted to the challenges brought on by producers' response to pandemic-related economic constraints, the shift to in-kind payment may have a long-term negative impact if producers become accustomed to paying in-kind and are reluctant to return to cash-based wages after the pandemic.

Women in rural areas have lower access to land, equipment, inputs and credit.

While women may have usage rights to individual fields given to them by the male head of the household, they do not generally own property. Rural women have lower collateral to secure loans.⁴¹¹ Lack of access to official identity documents among rural women further complicates their ability to access microcredit.⁴¹² Women's lower access to capital is a challenge for accessing credit. However, a number of microfinance schemes provide credit to women in business. These include the Banco do Sul and Banco Nacional Popular, as well as Kixicredito microcredit company. The latter focuses on SMEs, and 60% of its clients are women. Savings and credit associations of informal vendors (known as *Kixikilas*) have also been present, and support members with credit. In 2016, the Banco Nacional de Angola (BNA)

planned to carry out a review of all ongoing microfinance programmes to inform a national microfinance policy and strategy.⁴¹³

Extension services are limited, and women are less likely than men to access these.

For example, while extension services are recognised as increasing farmers' yields in Angola, there are just 700 agronomists and technicians serving approximately four million smallholders.⁴¹⁴ Women also have less access to extension services targeted at cash crops, which are more likely to be grown by men. Existing services often do not consider women's practical needs.⁴¹⁵ For example, a 2021 study found that most women were farming food for household consumption; they did not have independent access to inputs, and so were not able to buy basic agricultural inputs or to pay for animal or mechanised traction work when they needed it for food crops.⁴¹⁶ This is a challenge often not recognised by extension services.

In rural areas, cooperative models have shown potential to increase women's access to economic capital. For example, in Zaire province, the NGO SOS CEDIA's *Mulher Feliz* (Happy Woman) project organised rural women into collectives to better enable access to land, agricultural inputs, training, and, crucially, markets for their products. In collaboration with the Ministry of Family and Women and local

⁴¹⁰Pathways Study Interview ⁴¹¹UNCTAD (2013) ⁴¹²European Union & Republic of Angola (2014) ⁴¹³SADC (2018) ⁴¹⁴World Bank (2021)
⁴¹⁵UNCTAD (2013) ⁴¹⁶Mosaiko & FEC (2021)

government, the newly formed cooperatives were given titles to 92 hectares of land. In collaboration with Banco do Sol, members were also provided with loans through a targeted guaranteed loan scheme.⁴¹⁷

A number of projects support women farmers in Angola. For example, the Project for the Development of Family Agriculture and Commercialization (MOSAP) is being implemented by the government of Angola in partnership with FAO and the World Bank in three provinces of the country (Malanje, Huambo and Bié). MOSAP aims

to strengthen the capacity and skills of small family farmers to increase the productivity, production and marketing of smallholder agriculture for selected crops. MOSAP's methodology centres around introducing field schools in farming communities so that smallholders can learn how to improve technical and managerial skills, as well create or strengthen local associations. More than 50,000 families benefited from the first phase of MOSAP across the three provinces, and a second phase is taking place in the same provinces with similar objectives.⁴¹⁸

See spotlight box for more project examples.

“Currently, new measures are being implemented for the career and promotion of women, through local administration training and training for women linked to the wholesale and retail trade of packaged foods and beverages. For example, the administration of Lucapa in Lunda Norte province, is training rural women by giving them knowledge about trading in agricultural input materials, agricultural management and supplying agricultural produce to the market. During this process, land for cultivation has already been made available. This process is not only limited to women linked to agricultural production but extends to all areas of the sector including wholesale and retail trade of packaged foods and beverages in the value/supply chain.”

Source: Pathways Study Interview, Interview with Private Company

⁴¹⁷African Union Development Agency (AUDA-NEPAD) (2018) ⁴¹⁸IFAD (2018)

Spotlight: Initiatives supporting Angola's women farmers

Marketing opportunities:

The Agricultural Business Fair for Rural Women (Belas municipality) is a business event bringing together over 150 women working in agriculture, farming, fishing, poultry and pig farming. Women can take advantage of trade opportunities, and can participate in the fair as individuals, members of women's cooperatives, or as entrepreneurs of small and medium-sized companies. The first fair was carried out in October 2021.⁴¹⁹

Training:

In the Tchindalatu Belihakwa community, ADRA (Acção para o Desenvolvimento Rural e Ambiente) facilitated training of 64 farmers (of which 31 were women) in the methodology of the Escola no Campo do Agricultor (ECA - farmer field school). Participants learned about intercropping of maize and beans, techniques for fertilisation and installation of seedbeds, and the production of biocides to prevent crop pests. This training action was part of the Project to Support the Mitigation of the Economic and Social Impact of COVID-19 (PAMIESC), which is funded by the European Union.⁴²⁰

Training and social capital:

USAID's Women in Angola Farming project supports women's increased awareness of and ability to secure their land rights, through improving their literacy skills and developing networks of Women's Advocates, which focus on addressing gender-based violence and on improving production.⁴²¹ Similarly, in Cuanza Sul province, Women Farmers Clubs work on agricultural and horticultural production, farming for home consumption and for sale. These clubs have been supported by Exxon since 2012.⁴²² Clubs have also been set up in Cuanza Norte and Malanje, targeting a total of 4,250 people (in 85 clubs), of which three quarters are women. Clubs support the use of agricultural conservation techniques, provide literacy training, as well as supporting a revolving animal credit system.⁴²³

Access to land and inputs:

The Youth Programme to Support National Production (PROJAPRON) in partnership with the Agricultural Development Support Fund (FADA) provided land (with title deeds), and inputs to more than 70 women, to encourage young women to invest in agribusiness.⁴²⁴ Similarly, the KUZU Agricultural and Livestock Production Cooperative was set up by SOS Cedia (Criança e Desenvolvimento Integral De Angola) and supported 103 women. The Minister of Family and Women and the Local Governor of Zaire Province visited the project in 2016 and assigned 92 hectares of land to the cooperative. The cooperative has been supporting members in education and training, providing technical assistance on agricultural practices, and linkage to markets for surplus produce.⁴²⁵

⁴¹⁹Sapirinha, F. (2021) ⁴²⁰ADRA (2021) ⁴²¹USAID (2021b) ⁴²²ADPP (2021) ⁴²³ADPP (2021a) ⁴²⁴Radio Angola (2022)

⁴²⁵African Union Development Agency (AUDA-NEPAD) (2018a)

Recommendations

1. Advocate with government to support gender inclusion in the agriculture sector

Recommended strategies include:

- Support improvements in infrastructure, including transport, secondary and tertiary roads, as well as local-level storage facilities that are accessible to women.
- Support the implementation of the Gender Action Plan of the Government's Strengthening Management and Climate Change Resilience programme (2021-2028).
- Support initiatives strengthening women's access to formal land titling.
- Support the Ministry for Territorial Administration and State Reform and the Ministry of Planning and Housing in implementing their land management and mapping tools to improve gender and inclusion in access to land. Promote collaboration with non-government stakeholders working on access to land, such as the OMA association.

2. Support interventions at the household level to increase women's economic, social and human capital

Recommended strategies include:

- Community-level interventions to raise awareness of women's rights to land. Consider options for securing women's

rights to land through shared ownership (through cooperatives and self-help groups). Provide legal awareness training to men and women.

- Livelihoods and economic empowerment initiatives coupled with gender-transformative interventions at the household level which increase women's access to and control over economic assets and access to financial services, promote their financial independence, reduce their vulnerability to economic and other forms of gender-based violence, and support women's ability to seek services, including legal help, if required.
- Ensure that these interventions monitor, track and mitigate against any sign of backlash, including gender-based violence.

3. Improve women farmers' human, social and economic capital through cooperatives and collective activities

Recommended strategies include:

- Support women through collectivisation, leveraging existing women's cooperatives and supporting the formation of new women-led cooperatives and associations. Support women's associations in improving bargaining power and skills, to better negotiate with other value chain actors (such as wholesalers or transporters).

- Provide women farmers/cooperatives with technical and vocational skills in agriculture, with the aim of supporting farmers to move beyond subsistence agriculture. For example, extension services and training focused on supporting women to acquire entrepreneurial, managerial and business operation skills to improve agricultural practices.
- Support women's associations as enablers of increased bargaining power within the value chain.
- Support women-led cooperatives with processing facilities, which in turn can provide employment opportunities.

4. Facilitate women's access to finance through better products and services

Recommended strategies include:

- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women farmers. This may also include loan/credit products (e.g. to buy inputs, expand farmland) that accept expected harvest/produce as collateral for women's cooperatives that have offtake purchase contracts in place (e.g. with exporters, processors), as well as other schemes with flexible collateral requirements and repayment terms.

- Provide financing to support access to quality inputs and access to agricultural technologies and innovations (including climate-resilient and time-saving technologies), as well as hired labour, in combination with training.
- Provide financial products that support food security, such as crop insurance.

5. Support improved agricultural productivity through skills-building programmes

Recommended strategies include:

- Promote better agricultural practices and climate resilience by tailoring information campaigns and training to women.
- Work with key extension providers, including the public institutions IDA, IPA, IDF and IIA, as well as academic providers, private organisations and others, to integrate gender considerations within extension training, or create training targeted to women farmers, including using digital platforms to achieve scale.
- Recruit women extension agents and women facilitators for farmer field schools and train all agents and trainers (men and women) to provide inclusive services. Ensure that extension training considers women's needs, responsibilities and time requirements (availability). Ensure that training covers agricultural techniques (for both food and cash crops), marketing and business skills.

- Interventions to build women farmers' resilience to shocks such as climate change through sustainable livelihood interventions and improving access to water, firewood and other natural resources through sustainable resource interventions.
- Climate-smart innovations, including the planting of trees and shrubs and drought-tolerant crops that have been developed to thrive in dry and water stress conditions.

6. Address research gaps and build evidence of what works

Recommended strategies include:

- Commission and undertake participatory research to contribute to the evidence base on barriers and challenges faced by different marginalised groups of women in agriculture, including those with disabilities.
- Ensure rigorous monitoring of interventions to strengthen the evidence base on what works for achieving increased women's economic empowerment in the sector.
- Ensure meaningful participation of women farmers and/or workers in design of all interventions, including through participatory methods.
- Commission and undertake research to understand the gendered impacts of COVID-19 on farmers.

5.2 The wholesale and retail trade sector (food and beverages)



Sector overview

Retail trade of food and beverages is largely informal. A sub-sector of the wholesale and retail trade (WRT) sector, food and beverages (including wholesale) is estimated to have contributed 18% of GDP in 2020.⁴²⁶ The sub-sector is dominated by informal trade such as open air markets, street vendors and small traditional stores.⁴²⁷ However, the government has attempted to formalise the sub-sector by establishing areas for open markets, closing informal open markets and imposing fines on street vendors and buyers in order to address food safety issues.⁴²⁸ Fewer than 200 stores are operated formally (whether wholesale or retail).⁴²⁹

The share of formal sales increased from 5% in 2000 to 20-30% in 2019 due largely to investments in supermarkets and shopping malls.⁴³⁰ The largest supermarket chain is Nosso Super, originally set up by the government under Presild (Programme of Restructuring of the System of Logistics and Distribution), later (in 2011) transferred to the Brazilian group Odebrecht. Other key players are Shoprite, Maxi Cash and Carry (Teixeira Duarte Group), Kero (Zahara Group), AngoMart (Noble Group), Mega Cash and Carry (Refriango Group), Alimenta

⁴²⁶Research and Markets (2020) ⁴²⁷Research and Markets (2020) ⁴²⁸International Trade Administration (n.d.)

⁴²⁹Research and Markets (2020) ⁴³⁰Research and Markets (2020)

Angola, Jumbo, Candando, and Casa dos Frescos.⁴³¹ In recent years, e-commerce is also presenting opportunities in the sub-sector, although largely restricted to Luanda. For example, Tupuca, the Angolan online fast-food website, has diversified into the delivery of packaged foods and beverages with an active online market platform.⁴³² From the stakeholder mapping exercise for WRT, 100+ stakeholders were identified across the various provinces of Angola. A summary table of stakeholder types across the regions is shown here, and the detailed information about stakeholders' activities (including women-focused provisions) can be accessed [here](#) on the Pathways Study website.

Competition and spending on food and beverages has increased since the end of the war, leading to some private sector companies investing in modern warehousing, in modern logistics and transport, as well as brick-and-mortar stores.⁴³³ Distribution companies are vertically integrated, and have their own truck fleets.⁴³⁴ Distribution channels are managed by the government programme Presild, created in 2006, to support businesses to expand the supply of basic products. However, the distribution channels are limited to a few key players for most products and services.⁴³⁵

“In the wholesale and retail trade of packaged foods and beverages, what is driving growth is the distribution system due to the expansion of warehouse storage areas in different parts of Angola. [This is leading to] an increase in retailers, wholesalers and private resellers. In industrial centres and economic zones infrastructure for storage has increased. Likewise, wholesalers around the informal market are growing in number and in their capacity to purchase packaged foods and beverages products.”

Source: Pathways Study Interview, Interview with Private Company

In 2022, the Institute of National Statistics (INE) reported that 19.1% of the employed population (about two million people) was receiving income from the wholesale and retail trade sector.⁴³⁶ Official (national accounts data) statistics from 2019 suggest that about 1.7 million people work formally in food WRT,⁴³⁷ suggesting that most WRT employees work specifically in the food sub-sector. Most of these jobs are low skilled.⁴³⁸

⁴³¹IFC (2019) ⁴³²Pathways Study Interview, Private Sector Stakeholder ⁴³³IFC (2019) ⁴³⁴IFC (2019) ⁴³⁵Export Entreprises SA (2022)
⁴³⁶Instituto Nacional de Estatística (2022a) ⁴³⁷IFC (2019) ⁴³⁸IFC (2019)

Province	Stakeholder Type				TOTAL
	Private Companies	Associations, Collectives and Organisations	Government Bodies	NGOs	
National*	43	7	1	1	52
Benguela	5	2	-	-	7
Bengo	-	2	-	-	2
Lunda Norte	-	2	-	-	2
Bie	1	-	-	-	1
Cuando Cubango	-	2	-	-	2
Cuanza Sul	4	1	-	-	5
Huambo	4	2	-	-	6
Huíla	3	2	-	-	5
Luanda	7	2	1	-	10
Lunda Sul	-	2	-	-	2
Malanje	-	2	-	-	2
Uíge	1	2	-	-	3
Zaire	1	-	-	-	1
Cuanza Norte	-	3	-	-	3
Cabinda	3	-	-	-	3
Moxico	-	3	-	-	3
Cunene	-	2	-	-	2
TOTAL	72	36	2	1	111

Note: *National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.

Challenges

Angola is a challenging environment for WRT food businesses. Employment and consumer spending is highly dependent on the oil sector. In addition, dependence on food imports means that foreign exchange shortages and exchange rate volatility can have significant impacts on food inflation, input prices and the cost of rental space. Large retailers have faced

challenges in maintaining full product ranges, and many have had to subsidise food prices.⁴³⁹ Market infrastructure remains insufficient to support the government's efforts to close or relocate informal markets.⁴⁴⁰ Pathways Study interviewees also highlighted significant competition as a key challenge within the informal food sector, coupled with limited opportunities for business growth.

⁴³⁹Research and Markets (2020) ⁴⁴⁰IFC (2019)

Over half of food consumed is imported, and distribution challenges and costs hinder the sector's expansion across the country.⁴⁴¹ Distribution infrastructure faces a number of challenges, including poor road quality, very slow and cumbersome custom clearance procedures, limited storage and limited cold chain capacity. However, current railway expansion projects aim to address some of the country's transport issues.⁴⁴²

Although data is limited, the COVID-19 pandemic and subsequent lockdowns likely impacted the sector. National lockdowns

affected international distribution chains. However, a Pathways Study interviewee explained that the impact of COVID 19 was most felt in terms of production and distribution capacity, which declined due to a reduction in people employed in industry, as well as difficulties in importing raw materials. Despite these challenges, demand continued to increase because the population did not stop consuming (mainly) packaged foods products.⁴⁴³ Some women also successfully pivoted to e-commerce to facilitate marketing, buying and selling.⁴⁴⁴

“In the informal sector competition is high as it is a mass-market sector where every entity in the value chain is present. The informal sector is very disorganised and highly explored and exploited by big players who tend to create cartels of small traders that increase economies of scale and increase the cost of operations for women entry in the sector. The informal sector of packaged foods and beverages makes it difficult for women to progress because it offers cheap opportunities to women but less potential for growth. It is a common trend in Angola to find women who have been in the informal wholesale and retail trade of packaged foods and beverages for over 10 years but cannot point at any positive achievement for the time they have been in the industry.”

Source: Pathways Study Interview, Government Body Staff

⁴⁴¹IFC (2019) ⁴⁴²Export Entreprises SA (2022) ⁴⁴³Pathways Study Interview, Private Company

⁴⁴⁴Pathways Study Interview, Private Company

“The challenge that may rise in the process is the readiness of the formal sector of wholesale and retail trade of packaged foods and beverages to receive women coming from the informal sector of wholesale and retail trade of packaged foods and beverages. The formal sector is not well prepared to manage women coming from informal sector due to a lack of capacity know-how and infrastructure. For example, the government launched a campaign named “*operação resgate*” (rescue operation) aimed at removing all the traders operating in the informal wholesale and retail trade of packaged foods and beverages to organise and legalise their businesses and start selling in the formal sector. The campaign failed because the infrastructure of the institutions was not ready to manage the influx of women moving from informal to formal wholesale and retail trade of packaged foods and beverages.”

Source: Pathways Study Interview, Interview with Private Company Representative

Role of women

Available data suggests the sector is dominated by women. In 2018-2019, about a third of economically active women (30.1%) worked in wholesale and retail trade, compared to only 12% of men.⁴⁴⁵ The majority (83%) of female-headed households are involved in retailing.⁴⁴⁶ The majority of women-led enterprises (83.2%) operate in wholesale and retail trade.⁴⁴⁷

Informal food market channels, which dominate food distribution, are dominated by women who sell in market stalls or streets (commonly known as *zungeiras* and *quitandeiras*).⁴⁴⁸ Women are also found in informal water sales in peri-urban communities, where water access is limited, and the majority (85%) of carriers

are women. Water selling is the largest sub-sector of the informal economy in Luanda. Women workers can be involved as extractors, transporters and retailers. Children are also found working in this sub-sector and are hired to move water carts (stevedores).⁴⁴⁹

The division of roles in the WRT sector reflects gender norms and roles in the household. For example, women are largely responsible for preparing and selling food. In addition, women carry out activities that require little investment and no qualification, and in turn earn the lowest incomes.⁴⁵⁰ In urban areas, many women tend to carry out activities closer to home, so that they can take care of household responsibilities, while some women also sell in markets.⁴⁵¹

⁴⁴⁵BKP Economic Advisors & European Commission (2021) ⁴⁴⁶UNCTAD (2013) ⁴⁴⁷BKP Economic Advisors & European Commission (2021)
⁴⁴⁸UNCTAD (2013) ⁴⁴⁹Cain, A., & Baptista, A. C. (2020) ⁴⁵⁰European Union & Republic of Angola (2014) ⁴⁵¹UNCTAD (2013)

“As for the informal sector of wholesale and retail trade of packaged foods and beverages, there is a very remarkable solution related to street vending. Some companies in partnership with local administrations (in Cacucaco municipality Luanda for example) are creating small commercial counters in some parts of each district in public places. Mostly women are hired with a small investment capital for their own business. No academic or professional qualifications are required with the only condition being payment of a simple fee ranging from AOA500 to AOA5,000. These new solutions are implemented to combat disorganised street sales and improve the economic growth of wholesale and retail trade of packaged foods and beverages.”

Source: Pathways Study Interview, Interview with Staff of Government Body

However, when looking at formal employment, women’s participation remains low. Although official data is not available, one Pathways Study interviewee suggested that women’s participation in employment in this sector has increased.⁴⁵² It appears that women’s participation remains low, however.⁴⁵³ Another Pathways Study interviewee suggested that private sector companies have age limits for job advertisements, limiting opportunities for women under the age of 35.⁴⁵⁴

“The proportion of job opportunities that women have in relation to men has been very low for the formal wholesale and retail trade of packaged foods and beverages because the fastest growing formal sector in Angola has been the production sector. This sector consists of many manual tasks, for example handling heavy machinery, crane operations, storage and other extra heavy activities that require more hard work and longer working hours. So, it has been mostly men working in this sector in relation to women. For the informal sector, there is a greater opportunity for women; in this sector the most available are domestic services, street vending, selling in free markets and the various autonomous service provisions related to their professions.”

Source: Pathways Study Interview, Interview with Private Company

⁴⁵²Pathways Study Interview, Private Company ⁴⁵³Pathways Study Interview, Private Company

⁴⁵⁴Pathways Study Interview, Private Company

Street traders in Luanda

Most street traders in Angola's capital city, Luanda, are women. Thousands of street vendors walk the streets of Luanda selling their goods. Street vendors are known as *zungueiras*. The term comes from the Kimbundu language word “zunga”, which means to circle, go around, turn.

Zungueiras, who are mostly urban migrants, walk around markets and roads, or sell from door to door in public institutions. They carry their products in baskets, or their hands. Their income will depend on the type and volume of the products sold. *Zungueiras* sometimes grant customer credit, with the amount either payable on the same day, or later (in this case with interest).

Younger *zungueiras* see this activity as temporary, while older women, who tend to have lower education and have been traders for longer, are keen on continuing these activities. Some of the older traders are known as *quitandeiras* (who sell green grocery).

However, as explained by a Pathways Study interviewee, some years ago, a decree directed the withdrawal of these activities around the country, specifically in unauthorised places due to degradation and the increase in garbage caused by the *zunga* trade.⁴⁵⁵ Many women saw their businesses being confiscated, some were arrested, some experienced violence, and some lost their lives. Many women have since abandoned the trade, while the overall contribution generated economically by women *zungueiras* is gradually declining.⁴⁵⁶

Factors affecting women's economic empowerment in the wholesale and retail trade sector

Secondary literature exploring the role of women in the sector is extremely limited. However, several Pathways Study interviewees highlighted barriers and enablers to women's economic empowerment within the sector.

For example, individual factors such as lower access to education, entrepreneurship training, financial capital and market information, as well as information on government programmes, were highlighted as

key barriers for women wanting to enter high-skilled jobs or start an enterprise.⁴⁵⁷ Access to water, electricity and communication infrastructure was also highlighted as a crucial challenge for women in wholesale and retail trade.⁴⁵⁸

The government has put in place some support for women entrepreneurs. For example, a Pathways Study interviewee explained that a new government initiative was set up to facilitate women's businesses registration. The initiative removed the requirements to have an Alvará (trade licence) and Certificate from the Instituto Nacional de Estatísticas (Central Statistics).⁴⁵⁹

⁴⁵⁵While the name of the decree was not stated during the interview, Human Rights Watch (HRW) 2013 details various laws and efforts by the Angolan government and law enforcement officials to restrict informal trade. ⁴⁵⁶Pathways Study Interview, Private Company

⁴⁵⁷Pathways Study Interview, Staff of Government Body ⁴⁵⁸Pathways Study Interview, Private Company

⁴⁵⁹Pathways Study Interview, Staff of Government Body

In addition, an online portal has been launched for the Guiché Único do Empreendedor (GUE), the institution responsible for the legalisation of enterprises. This allows company owners to easily register online, without facing queues or in-person bureaucratic processes.⁴⁶⁰

Only a few women, however, have registered, and a lack of accessible information on these opportunities is a key barrier. As a result, women continue to operate largely in the informal sector. Most women are not

fully aware of these opportunities and are vulnerable to requests for bribes or having to work for bigger players.⁴⁶¹

A Pathways Study interviewee also highlighted that some private companies are setting up policies that aim to provide self-employed women and entrepreneurs with opportunities to work as agents or authorised distributors of their packaged food and beverage products. The companies only require legal documentation and a minimum or maximum value for the start of WRT activities.⁴⁶²

“The lack of know-how due to inadequate education or lack of schooling imply that women are cut out of much of the work that require highly-skilled workforce in the procurement and distribution systems. Women in Angola lack qualified technical skills to compete in this sector for jobs. Lack of access to financial capital can be a headache in starting a trade business in Angola for women. Women find it hard to secure enough funds because the requirements to access financial credits tend to be numerous and, in the process, women tend to give up if no support is given to them through the process, and their participation in trade activities declines.”

Source: Pathways Study Interview, Interview with Representative of Government Body

“Women are forced to do jobs that limit themselves to self-support without commitment to active participation in the wholesale and retail trade of packaged food and beverage products and have greater influence. For example, women who are involved in trading food products at small-scale level, work hard only to feed their family on a daily basis due to lack of access to technical and professional means for running a successful business, such as access to training and learning programmes, access to credit facilities and lack of partnerships with industries or distribution channels.”

Source: Pathways Study Interview, Private Company

⁴⁶⁰Pathways Study Interview, Staff of Government Body

⁴⁶¹Pathways Study Interview, Staff of Government Body ⁴⁶²Pathways Study Interview, Staff of Government Body

Spotlight: INAPEM (Instituto Nacional de Apoio as Micro, Pequenas e Médias Empresa)

“INAPEM entered a partnership with the European Union to launch a project to improve the situation of women. The project provides for the training and qualification of all the actors involved, namely micro, small and medium-sized (MSME) companies, commercial banks and the judicial system, among others, through the establishment of a structured public-private dialogue. This programme aims, on the one hand, to strengthen the capacity of economic agents to diversify financial services and to create innovative financial instruments and, on the other hand, to improve the inclusive use of these more diversified and diversified financial services to women in the wholesale and retail trade of packaged foods and beverages among micro, small and medium-sized companies, women-focused in particular.

INAPEM: This institution that has supported small and medium-sized companies, participated in the training of several women who are currently connected in the wholesale and retail trade of packaged foods and beverages, specifically in self-entrepreneurship. The intervention programme in the professional training of members of six public institutions of higher education was recently launched. During this process success began to emerge, many trainees, particularly women, are realising the new productive techniques to use in the wholesale and retail trade of packaged foods and beverages.

Through BDA, INAPEM benefited from financing to support formal business properties in the wholesale and retail trade of packaged foods and beverages where the female gender is present. So far, six companies have benefited from financial support, linked to the purchase and sale of packaged foods and beverages products from the countryside. This solution is currently in progress because it was recently implemented in March. But the beneficiaries, which are the various industrial clusters located in the interior of Angola, are preparing to respond to the challenge.”

Source: Pathways Study Interview, Interview with Private Company

Summary of barriers and enablers to women's economic empowerment in the wholesale and retail trade sector

Structural	Normative	Individual
Barriers		
<p>The majority of workers are informal</p> <p>Informal workers limited access to social protection</p>	<p>Women are responsible for household unpaid care responsibilities and tend to work closer to home</p> <p>Gender roles and norms are reflected in roles within the WRT sector (women dominate food)</p> <p>Violence and harassment at work. Risks of increased gender-based violence at home</p>	<p>Low access to credit, or substantial support to improve working conditions (survival)</p> <p>Women are less likely to sell higher-value products</p> <p>Constraints to attaining education required for high- skilled jobs, or limited access to entrepreneurship training</p> <p>Lower access to market information</p> <p>Lower access to information on government initiatives</p>

Opportunities and entry points

<p>Efforts to formalise the sector including establishing new markets</p> <p>Government initiative to support formalisation</p> <p>Angola's labour laws include provisions which create an enabling environment for working women. Non-registered self-employed workers can make contributions for social protection</p>	<p>Private companies providing opportunities to women in distribution</p>	<p>Some support is provided by families and churches, and some access to credit is provided by informal associative credit systems (<i>Kixikila</i>), which are managed by women</p> <p>Women entrepreneurs have higher social capital than in comparable countries</p>
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Recommendations

This section highlights proposed sector-specific recommendations, aimed at public and private sector stakeholders to economically empower women working within the wholesale and retail trade sub-sector for food and beverages.

1. Support multi-sectoral gender-focused initiatives to promote increased economic opportunities for women retailers

Recommended strategies include:

- Gender-sensitive microfinance initiatives coupled with skills-building interventions.
- Work with business associations to support women-owned WRT businesses with professional networking opportunities, mentorship opportunities and training opportunities.
- Increase awareness of government initiatives promoting formalisation of women's businesses, and support women to register.
- Work with financial providers to tailor products and services to women's needs, including utilising mobile money, and tailor communication and marketing strategies to reach women retailers.
- Support holistic and rights-based approaches (for women entrepreneurs and street traders) which combine skills training, with efforts to improve financial skills and access to services. In particular,

continue supporting initiatives such as the one implemented by INAPEM.

- Support access to social protection systems for unregistered self-employed women.

2. Address research gaps and build evidence of what works

Recommended strategies include:

- Commission and undertake research to better understand women's participation in the sector, and in particular barriers and enablers to women's economic empowerment in retail trade of food and beverage products, as well as participation and opportunities in employment across the value chain.
- Commission and undertake research on the impact of the COVID-19 pandemic on women in the WRT sector.
- Commission and undertake research with marginalised groups (such as women with disabilities and refugees) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment as well as related outcomes linked to experiences around gender-based violence and harassment, and sexual and reproductive health to provide an accurate picture of the impact on any intervention on women's lives.

- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

5.3 The healthcare sector

Sector overview



The Angolan healthcare system consists of both private and public services.⁴⁶³

The National Health Service was established in 1975. Between 1975 and 1992, the country adopted the principle of universal and free primary healthcare.⁴⁶⁴ In 1992, the 21-B/92 Law provided for the privatisation of health services and introduced a user fee.⁴⁶⁵ The revised 2010 Constitution further states that it is the government's responsibility to promote universal and free primary healthcare.⁴⁶⁶

In 2003, the 54/03 Law established that health services were to be delivered at primary, secondary and tertiary levels at the district, provincial and national levels, respectively.⁴⁶⁷

At the primary level, health institutions include health posts, health clinics, district hospitals and referral health centres.⁴⁶⁸ The secondary level comprises general hospitals and the tertiary includes central hospitals.⁴⁶⁹

The Ministry of Health (MINSA) is responsible for designing and

implementing health policy initiatives in

Angola.⁴⁷⁰

The National Health Development Plan (PNDS 2012-2025) is the main strategic policy to impact health indices in the country.⁴⁷¹ The PNDS's objectives prioritise fighting against transmissible and chronic diseases, maternal and child care, and overall improved health services.⁴⁷² The policy objectives are also integrated within Angola's 2025 Long-Term Development Strategy of increased life expectancy at birth; accelerated reduction of maternal, infant and child mortality; and meeting HDI, millennium development and SDGs.⁴⁷³ At the institutional level, MINSA also prioritises health system strengthening through capacity building, building strategic plans to train technicians and health professionals, incentivisation strategies and plans, and adopting new health technologies.⁴⁷⁴

In line with its decentralisation efforts, in 2007, the provincial government of

Luanda introduced the Community Health Workers (CHW) programme in

Luanda.⁴⁷⁵ By 2009, the programme had trained 2,548 community health workers, who potentially covered 261,357 families.⁴⁷⁶

Qualitative evidence from a study conducted on the initiative demonstrates that it led to

⁴⁶³Embassy of India (2022) ⁴⁶⁴Frøystad, M., Mæstad, O., & Villamil, N. (2011) ⁴⁶⁵Frøystad, M., Mæstad, O., & Villamil, N. (2011)

⁴⁶⁶Frøystad, M., Mæstad, O., & Villamil, N. (2011) ⁴⁶⁷Frøystad, M., Mæstad, O., & Villamil, N. (2011) ⁴⁶⁸Frøystad, M., Mæstad, O., & Villamil, N. (2011) ⁴⁶⁹Frøystad, M., Mæstad, O., & Villamil, N. (2011) ⁴⁷⁰Embassy of India (2022) ⁴⁷¹Embassy of India (2022) ⁴⁷²FAO (2018)

⁴⁷³FAO (2018) ⁴⁷⁴FAO (2018) ⁴⁷⁵Giugliani, C., Duncan, B. B., Harzheim, E., Lavor, A. C. H., Lavor, M. C., Machado, M. M. T., Barbosa, M. I., Bornstein, V. J., Pontes, A. L., & Knauth, D. R. (2014) ⁴⁷⁶Giugliani, C., Duncan, B. B., Harzheim, E., Lavor, A. C. H., Lavor, M. C., Machado, M. M. T., Barbosa, M. I., Bornstein, V. J., Pontes, A. L., & Knauth, D. R. (2014)

improvements in maternal and child access to healthcare, as well as increase in demand for health services.⁴⁷⁷ However, the results also highlighted that there was a need to build capacities of CHWs, and identify clear sustainability strategies to sustain these efforts.⁴⁷⁸

Since 2017, due to an outbreak of infectious diseases (yellow fever in 2016 and cholera in 2017/2018), the health sector at large has received significant attention and support from the Angolan government and other stakeholders.⁴⁷⁹

This has led to large investment in construction of new hospitals,⁴⁸⁰ clinics, health facilities, rehabilitation centres and other infrastructure. More recently, the country has demonstrated strong commitment towards strengthening its primary healthcare facilities to achieve its sustainable development objectives.⁴⁸¹ Angola has made significant progress towards improving access to health along with increasing workforce participation by 35%.⁴⁸² In addition, efforts have been made towards strengthening its capacity to respond to public health emergencies, and 85 modern health facilities have been constructed.⁴⁸³

Apart from improving physical health infrastructure, MINSA engaged in an experiment to understand the effectiveness of telemedicine networks⁴⁸⁴ with the Geneva University Hospitals (HUG) and the Portuguese Institute of Hygiene and Tropical Medicine (IHMT).⁴⁸⁵

This experimental research initiative was an extension of the Municipal Health Service Strengthening Project (MHSS) introduced in 2006, implemented in partnership with UNICEF, World Health Organization (WHO), United Nations Population Fund (UNFPA) and USAID, and supported by the World Bank and Total E&P Angola.⁴⁸⁶ Seven Telemedicine units were established in strategic locations, and enabled training, distance education and tele-expertise activities for 107 health professionals.⁴⁸⁷ While the initiative was promising, the results demonstrated that uptake of tele-expertise activities was poor, and only 4.7% participants were able to answer the survey questionnaires.⁴⁸⁸ The study attributes the poor results to low levels of computer literacy, financial constraints and limited internet access.⁴⁸⁹

⁴⁷⁷Giugliani, C., Duncan, B. B., Harzheim, E., Lavor, A. C. H., Lavor, M. C., Machado, M. M. T., Barbosa, M. I., Bornstein, V. J., Pontes, A. L., & Knauth, D. R. (2014) ⁴⁷⁸Giugliani, C., Duncan, B. B., Harzheim, E., Lavor, A. C. H., Lavor, M. C., Machado, M. M. T., Barbosa, M. I., Bornstein, V. J., Pontes, A. L., & Knauth, D. R. (2014) ⁴⁷⁹JICA (2021) ⁴⁸⁰Silva, G. (2021) ⁴⁸¹World Health Organization (2022a) ⁴⁸²World Health Organization (2022a) ⁴⁸³World Health Organization (2022a) ⁴⁸⁴Telehealth includes a variety of technologies, applications, and interfaces (including telephone, email, two-way video, smartphones, wireless tools, etc.) to deliver virtual medical, health, and health education services. ⁴⁸⁵Correia, J., Lapão, L. V., Mingas, R. F., Augusto, H. A., Balo, M. B., Maia, M. R., & Geissbühler, A. (2018) ⁴⁸⁶Correia, J., Lapão, L. V., Mingas, R. F., Augusto, H. A., Balo, M. B., Maia, M. R., & Geissbühler, A. (2018) ⁴⁸⁷Correia, J., Lapão, L. V., Mingas, R. F., Augusto, H. A., Balo, M. B., Maia, M. R., & Geissbühler, A. (2018) ⁴⁸⁸Correia, J., Lapão, L. V., Mingas, R. F., Augusto, H. A., Balo, M. B., Maia, M. R., & Geissbühler, A. (2018) ⁴⁸⁹Correia, J., Lapão, L. V., Mingas, R. F., Augusto, H. A., Balo, M. B., Maia, M. R., & Geissbühler, A. (2018)

In 2021, Angola's National Budget (OGE) apportioned 12% of its primary fiscal expenditure on health amounting to a total of USD2 billion.⁴⁹⁰ With a 3% increase from its 2020 budget, and a range of health programmes and supportive initiatives, the government showed clear political will towards addressing nutrition as a key challenge, addressing and combating rural health needs, and facilitating intersectoral and international partnerships to strengthen and meet its health objectives.⁴⁹¹

From the stakeholder mapping exercise for healthcare, 100 stakeholders were identified across the various provinces of Angola. A summary table of stakeholder types across the regions is shown here, and the detailed information about stakeholders' activities (including women-focused provisions) can be accessed [here](#) on the Pathways Study website.

Province	Stakeholder Type				TOTAL
	Private Companies	Associations, Collectives and Organisations	Government Bodies	NGOs	
National*	5	22	5	15	47
Benguela	1	-	-	1	2
Huambo	-	1	-	1	2
Huíla	-	1	-	1	2
Luanda	29	2	9	2	42
Lunda Sul	-	-	-	1	1
Malanje	-	-	-	1	1
Zaire	1	-	-	-	1
Cunene	-	1	-	1	2
TOTAL	36	27	14	23	100

Note: *National stakeholder tally includes global stakeholders, who are assumed to operate at a national scale.

Spotlight: India and Angola MoU on Health and Medicine⁴⁹²

India and Angola signed a Memorandum of Understanding (MoU) in 2022 to bilaterally cooperate on health and medicine. The MoU focuses on exchanging learning on the health sector, exploring mutually beneficial capabilities and opportunities, and developing joint initiatives and partnerships, especially focusing on health technology and sectoral capacity building. Other areas include field exposure and training of medical doctors and other health professionals, regulation of pharmaceuticals, exploring innovations around medical devices and cosmetics, and procuring medicines and medical equipment.

⁴⁹⁰Embassy of India (2022) ⁴⁹¹Embassy of India (2022) ⁴⁹²Embassy of India (2022)

Challenges

Despite steady increase in its annual budgets, the healthcare system remains under-resourced.⁴⁹³ High levels of poverty combined with limited health infrastructure are obstacles faced by Angolan citizens. The country also faces a human resource shortage, critical for implementation and management of programmes.⁴⁹⁴ The shortage of qualified and experienced medical and allied personnel negatively impacts the quality of health service delivery in Angola.⁴⁹⁵ In particular, rural Angola lacks access to services and, in cases where there are services and human resources available, quality remains a challenge. The interior parts of the country are the most affected by this shortage.⁴⁹⁶ For example, there are fewer hospitals, clinics, health facilities and NGOs in the eastern region of Angola, including the provinces of Lunda Norte, Lunda

Sul, Moxico and in the southern region - Cuando Cubango province.⁴⁹⁷

Physical infrastructure and human resource challenges are exacerbated by the presence of highly communicable diseases and associated mortality and morbidity.⁴⁹⁸ The country also experiences frequent epidemics and high prevalence of non-communicable diseases.⁴⁹⁹ Consequently, it remains vulnerable to health threatening situations facilitated by high mobility of persons and goods as a result of commercial activities, and open borders shared with neighbouring countries.⁵⁰⁰ Furthermore, while the country has made clear efforts to strengthen its health system, legislative mechanisms remain underdeveloped, and the sector struggles with implementation of preventative measures, especially on disease control and prevention.⁵⁰¹

“In the health sector, urban areas and central to the western side of the country are the zones benefiting most. There is more privilege given to Luanda and some other cities such as Huambo, Benguela and Lubango just to mention. The eastern provinces including Lunda Norte, Lunda Sul, Moxico and Cuando Cubango are benefiting less from the growth. Luanda being the capital with the largest population is both the economic and political centre, hence receiving much of the economic development compared to other provinces. The gradualism strategy of the MPLA government to first start developing specific chosen zones and regions from the coast and central then move to other areas affects development in the interior parts of the country especially the eastern region.”

Source: Pathways Study Interview with Representative of Community-Based Organisation

⁴⁹³World Health Organization (2022) ⁴⁹⁴Gyeltshen, D., Musa, S. S., Amesho, J. N., Ewelike, S. C., Bayoh, A. V. S., Al-Sammour, C., Camua, A. A., Lin, X., Lowe, M., Ahmadi, A., Ntacyabukura, B., Adebisi, Y. A., & Lucero-Prisno, D. E. (2021) ⁴⁹⁵Gyeltshen, D., Musa, S. S., Amesho, J. N., Ewelike, S. C., Bayoh, A. V. S., Al-Sammour, C., Camua, A. A., Lin, X., Lowe, M., Ahmadi, A., Ntacyabukura, B., Adebisi, Y. A., & Lucero-Prisno, D. E. (2021) ⁴⁹⁶Marchi-Alves, L. M., Ventura, C. A. A., Trevizan, M. A., Mazzo, A., de Godoy, S., & Mendes, I. A. C. (2013) ⁴⁹⁷Pathways Study Interview with Representative of Community-Based Organisation ⁴⁹⁸World Health Organization (2022) ⁴⁹⁹World Health Organization (2022) ⁵⁰⁰World Health Organization (2022) ⁵⁰¹World Health Organization (2022)

“The impact of COVID-19 was felt more in the hospitals and other working environments because women working in healthcare had to work long hours; for those involved in the frontline their daily work more than doubled. In the social work sector such as ours in NGOs we had to create rotational schedules and cancelled some trips to other provinces and this impacted our productivity negatively.”

Source: Pathways Study Interview with Representative of INGO

Angola also struggled with COVID-19-related challenges, including an overburdened and understaffed health system, and insufficient personal protective equipment (PPE).⁵⁰² Given the frontline nature of their work during the pandemic, healthcare workers were also faced with an unprecedented amount of work and longer working hours.⁵⁰³

Angola’s healthcare sector is negatively affected by a shortage of qualified professionals. According to a WHO report on the state of the health workforce in the African region (2021), Angola and Mauritania

perform the worst compared to all other countries in Africa.⁵⁰⁴ There is also a lack of medical equipment and pharmaceutical supplies, and inadequate financing. Furthermore, there is a significant presence of foreign medical personnel in the country’s healthcare sector specifically; however, this is not enough to meet the demand for health services in Angola. Moreover, there are several newly trained medical practitioners who are not being absorbed by Angola’s national healthcare system, suggesting that there may be additional challenges related to matching labour demand and supply in the sector.

“The big challenges that the healthcare sector faces are workforce shortages, lack of good infrastructure, unequal distribution of health delivery services and social work as well as little funding both from government and other stakeholders involved. For example, in healthcare delivery services there are very few medical personnel to attend to a large section of the population. Furthermore, very few locals have specialised professions, and most are men. The sector is dominated by foreign experts. There is little funding for management and maintenance of the government-run health institutions such as hospitals, clinics, medical centres and medical schools.”

Source: Pathways Study Interview, NGO representative

⁵⁰²Gyeltshen, D., Musa, S. S., Amesho, J. N., Ewelike, S. C., Bayoh, A. V. S., Al-Sammour, C., Camua, A. A., Lin, X., Lowe, M., Ahmadi, A., Ntacyabukura, B., Adebisi, Y. A., & Lucero-Prisno, D. E. (2021) ⁵⁰³Pathways Study Interview with INGO Representative

⁵⁰⁴World Health Organization (2022)

Role of women in the healthcare sector

Women comprise most of the healthcare workforce in Angola with nurses and midwives representing 44% of the workforce.⁵⁰⁵ The majority of students who focus on healthcare service delivery are women, and there is a clear feminisation of the workforce.⁵⁰⁶ The sector is a significant source of formal and informal employment for women in Angola. Most jobs in the sector require professional qualifications such as higher education (i.e. certificate, bachelor's or master's degrees from accredited institutions) or specialised training (e.g. nursing).

Women tend to occupy the frontline roles in the sector (e.g. nurses), or those that involve the most interaction with infected individuals. In the formal healthcare services sector, common jobs for women include nurses and nurse practitioners, public health workers, pharmacists, occupational and physical therapists, laboratory technicians, dental assistants and hygienists, dietitians and nutritionists, licensed midwives, mental health and substance abuse specialists and doctors.⁵⁰⁷ Women also occupy roles in general administration and management, such as executive assistants and receptionists.⁵⁰⁸

PIN's programme on mitigating the impact of COVID-19 on women and girls

In response to the COVID-19 crisis, the INGO People in Need (PIN) is implementing a project focusing on improving women's access to health information, using an mHealth platform to send life-saving voice messages to women. The INGO will further mobilise its existing networks of community health workers (CHWs) and traditional birth attendants (TBAs) to spread information on good hygiene practices, essential health services and other key COVID-19 prevention and diagnosis measures. The project is also training 40 women in safer work practices, business management skills and alternative income-generating activities - hand-making of face masks, soap and managing handwashing stations. These activities are complemented by its Community Livelihoods Programme, which will provide financial support in the form of sub-grants to eight local women-led organisations, businesses and entrepreneurs. Finally local women's and civil society organisations will be mobilised to amplify messages on the impact of the pandemic upon women. The programme is being implemented in urban and peri-urban areas of the Huíla and Bié provinces, where the risk of COVID-19 is higher.

⁵⁰⁵World Health Organization (2021) ⁵⁰⁶Ferrinho, P., Guimarães, N., & Freitas, H. (2021) ⁵⁰⁷Pathways Study Interview with INGO Representative ⁵⁰⁸Pathways Study Interview with INGO Representative

Summary of barriers to, opportunities and entry points for women's economic empowerment in the healthcare sector

Structural	Normative	Individual
Barriers		
<p>Women healthcare entrepreneurs face additional challenges specific to the sector</p>	<p>Women working in the sector face high levels of sexual harassment, verbal aggression and physical violence, leading to job dissatisfaction and stress</p> <p>Traditional social and cultural norms and expectations limit women's leadership opportunities in the sector</p>	<p>Limited education and low education qualifications are the key factors hindering women from leveraging provisions and/or opportunities</p> <p>Average income for male healthcare workers is higher than that of female workers</p> <p>During the COVID-19 pandemic, frontline workers, the majority of whom are women, lacked necessary occupational health and safety/personal protective equipment</p> <p>Women's economic opportunities in the sector are also limited by reduced access to specialised training and education</p> <p>Women have less access to finance to actively participate in the sector</p>

Opportunities and entry points

<p>The government's 30% quota has led to more women in leadership in the sector</p>	<p>Addressing gender-based violence and harassment in the sector through improved workplace policies and procedures</p>	<p>Training and capacity-building programmes</p> <p>Increasing women's access to finance</p>
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Structural factors

The government's 30% quota has led to more women in leadership in the health sector.

MPLA, Angola's ruling party, has committed to greater representation of women by increasing its current goal of 30% of roles being occupied by women.⁵⁰⁹

The commitment has had ripple effects in the health sector, and the Ministry of Health is now being led by a woman for the first time in the country's history.

Other leadership positions in the sector are occupied by women as well, such as the general directorship of one of Angola's largest maternity hospitals. According to Pathways Study interviews, the public discourse supporting women in leadership roles has encouraged women in the sector, who currently account for the majority of employees but a minority of leadership and management positions. Furthermore, the main factor that has encouraged the participation of women in this sector is the technical capacity acquired through local training to adapt to the sector's needs.⁵¹⁰

However, women healthcare entrepreneurs face additional challenges specific to the sector.

According to Pathways Study interviews, the process for obtaining a trading licence to set up a clinic, medical centre, or pharmacy is lengthy. It requires navigating a complex documentation

system. The system is further impacted by corruption, with public officials demanding favours or bribes to process applications quickly. In cases where women manage to obtain a licence, they are confronted with challenges associated with accessing resources to eventually establish and operate the business.⁵¹¹

Furthermore, limited education and low education qualifications are the key factors hindering women from leveraging available provision or opportunities in the sector. The level of education among many women in Angola is low, which makes it difficult for them to understand the opportunities available to them.⁵¹² To address this need, private institutions are embarking on providing education and skills training to mitigate the challenges that women are facing in growing their career or business in the health sector.⁵¹³

“The availability of means of transport is one of factors that have supported women to participate in this sector. Since the most affected places are in forest areas, access routes to these locations require sufficient means of transport.”

Source: Pathways Study Interviewee, Private Sector Representative

⁵⁰⁹International IDEA (2022) ⁵¹⁰Pathways Study Interview Human Resources Representative of Private Health Company

⁵¹¹Pathways Study Interview with INGO Representative ⁵¹²Pathways Study Interview with Country Representative of Private Health Company ⁵¹³Pathways Study Interview with Country Representative of Private Health Company

Normative factors

Women working in the sector face high levels of sexual harassment, verbal aggression and physical violence, leading to job dissatisfaction and stress. They face hostile working environments, and experience gender-based discrimination, sexual harassment, verbal aggression and physical violence from patients, customers and co-workers. Women are also severely under-represented in jobs with higher income and leadership potential, instead occupying roles with limited influence to change discriminatory systems and advance in their careers.⁵¹⁴

Women in the sector are often exposed to violence and harassment. In addition, previously discussed weaknesses in the healthcare services systems lead to long patient wait times. This puts pressure on workers, as well as increases frustration and aggression among customers. The prevalence of shift work in the sector also exposes workers to security issues when they end their shifts at night, since low-income women mostly depend on public transportation for their commutes and are exposed to harassment and violence on the street and in public buses, especially at night.⁵¹⁵

Traditional social and cultural norms and expectations limit women's leadership opportunities in the sector. Certain jobs are

perceived as “more acceptable” for women. As a result of women being positioned as the primary caregiver, they are encouraged to choose care-related roles such as midwives, nurses and frontline community workers. In contrast, men are more likely to select roles that are perceived as requiring more advanced and specialised knowledge and skills, such as physicians. This contributes to leadership and decision-making roles typically being occupied by men, perpetrating gendered perceptions about the leadership and management abilities of men versus women.⁵¹⁶

However, there are signs that these gender dynamics are gradually changing, as some women have begun occupying positions with greater leadership or decision-making authority. This may also include higher-paying roles that require more specialised training.

Individual factors

Average income for male healthcare workers is higher than for female workers.

This is largely because higher-paying jobs are typically occupied by men or by foreign expatriates. Women experience additional challenges in accessing specialised education and training necessary for higher-paying roles due to societal and familial pressures to serve as primary caregivers in their households.

⁵¹⁴Pathways Study Interviews with Sector Stakeholders ⁵¹⁵Pathways Study Interviews with Sector Stakeholders

⁵¹⁶Pathways Study Interviews with Sector Stakeholders

Women are likely to receive lower remuneration and those with disabilities may face additional barriers and challenges to accessing economic opportunities.⁵¹⁷

During the COVID-19 pandemic, frontline workers, the majority of whom are women, lacked necessary occupational health and safety/personal protective equipment (PPE). At the same time, they faced high risk of exposure to the coronavirus. This was exacerbated by the low wages received by women, and a lack of a strong labour union to support and advocate for them. These challenges led to women working in the health sector experiencing enormous stress and psycho-social risks.

Women's economic opportunities in the health sector are also limited by reduced access to specialised training and education. These qualifications are required for certain roles in the sector and are critical in increasing women's self-confidence and ability to negotiate for promotions and salary increases. For example, women who undertook healthcare leadership development programmes have proceeded to become principal administrators of large hospitals and clinics in Angola. Women who do get an opportunity to obtain specialised education or training often require financial support from their husbands. They may

also rely on a strong networking group that may help them apply that training in their search for higher-paying jobs. However, the availability of online training curriculums and programmes has helped expand the reach and convenience of training options, as well as reduce associated costs.

Women have less access to finance and face bureaucratic challenges to actively participate in the sector. The interviewees from the study reported that unmarried low income-earning women in urban areas are sometimes able to obtain a trading licence to sell pharmaceutical products. However, the same women may be forced to trade their licence to a business or individual with the financial resources necessary to open a pharmacy. In such cases, women only receive a monthly payment for the use of their licence. Furthermore, to register an association, pharmacy, or clinic takes significant time and bureaucratic effort due to the system being centralised. It might be difficult for women to navigate complex government systems and travel long distances to access services and opportunities.⁵¹⁸

⁵¹⁷Pathways Study Interview with INGO Representative ⁵¹⁸Pathways Study Interview with Staff of Industry Association

Recommendations

This section highlights proposed sector-specific recommendations, aimed at public and private sector stakeholders to economically empower women working within the healthcare sector.

1. Develop supporting and safe infrastructure to support women health workers

Recommended strategies include:

- Work with the Ministry of Health to set aside funds to improve women workers safety to travel to and from their workplaces (especially at night). This could include facilitating the funding and purchasing of night shift buses for women working late hours.
- Advocate for policies specifically promoting gender equality to help strengthen the sector.
- Conduct yearly audits of management and staff in the sector to monitor women's progress and plan to take appropriate action for example, promote women or appoint high-ranking female healthcare workers.

“In the short and medium term what would drive growth in the health sector is the infrastructure development such as new hospitals, clinics, roads, electricity, water and sanitation. But in the long term what will drive growth is education and skills training in both specialised qualification and management skills as well as training in entrepreneurship techniques.”

Source: Pathways Study Interviewee, Private Sector Representative

2. Support market-based and holistic skills-focused interventions to economically empower women in the sector

Recommended strategies include:

- Build and introduce specialised training, education and skills-based interventions to improve women's integration into higher-paying jobs and leadership roles within the sector.
- Engage civil society organisations and private sector stakeholders in the delivery of complementary and supplementary training programmes and services.

3. Facilitate women's access to finance through training and better products and services

Recommended strategies include:

- Develop and trial tailored financial products for women in the sector utilising mobile money, and tailor communication and marketing strategies to reach women.
- Organise basic financial awareness and literacy courses to women via small local cooperatives or women empowerment groups.
- Gather and spread information about available financial programmes for women and supporting programmes.

4. Work with the Ministry of Health, local health authorities and health sector employers to promote gender-sensitive and safe workplaces

Recommended strategies include:

- Endorse and implement gender commitments, which should include gender-sensitive policies, staff training, setting up of anonymous grievance mechanisms, establishment of gender committees where women are represented.
- Focus on addressing sexual harassment in the sector, promoting zero tolerance, as well as promoting job security and stability. Work with employers to strengthen GBVH “zero-tolerance” policies, communication, enforcement and accountability mechanisms.

- Support employers to undertake gender-based assessments and develop gender-related targets and plans. Facilitate effective engagement with employees and key stakeholders on gender issues, and work with employers to adopt gender-sensitive policies and provisions ensuring non-discriminatory recruitment and promotion practices, allowing flexible work arrangements, offering extended maternity and paternity leave, enforcing sexual harassment disciplinary processes, ensuring gender-equal remuneration, and safe and affordable transport.
- Improve health and safety, for all roles, provide protective equipment, and implement training (in different languages) to improve awareness of safety practices among workers. Ensure that health and safety processes are in place, and that there is a focus on ensuring awareness of safety practices among workers.
- Create facilities for day care and support mothers returning to work. Provide facilities or support to address sexual and reproductive health needs.
- Implement initiatives to support women in supervisory and management roles.

5. Focus on research to fill evidence gaps and build on evidence of what works

Recommended strategies include:

- Commission and undertake participatory and action research with women in the sector to design inclusive and sustainable interventions.
- Liaise with relevant ministries to undertake a gender analysis of government sector-specific initiatives and plans.
- Use results to advocate for better integration of gender analysis and targeting.
- Commission and undertake research with diverse groups of marginalised women to understand and address different barriers women face.

“It is important before implementing any project, to invest more in research directly involving women for whom the empowerment programmes or projects are intended so that they can have a voice to fully express what challenges they face and what could be the mitigating solutions.”

Source: Pathways Study Interview with INGO

6. Implications and recommendations

Since the end of the civil war, Angola has made considerable progress across socioeconomic development indicators. This includes some results achieved in the areas of women's participation in the workforce, girls' education and their political representation. However, findings from the secondary and primary research demonstrate more systematic work is necessary to address the structural, normative and individual barriers faced by women in Angola. The discussed factors impact women's economic empowerment and the roles and experiences as a part of various sectoral value chains.

Angola has shown clear commitment towards improving women’s economic empowerment and has initiated some multi-stakeholder programming efforts.

The country has introduced some national-level policy initiatives, and several laws that promote equal status for women. At the same time, there is a need to systematically account for and address challenges associated with contextual and normative factors.

The following recommendations have been identified based on the current status of WEE prioritisation in Angola.

The recommendations have been identified at a high level and provide a series of recommended strategies for each. These proposed recommendations can serve as a starting point for further deliberations by multiple stakeholders including government to ensure actionable interventions within mutually agreed timeframes.

Current situation

- Demonstrated clear commitment towards equal rights for its citizens and a supportive enabling environment.
- Gender objectives clearly articulated in the National Development Plan, and targets have been outlined for undertaking gender awareness and sensitisation training.

- Recent measures undertaken to integrate women and gender into the climate change agenda.
- Low levels of literacy, and girls are more likely than boys to remain out of school.
- Limited data, monitoring and reporting mechanisms that assess gender equality, particularly WEE-focused efforts including service delivery efforts, and gender-budgeting initiatives.
- Most women work in the informal sector, where labour rights are more limited.
- Significant gender pay gap persists.

6.1 Policy and advocacy recommendations

1. Address key policy gaps to improve the status of women and rights of women and girls

Recommended strategies for consideration include:

- Work with the government and civil society to support and advocate for implementation of strategies to achieve gender-related goals in the NDP 2018-2022. For example, initiatives to reduce occupational segregation, address women’s unpaid work burden, increase women’s political representation and national efforts to address harmful gender norms and stereotypes.

- Support government-led initiatives to extend labour rights provisions and social protection to vulnerable workers including as a priority development and implementation legal and regulatory frameworks for the rights of informal domestic workers.
- Strengthen and enhance strategies that focus on keeping children in school, especially pregnant schoolgirls and teenage mothers.
- Support gender- and inclusion-benchmarking initiatives of employers to improve monitoring and enforcement of labour rights legislation, while incentivising greater compliance.
- Initiatives targeted at reducing the gender pay gaps, through for example, mandatory reporting for public and private sector entities.
- Ensure commitments to gender equality explicitly include actions that create opportunities for women to occupy leadership positions at various levels, including within cooperatives or societies, in their communities, and in local governance.
- Prioritise monitoring and reporting of policy-level initiatives and commitments towards women's economic empowerment at the national level. For example, generate evidence on the National Development Plan, as well as the efforts undertaken by MASFAMU.
- Support government efforts in gender-responsive budgeting and work with the government to integrate gender within spending reviews and processes to improve budgeting decisions.
- Strengthen implementation of policies, accountability and remediation mechanisms on equal land ownership for women, especially in the context of customary laws that may discriminate against women.
- Leverage, expand and improve on existing WEE programmes. Commission studies to understand whether and how these initiatives have led to improvements in WEE outcomes (including for which women) and use findings to strengthen the impact of these programmes on women.

Current situation

- Persistent gender inequalities across multiple domains.
- Face barriers in accessing and owning productive assets such as land, and associated legal redress mechanisms remain limited.
- Some increase in women's formal representation in politics, due to political will towards prioritisation of women's representation.
- High levels of gender-based violence including intimate partner violence and harassment in the workplace.
- Limited acknowledgement of women's unpaid work.

2. Undertake capacity building and advocacy around existing legislation to strengthen women's rights

Recommended strategies for consideration include:

- Training and capacity building of key duty bearers including traditional customary structures, local governments and law enforcement on key legislation regarding women's right to land ownership, to reduce bias and discrimination against women, and improve transparency and consistency of decision-making.
- Prioritise female-headed households and facilitate community-level conversations and peer-to-peer training, e.g. with elders/chiefs, social workers, community health volunteers, teachers and other stakeholders on women's land rights and constitutional law.
- Focus on young women and adolescent girls to enable long-term, transgenerational behaviour change and improved educational outcomes.
- Strengthen behaviour-change communications focused on gender-equitable attitudes, as well as promoting positive non-violent relationships.
- Identify role models to act as champions for behaviour change towards gender equality within communities.
- Advocate for the ratification of the ILO Convention C190 of 2019 on violence and harassment.

Current situation

- Women are concentrated in agricultural activities in the Angolan context, and much of the literature available focuses on women's contribution towards the sector at large.
- Women have limited access to and ownership of formal financial services and rely on informal options for credit.
- Despite high presence, women have limited access to capital or credit which constrains women's ability to invest in, start, or expand their businesses.

3. Advocate to remove gender-based barriers to finance and promote women-friendly financial services

Recommended strategies for consideration include:

- Promote gender-friendly financial products to marginalised women, particularly mobile money, to address potential link between women paid in cash and intimate partner violence. Undertake much-needed research in this area to see the impact of mobile money on women's experiences of intimate partner violence.
- Introduce legal and regulatory frameworks that enable women to access credit.

- Engage women meaningfully in the design of financial services and products (including mobile money products), to ensure that they are accessible for all women including those most marginalised (such as young women, women with disabilities, rural and illiterate smallholders, etc.).

Current situation

- Some evidence around programmes prioritising women's economic empowerment, for example, Girls Empowerment and Learning for All Project, and a provincial microcredit programme.
- CSO programmes play a supportive role in meeting government mandated WEE objectives and goals.
- High levels of gender-based violence including intimate partner violence, and violence and harassment in the workplace.

6.2 Programming

1. Work with and grow women's networks to build social, human and economic capital, and tackle normative barriers

Recommended strategies for consideration include:

- Leverage high levels of women's entrepreneurship in Angola through collective action. For example, promote

and support women-led and -run trade unions and formalise networks in women-dominated sectors.

- Ensure that all work to support women's networks includes a focus on supporting women to aggregate, reach more lucrative markets and receive better prices for their goods, and accessing formal financial services.
- Introduce contextually-relevant vocational training and skills-building approaches to improve women's business skills and increase their access to information and finance.
- Introduce digital capacity-building interventions.
- Introduce behavioural interventions that promote financial inclusion among women and girls to strengthen their capacities to manage personal and businesses finances.

2. Work with large employers to promote gender-sensitive and safe workplaces

Recommended strategies for consideration include:

- Strengthen organisational internal gender capacity to improve gender-related knowledge, attitudes, skills of staff, and enhance institutional policies and practices.
- Promote use of gender and GBV risk assessment tools and work with companies to assess risks and put in place evidence-based mitigation measures.

- Introduce workplace empowerment programmes that improve women's health knowledge and access to goods and services, e.g. SRHR literacy, access to affordable contraception and menstrual health products, as well as financial literacy, and training addressing both hard and soft skills.
- Endorse and implement gender commitments, which should include gender-sensitive policies, staff training, codes of conduct, GBV and sexual harassment policies, and anonymous grievance and reporting mechanisms.
- Improve working conditions and health and safety for women workers including provision of a living wage, addressing any gender pay gap, flexible working hours and parental leave.
- Establish and implement policies to proactively procure from women suppliers and women-owned businesses.
- Promote gender-sensitive workplaces and organisational cultures, including specific work targeting senior leadership.
- Support establishment and roll-out of gender-equality and inclusion policies, including childcare provisions and flexible work opportunities.

3. Address inequitable intra-household dynamics, norms and gender-based violence

Recommended strategies for consideration include:

- Cooperatives and other socioeconomic interventions should consider household approaches which explicitly stimulate discussions, promote gender-equitable attitudes and norms and support families to negotiate about gender roles and norms which guide intra-household decision-making and labour.
- Support livelihoods and economic empowerment initiatives coupled with gender-transformative interventions which increase women's access to and control over economic assets and access to financial services, promote their financial independence, reduce their vulnerability to economic and other forms of gender-based violence, support women's ability to seek services and transform harmful masculinities.
- Build on existing efforts to improve understanding of what works to increase women's access to and control over land and other productive and financial assets.

Current situation/challenges to be addressed

- Evidence gaps around how different gender-related challenges including gender-based violence play out in different sectors.
- Limited evidence on economic violence against women.
- Insufficient evidence of what works to economically empower women in Angola

4. **Support household- and community-level interventions addressing women's unpaid care and domestic work burdens**

Recommended strategies for consideration include:

- Ensure that all interventions consider and mitigate risks such as increased unpaid work burden for women.
- Support and promote labour- and time-saving innovations and technology.
- Work with the private and public sectors to ensure that women have access to energy, water, hygiene and sanitation facilities.

6.3 Research recommendations

1. **Commission and undertake research and evaluations to address research gaps** including:

- Studies to understand the impact of existing programmes on WEE outcomes.
- Commission and undertake research on the impact of the COVID-19 pandemic on women across sectors.
- Research to understand women's experiences of gender-based violence and harassment in the workplace, as well as successful mitigating actions.
- Research on prevalence and dynamics of economic violence against particular groups of marginalised women (including women with disabilities) and action research to understand what works to address it.

- Undertake research and survey efforts to draw clear and meaningful insights on women's time use and unpaid domestic and care work.
2. **Include measures of key factors enabling or constraining women's economic empowerment** including gender-specific measures focused on women's capabilities and agency, household relations and gender norms and attitudes. This should also include tracking signs of potential backlash including increased rates of intimate partner violence.
 3. **At a minimum, disaggregate results by gender** and include disaggregated targets. Wherever possible, programmes and research should further disaggregate by other socioeconomic characteristics including income, age, disability, migratory status and geographic location.
 4. **Commission mixed-methods research and evaluations** to understand how and why change for women's economic empowerment happens, and to better understand women's lived realities through participatory qualitative research and theory-based evaluations.
 5. **Monitor, track and mitigate against any signs of potential backlash** during programme implementation, including increased rates of violence against women.

Appendices

Appendix 1 - Explanation of methodology

Scoping study

A scoping study was implemented to guide research fundamentals

Euromonitor International undertook preliminary research to analyse the existing literature on women's economic empowerment in the 13 countries, identify research and data gaps to help develop research objectives/questions and guide the methodology design of the Pathways Study.

Multiple drivers and barriers to women’s economic empowerment exist, and the initial scoping research helped identify key commonalities as well as underlying differences across sectors and countries. In agriculture, the role of women within local governance and resource control/distribution structures is critical to success, and cooperatives/collectives have been effective at increasing women’s economic outcomes and agency. In non-agriculture sectors, employment segregation and unpaid care work, both usually driven by gender norms,

are key barriers relegating women to certain roles and/or restraining women from certain sectors and/or to lower-paying positions/occupations within sectors.

Additionally, while national institutions are often tasked with addressing women’s economic empowerment broadly, local entities and sector-specific organisations are better placed to implement meaningful changes/localised solutions that expand women’s economic opportunities in a sustainable way

Sample findings from scoping study

Shared barriers across SSA		Country-level barriers
Employment concentration in informal, low-wage and low-skilled sectors	Inadequate access to financial institutions and affordable credit facilities	 High fertility/adolescent fertility rates
Employment concentration in administrative positions, low representation in managerial positions	Under-investment in education beyond baseline and primary levels	 Inadequate access to reproductive health/family planning needs
Broad wage gap in both formal and informal sectors	Imbalanced household power dynamics/sociocultural barriers on gender roles	 Low life expectancy/high maternal mortality rates
Under-representation in key growth sectors	Significant time spent on unpaid care work and domestic household chores	 Inadequate access to safe transport
Education and employment discrimination that contributes to employment segregation	Gender norms that limit women’s opportunities	

Employment
 Access to resources
 Social and cultural
 Health and safety

¹ Note: Countries listed under the ‘country-level barriers’ reflect SSA countries (within the scope of the Pathways Study) that experience the highest levels of the listed WEE health-related barriers. These include:

- High fertility/adolescent fertility rates: Angola, Cote d’Ivoire, Nigeria, Senegal, Tanzania & Uganda
- Inadequate access to reproductive health/family planning needs: Angola, Cote d’Ivoire, Ghana, Nigeria, Senegal & Uganda
- Low life expectancy/high maternal mortality rates: Cameroon, Cote d’Ivoire & Nigeria
- Inadequate access to safe transport: Ethiopia, Rwanda, Tanzania & Uganda

Sector selection

In executing the first key objective of the Pathways Study research programme (“Identifying sectors with the most potential to contribute to and benefit from expanding women’s opportunities”), Euromonitor International considered the level of these opportunities, both in terms of potential/scope (reaching the majority of women across the country) and in terms of feasibility (ease to expand opportunities). Quantitative and qualitative methods were utilised to ensure a balanced perspective on the sector selection.

Focusing on priority sectors, using economic modelling to tease out the data/quantitative story for women’s economic empowerment

The United Nations’ globally-recognised International Standard Industrial Classification of Economic Activities (ISIC Rev. 4)⁵¹⁹ was utilised for the definition of sectors. In order to ensure full alignment with other data sources (including Euromonitor International’s proprietary Passport database from which other data was sourced), the ISIC’s 21 categories/sectors were consolidated into 14 overall sectors (please refer to Appendix 2 for full definitions). Euromonitor International’s Analytics team analysed historic and current data available at a country level on the main economic sectors. The team developed

forecasts for productivity, employment and women’s economic potential in each economic sector. This modelling used variables including Gross Value Added (GVA) at sector level, Gross Domestic Product (GDP), Employment Data, Capital Data, Demographics Data, sourced from Passport (Euromonitor International’s Passport database). The analysis also incorporated data from the International Labour Organization statistical database (ILOSTAT⁵²⁰): (i) Employment data by sex and economic activity; and (ii) Mean weekly hours worked per person by sex and economic activity. The African Development Bank Group (AfDB) database⁵²¹ provided additional input on: (i) GVA from Education, Human Health and Social Work Activities - for Angola, Botswana and South Africa; and (ii) Gross Capital Formation per public/private sector. These metrics were utilised in a model to predict the GVA share from GDP using fixed effect panel data regression. The metrics were also used in another model to assess the benefit of women’s inclusion per sector (using a Cobb-Douglas production function with labour disaggregated by gender⁵²²).

Euromonitor International then developed these findings into a visual scorecard that ranks sectors based on three scenarios: (i) sector performance; (ii) labour opportunity and productivity; and (iii) gender labour gap.

Scorecard scenarios for ranking economic sectors

Scenario 1:

Women's opportunities rest mainly on the sectors' performance: Women will benefit from huge increase of GVA in the most dominant sectors.

Rank	Sectors
1	Construction
2	Agriculture, Forestry And Fishing
3	Manufacturing
4	Accommodation And Food Service Activities
5	Real Estate Business And Administrative Activities
6	Wholesale And Retail Trade; Repair of Motor Vehicles And Motorcycles
7	Transport Storage And Communication
8	Financial And Insurance Activities
9	Mining And Quarrying
10	Utilities
11	Public Administration And Defence; Compulsory Social Security
12	Other Services
13	
14	

Scenario 2:

Women's opportunities rest mainly on labour performances: Women will benefit from huge increase of labour force and sector productivity.

Rank	Sectors
1	Construction
2	Agriculture, Forestry And Fishing
3	Manufacturing
4	Accommodation And Food Service Activities
5	Real Estate Business And Administrative Activities
6	Wholesale And Retail Trade; Repair of Motor Vehicles And Motorcycles
7	Transport Storage And Communication
8	Financial And Insurance Activities
9	Mining And Quarrying
10	Utilities
11	Public Administration And Defence; Compulsory Social Security
12	Other Services
13	
14	

Scenario 3:

Women's opportunities rest mainly on the current gender gap: Women can win in sectors where gender gap is high and sectors will highly benefit from female inclusion.

Rank	Sectors
1	Manufacturing
2	Construction
3	Utilities
4	Agriculture, Forestry And Fishing
5	Real Estate Business And Administrative Activities
6	Accommodation And Food Service Activities
7	Transport Storage And Communication
8	Wholesale And Retail Trade; Repair of Motor Vehicles And Motorcycles
9	Financial And Insurance Activities
10	Mining And Quarrying
11	Public Administration And Defence; Compulsory Social Security
12	Other Services
13	
14	

The scorecard was shared with country working group participants through workshop sessions to ensure that sector selections reflected inputs from country-level stakeholders

In order to ensure a balanced approach to choosing the sectors of focus, Euromonitor International organised "sector selection" workshops per country to discuss the findings from the scoping study and scorecard.⁵¹⁹

Leveraging Steering Committee and partner networks, participants/stakeholders from the private and public sectors of the country were invited to share their feedback on the scorecard sectors and to provide input on sectors/sub-sectors of focus. Country stakeholders' knowledge and experience were incorporated to ensure that the selection of the sectors was contextually cognisant, while considering the informal economy and the socioeconomic, political and cultural

⁵¹⁹See https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf ⁵²⁰<https://ilostat.ilo.org/> ⁵²¹<https://dataportal.opendataforafrica.com>

factors that are likely to drive women's opportunities. Noteworthy is that the sectors proposed by participants were mostly aligned with the scorecard findings.

Euromonitor International then conducted additional secondary research to validate the sectors proposed during the workshop in order to develop a matrix of criteria and considerations (see below) to support the final selection of three broad sectors in Angola: (i) Agriculture with spotlights on maize and cassava; (ii) Wholesale and Retail Trade (WRT) - with a spotlight on Food and Beverages; and (iii) Healthcare.

Selection Criteria Deep Dive: Angola

Broad Economic Sector	Specific Sectors/ Commodities (if applicable)	Criteria fulfilled (checklist)						Criteria fulfilled (explanation)	Considerations met & Explanation	Potential Challenges (conducting research in sector + sector-specific)
		1	2	3	4	5	6			
Agriculture	Cassava	✓	✓	✓	✓	✓	✓	Agriculture is an informal sector with high participation of women. Selected crops rank as top three commodities (per volume produced), also mentioned as key crops in national development plan (2018–2022). Informal sector with high participation of women.	Women constituted 56% of jobs in the agricultural sector in 2019, growing from 44% in 2004. Highly dominated by small holder / family farming.	Companies are not well structured, so it might be harder to reach them for interviews. Geographic regions are different in terms of commodity targeted.
	Maize	✓	✓	✓	✓	✓	✓		Family farming, but also has further processing opportunities.	High level of small-scale farming may make outreach to stakeholders difficult.
Wholesale and Retail Trade	Food & Beverages	✓		✓				Informal sector with high participation of women.	Women account for 25.8% of employment in the wholesale and retail sector.	Informality may be a challenge. Sector ranked sixth (out of 12) in scorecard. (Scenarios 1 & 2)
Healthcare	Healthcare		✓	✓	✓			Country working group emphasized that women are relevant in Public Health and Education, even in leadership positions. This suggests that women can effect change.	Higher female tertiary enrollment in health and social protection courses (19% for women compared to 6.7% for men)	Women may be mostly involved in low skilled supporting roles like administration.

Criteria

1. Incorporating informal economy	2. Ability to effect change	3. Women's preferences & agency	4. Alignment with govt strategy/national devpt plan	5. Timescale of intended impact + sector potential	6. Scorecard priority
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Stakeholder mapping

The research team identified key WEE stakeholders in relevant sectors mainly via desk research and supplemented with interviews. The research team then mapped these stakeholders per location (e.g. region/province/state) in the country

The research team (Euromonitor International and country research partners) used desk research and targeted outreach and interviews to identify and map key stakeholders playing a key role in women's economic empowerment within each sector. The objective of this mapping was twofold:

org/ ⁵²²The methodology was adjusted based on earlier work by Espinoza, Raphael and Ostry, Jonathan D. and Papageorgiou, Chris, The Armistice of the Sexes: Gender Complementarities in the Production Function (June 2019). CEPR Discussion Paper No. DP13792, Available at SSRN: <https://ssrn.com/abstract=3428312>

(i) to identify key stakeholders - public and private per sector in each country, their operations within the supply/value chain, key projects/initiatives, any key provisions for women (e.g. membership, leadership, gender-focused programmes, etc.) and their impact on women's economic empowerment; and (ii) to identify potential stakeholders to be interviewed for the Pathways Study.

This mapping produced 300+ stakeholders in Angola across: (i) Agriculture; (ii) Wholesale and retail trade (WRT) - Food and Beverages sub-sector; and (iii) Healthcare. These stakeholders included: (i) sectoral structures (associations, cooperatives and collectives, organisations and representative bodies); (ii) government ministries, departments and agencies; (iii) private companies; and (iv) non-governmental organisations - NGOs (international and country). Please refer to the [Pathways Study website](#) for the full mapping of stakeholders.⁵²⁴

Interviews

The research team conducted interviews with key stakeholders to dive into women's roles per sector, including the drivers and challenges faced and future opportunities

The research team for Angola conducted a total of 29 in-depth interviews with stakeholders including community-based organisations (CBOs), industry associations, NGOs/INGOs and private companies. The objective was to discuss women's participation in the sub-sectors in Angola, the key drivers/barriers to expanding women's opportunities, and the actionable steps to getting there. The questions were structured into three broad themes/objectives (examples of broad topics discussed per theme below):

Interviewee Type	Agriculture (including maize and cassava)	Wholesale and Retail Trade (including food and beverages)	Healthcare
Community-Based Organisations (CBOs)	-	-	3
Government Bodies	-	1	-
Industry Associations	-	-	1
NGOs/INGOs	2	-	1
Private Companies/ Organisations/Individuals (including Independent Consultants)	6	10	5
Total	8	11	10

⁵²³This "sector selection" workshop for the Angola Pathways Study occurred in January 2021.

1. Sector/Sub-sector overview and trends

- What are the sector/sub-sector drivers and constraints - generally and for women specifically?
- How does the sector/sub-sector provide opportunities for achieving sustainable employment and/or sustainable livelihoods?

2. Current status of women in sector/sub-sector

- What types of positions/jobs do women hold (formal and informal)? Why?
- What are the drivers of and barriers to women's (increased) economic participation in the sector/sub-sector (employment, entrepreneurship, career advancement, etc.)?

3. Future opportunities for women in the sector/sub-sector and actionable solutions

- What type of roles/positions/jobs/opportunities (including self-employment) can women target? How? What is needed to support them?
- What are the current solutions being implemented?
- Are there any other solutions not yet being implemented that may improve women's economic participation in the sector/sub-sector?
- Who are specific key stakeholders crucial to implementing identified solutions?

Analysis and reporting

Findings from primary and secondary sources were analysed and developed into a report (including actionable recommendations) that was reviewed by multiple stakeholders/partners

The research team then analysed data and insights collected from secondary and primary research to produce key findings and proposals to improve women's economic opportunities. Key drivers and barriers plus preliminary recommendations were then developed for discussion/elaboration with country working group participants in a "developing recommendations" workshop facilitated by Euromonitor International.⁵²⁵ This was in order to integrate their expertise and knowledge of the country's context into the analysis, to ensure the final recommendations are tailored, relevant and feasible for women in the country.

Feedback from country working group participants was then incorporated ahead of sharing the draft reports with key stakeholders (sector experts, thematic experts, Steering Committee) for validation, and working with Kore Global for finalisation.

Appendix 2 - Sector classification⁵²⁶

Overall sectors based on International Standard Industrial Classification of Economic Activities (ISIC Rev. 4)

#	Sector Name	Description
1	Accommodation and Food Service Activities	This category corresponds to Section I of the International Standard Industrial Classification (ISIC Rev. 4) and comprises units providing customers with short-term lodging and/or preparing meals, snacks and beverages for immediate consumption. The section includes both accommodation and food service activities because the two activities are often combined at the same unit.
2	Agriculture, Forestry and Fishing	This category corresponds to Section A of the International Standard Industrial Classification (ISIC Rev. 4) and covers the exploitation of vegetal, animal and fish natural resources. The section comprises the activities of growing crops, raising animals, harvesting timber and harvesting other plants and animals from a farm or their natural habitats. Fishing is defined as the use of fishery resources from marine or freshwater environments, with the goal of capturing or gathering fish, crustaceans, molluscs and other marine products (e.g. pearls, sponges, etc.).
3	Construction	This category corresponds to Section F of the International Standard Industrial Classification (ISIC Rev. 4) and includes general construction and special trade construction for buildings and civil engineering, building installation and building completion. It includes new work, repair, additions and alterations, the erection of prefabricated buildings or structures on the site and also construction of a temporary nature.

⁵²⁴Stakeholder listing is based on secondary research and interviews, so all stakeholders (especially those with highly localised and/or offline operations) may not have been captured in the listing. All maps and tables present best-available information and can be updated as new information is received.

Overall sectors based on International Standard Industrial Classification of Economic Activities (ISIC Rev. 4)

#	Sector Name	Description
4	Education	This category corresponds to Section P of the International Standard Industrial Classification (ISIC Rev. 4) and includes public as well as private education at any level or for any profession, oral or written as well as by radio and television or other means of communication. It includes education by the different institutions in the regular school system at its different levels as well as adult education, literacy programmes, etc. Also included are military schools and academies, prison schools, etc., at their respective levels.
5	Financial and Insurance Activities	This category corresponds to Section K of the International Standard Industrial Classification (ISIC Rev. 4) and comprises units primarily engaged in financial transactions, i.e. transactions involving the creation, liquidation or change of ownership of financial assets. Also included are insurance and pension funding and activities facilitating financial transactions. Units charged with monetary control, the monetary authorities, are included here.
6	Human Health and Social Work Activities	This category corresponds to Section Q of the International Standard Industrial Classification (ISIC Rev. 4) and includes the provision of health care by diagnosis and treatment and the provision of residential care for medical and social reasons, as well as the provision of social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and childcare to those requiring such assistance. Also included is the provision of veterinary services.
7	Manufacturing	This category corresponds to Section C of the International Standard Industrial Classification (ISIC Rev. 4) and includes: manufacture of food, beverages and tobacco; textile, wearing apparel and leather industries; manufacture of wood and wood products; manufacture of paper and paper products, printing and publishing; manufacture of chemicals and chemical petroleum, coal, rubber and plastic products; manufacture of non-metallic mineral products, except products of petroleum and coal; basic metal industries; manufacture of fabricated metal products; other manufacturing industries.

⁵²⁵This “developing recommendations” workshop for the Angola Pathways Study occurred in April 2021.

Overall sectors based on International Standard Industrial Classification of Economic Activities (ISIC Rev. 4)

#	Sector Name	Description
8	Mining and Quarrying	This category corresponds to Section B of the International Standard Industrial Classification (ISIC Rev. 4) and includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). Extraction can be achieved by underground or surface mining or well operation
9	Other Services	This category corresponds to Sections R, S, T and U of the International Standard Industrial Classification (ISIC Rev. 4) and includes services provided by businesses and government units to individuals, other businesses or the community as a whole, activities within households, where the same household is the consumer of the products produced.
10	Public Administration and Defence; Compulsory Social Security	This category corresponds to Section O of the International Standard Industrial Classification (ISIC Rev. 4) and includes activities normally carried out by the public administration. However, the legal or institutional status is not, in itself, the determining factor. This division includes units that are part of local or central public bodies that enable the administration of the community to function properly. The section includes general administration (e.g. executive, legislative, financial administration, etc., at all levels of government) and supervision in the field of social and economic life; defence, justice, police, foreign affairs, etc.; management of compulsory social security schemes.
11	Real Estate Business and Administrative Activities	This category corresponds to Sections M, N and L of the International Standard Industrial Classification (ISIC Rev. 4) and includes activities that focus mainly on the business sector with the obvious exception of real estate activities.

⁵²⁶This is a definitions summary of all 14 sectors analysed in developing the scorecard for the 13 countries. However, the broad sectors of focus per country are limited to two to three, with a deep dive analysis of sub-sectors and/or agricultural commodities

Overall sectors based on International Standard Industrial Classification of Economic Activities (ISIC Rev. 4)

#	Sector Name	Description
12	Transport Storage and Communication	This category corresponds to Sections H and J of the International Standard Industrial Classification (ISIC Rev. 4) and includes activities related to providing passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air; supporting activities such as terminal and parking facilities, cargo handling, storage, etc.; postal activities and telecommunication; renting of transport equipment with driver or operator.
13	Utilities	This category corresponds to Sections D and E of the International Standard Industrial Classification (ISIC Rev. 4) and covers the activity of providing electric power, natural gas, steam supply and water supply through a permanent infrastructure (network) of lines, mains and pipes.
14	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	This category corresponds to Section G of the International Standard Industrial Classification (ISIC Rev. 4) and includes wholesale and retail sale (sale without transformation) of any type of goods and rendering services incidental to the sale of merchandise. Wholesaling and retailing are the final steps in the distribution of merchandise. Also included in this section are the repair of motor vehicles and the installation and repair of personal and household goods.

Appendix 3 - Cross-sectoral summary of barriers and opportunities and entry points

Structural Barriers	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
Customary practices and low awareness of rights continue to exclude women from land ownership	✓		
Informality of the sector means women workers lack social protection	✓	✓	
Women healthcare entrepreneurs face additional challenges specific to the sector.			✓
Limited education and low education qualifications are the key factors hindering women from leveraging on provisions and/or opportunities			✓

Structural level opportunities and entry points	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
Land and decentralisation reforms	✓		
Strengthening social protection and labour rights of informal workforce	✓	✓	
Government support to cooperatives	✓		
Efforts to formalise the sector including establishing new markets		✓	
Angola's labour laws include provisions which create an enabling environment for working women. Non-registered, self-employed workers can make contributions for social protection		✓	
The government's 30% quota has led to more women in leadership in the health sector			✓

Normative level barriers	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
Women are responsible for household and unpaid care, as well as household food security	✓	✓	
Women's work is undervalued and unrecognised	✓		
Men control resources within the household	✓		
Women are vulnerable to land and asset dispossession and other forms of economic violence	✓		
Gender roles and norms are reflected in roles within the WRT sector (women dominate food)		✓	
Violence and harassment at work. Risks of increased gender-based violence at home		✓	✓
Traditional social and cultural norms and expectations limit women's leadership opportunities in the sector			✓

Normative level opportunities and entry points	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
Initiatives to redistribute, recognise and remunerate unpaid care work	✓		
Strengthening local-level GBV services and response (including gender-inclusive formal land dispute mechanisms)	✓		
Private companies providing opportunities to women in distribution		✓	
There are signs that these gender dynamics are gradually changing - greater pay and more specialised training			✓
Individual level barriers	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
High poverty in rural areas, particularly affecting women, especially single mothers, widows, women in poor health and the elderly	✓		
Women's lower access to land, equipment, inputs and credit in rural areas	✓		
Women are the majority of members of associations and cooperatives, but activities and decision-making are dominated by men	✓		
Low access to credit, or substantial support to improve working conditions (survival)		✓	
Women are less likely to sell higher-value products		✓	
Limited educational attainment required for high-skilled jobs, or limited entrepreneurship training			
Lower access to market information		✓	
Lower access to information on government initiatives		✓	
Average income for male healthcare workers is higher than female workers			✓
During the COVID-19 pandemic, frontline workers, the majority of whom are women, lacked necessary occupational health and safety/personal protective equipment			✓
Women's economic opportunities in the health sector are also limited by reduced access to specialised training and education			✓
Women have less access to finance to actively participate in the sector			✓
Individual level opportunities and entry points	Agriculture	Wholesale and Retail Trade (WRT) - Food and Beverages	Healthcare
Microcredit fills some gaps in access to finance	✓		
Some projects - by international funders and the government of Angola support women	✓		
Some support is provided by families and churches, and some access to credit is provided by informal associative credit systems (<i>Kixikilas</i>), which are managed by women		✓	
Women entrepreneurs have higher social capital than in comparable countries		✓	

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Limitations of Research

The Pathways Study is subject to the following research limitations, related to both the scope and timing of the study. The most important of these are captured below, but this list may not be exhaustive.

NOTE: Research design for the Pathways Study was completed in mid-2020, ground-level econometric data forecasting was completed in late 2020, fieldwork was carried out over January to June 2021 and the reports were prepared from then into 2022.

Evolving Topics/Input – General Factors and External Events

- Country policies are live guidelines which are periodically updated. The Pathways Study focuses on policy provisions and/or omissions for women's economic empowerment (WEE); its core focus has not been on analysing policies (e.g., the learnings, adjustments, and impact over time). Rather, the gendered linkages are the key focus of the Pathways Study.
- A qualitative inquiry about the impact of the COVID-19 pandemic on women's economic empowerment across sectors was incorporated into fieldwork and reports. However, given the research timing, at the beginning of and during the pandemic, new insights on its impact continue to emerge and could not be fully captured.
- The Pathways study recognises the importance of climate change, with broad impact that varies by sector, commodity, and gender, amongst other factors. While this did not form the focus of this study, the research explores its broad effects on the economy and (women in) agriculture and proposes relevant recommendations (e.g., climate-smart interventions) while also recognising recent country measures to integrate gender into the climate change agenda.
- Similarly, the ongoing conflict between Russia and Ukraine has impacted various sectors globally including in Sub-Saharan Africa. There is no doubt that the geopolitical challenges and supply chain disruptions have an impact on women's economic opportunities. However, this is not captured in the report as the Russia-Ukraine war started after data collection was completed.
- Gender-based violence (GBV) harms many women and girls across Sub-Saharan Africa and beyond. The Pathways Study reports cover GBV under Normative barriers (sub-section 4.2.3) and highlight its different forms. Beyond analytical findings, some specific recommendations (across policy/advocacy, programming and research) are made to tackle GBV on a sectoral basis, which was the research focus. However, tackling GBV in girls and students requires specific inquiry and responses which go beyond the scope of this study.

Other Topics

Most recommendations are made without reference to specific stakeholders (e.g., faith-based groups, interest-based groups). The operations and belief systems of this rich variety of potential stakeholders also varies across the 13 countries covered. The Pathways Study sought to make recommendations relevant to all stakeholders involved in policy development and programming, regardless of their specific areas of application.

