

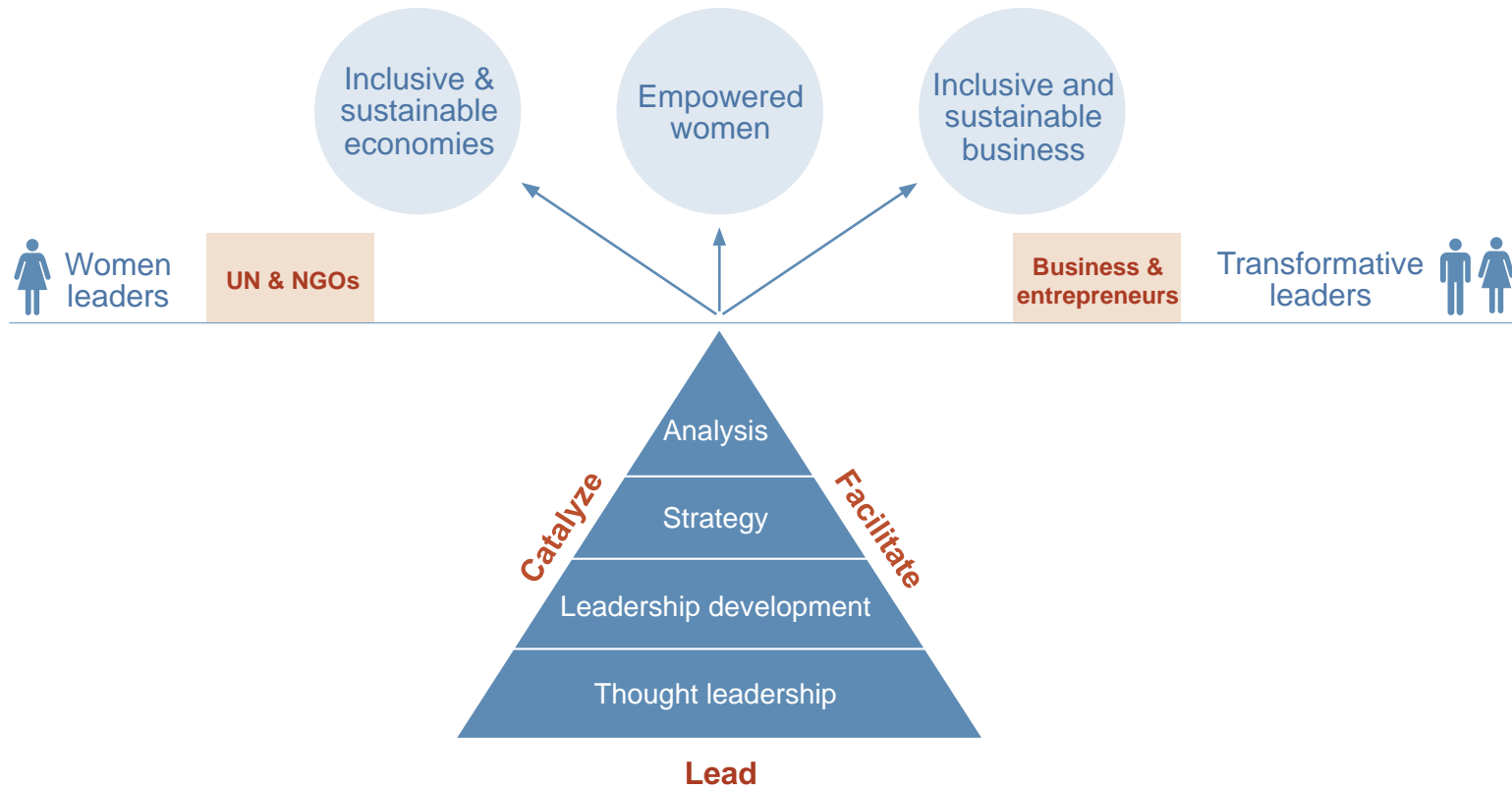
Enabling Women's Contributions to Indian Ocean Rim Economies

UN Women, IORA, DFAT and Government of
Seychelles Conference.
Seychelles 24-25 August, 2015



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Women in the Economy

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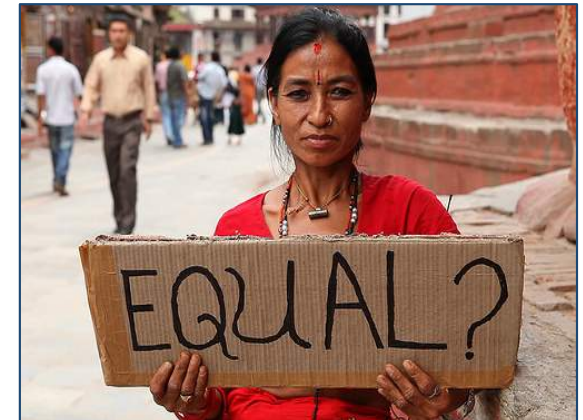


Conference Paper

- UN Women project with support from DFAT.
- Rapid review- handful of data publications from UN, WB, etc.
- Significant data gaps limit ability to see full picture.
- Provide food for thought to frame discussion. Not definitive report.

Main Messages

- Women throughout the region make up an important part of labour force and markets.
- Concentrated in small number of sectors and informal employment.
- IORA countries have set change in motion. Still need change in legal foundations and practices.
- Focus on upcoming opportunities and enabling factors like education, skills and needed finance and support.



Indian Ocean Rim Economies

- Diverse economically, politically, culturally.
- GDP range (PPP): <\$1,500- \$79,000.
- Avg. 54% of IORA GDP's based on service sector (86%- Seychelles, 31% Oman).
- 32% regional avg GDP built on industry, 13% on agriculture.



Who are Women in Indian Ocean Rim and How Do They Contribute?

Marston Consulting Examples:

- Decision-makers and leaders: Luisa Diogo, first female PM of Mozambique and Minister of Finance
- Key workforce in supply chains: Garment workers in Thailand
- Service sector: Our hosts and conference helpers in Seychelles
- Next generation of talent and entrepreneurs: Barefoot College renewable energy trainees and small business owners in India
- Investors and influencers: Westpac Bank, Australia



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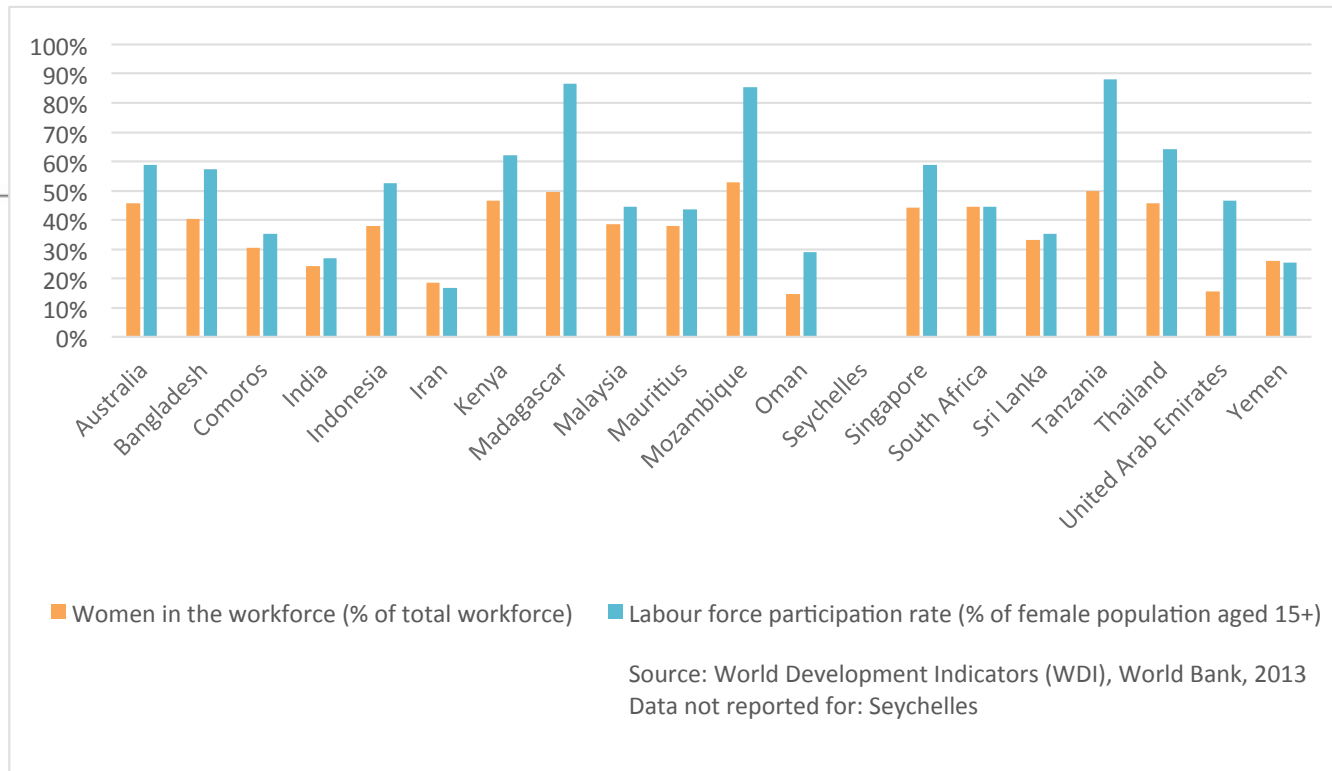
Magnitude of Women's Economic Contribution

- GDP Losses of up to 27% in any given region due to lack of women in work force (IMF).
- Australia: \$8 billion+ / year loss for undergraduate and postgraduate women who do not enter work.
- India: GDP could ↑ by 8% if the female/male ratio of workers went up by 10%.
- Africa: (8 IORA Members), agricultural outputs could ↑ by up to 20% if women had equal access to agricultural inputs.

Women in the Workforce

- Women's labour force participation is significantly lower than men's- social norms often dictate the roles women can perform.
- Challenges of combining paid and unpaid work.
- Sectors where women work, the types of work they do and the pay that they receive bring women fewer benefits than men.(ILO)
- Women were predominantly concentrated in agriculture 10-15 yrs. ago. Service sector now provides majority of female jobs. (ILO)

Women in the Workforce



Women's Work in IORA Economies

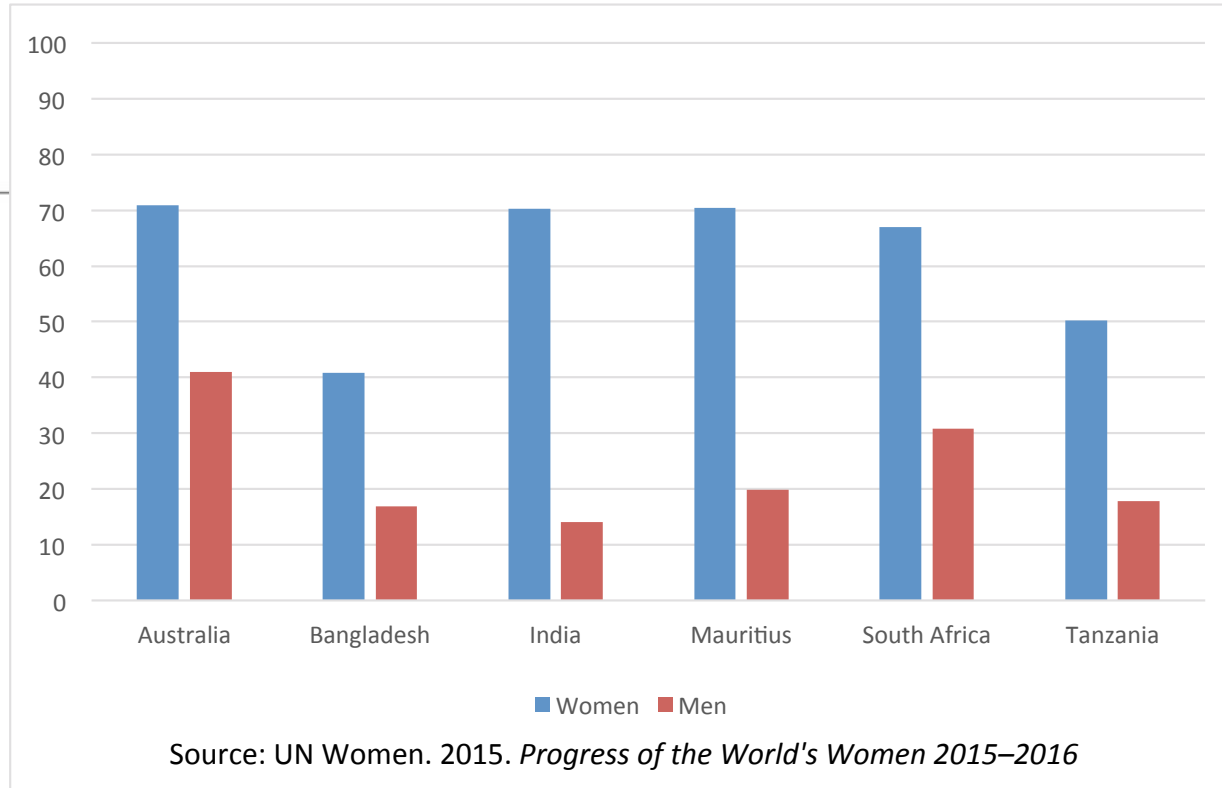
- IORA informal employment 56% of women, 54% of men.
- 50%+ women in IORA work in services (Oman: 93%, UAE: 88%, Australia and South Africa: 83%. India, Bangladesh: 19–20%).
- In agricultural based economies women are concentrated there (Approx. 80% in Madagascar, Tanzania. 68% in Bangladesh. 60% in India)
- Not more than 25% women in industry in any IORA country. Most countries it is significantly lower.

Unpaid Care Work

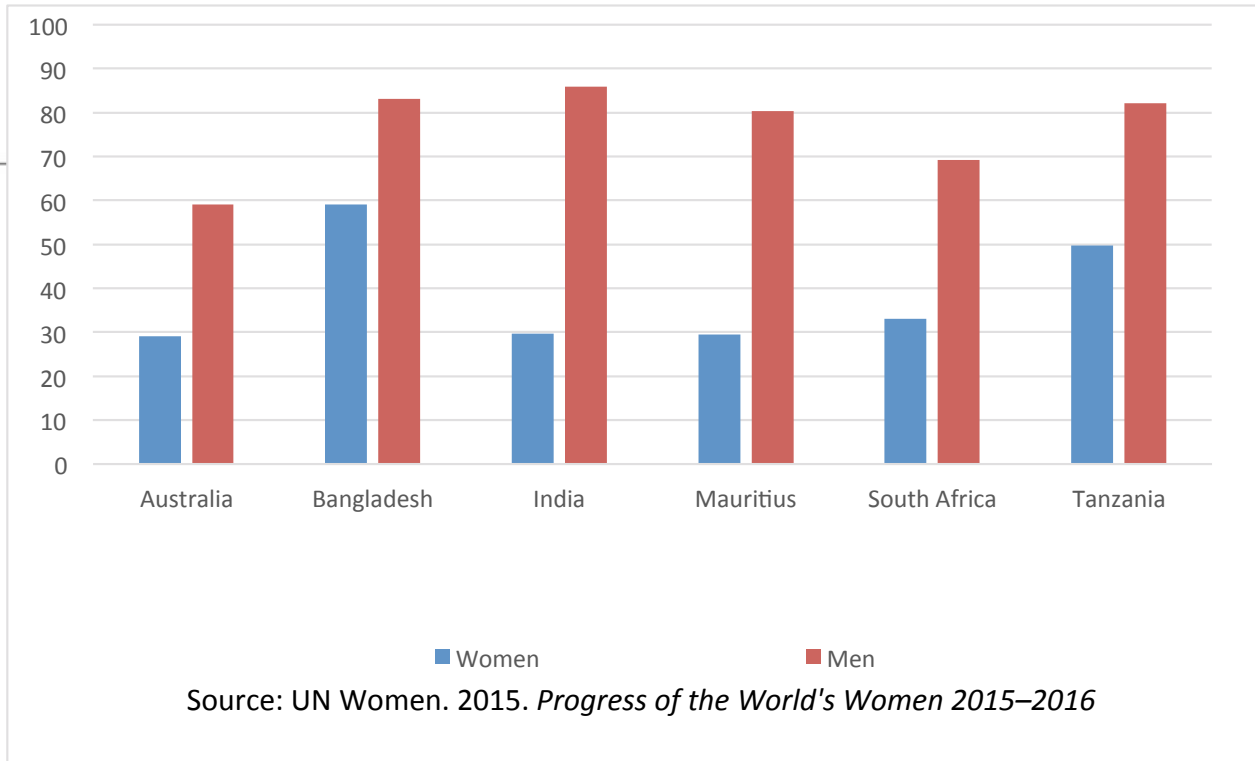
- 2X unpaid care work results in 65% of male wages.
- Less time for work outside home. Part-time work.
- Contributes to lower earnings/ women living in poverty across region and not fulfilling potential.
- Australia: Top four OECD countries for unequal care. Women= 311 min/day; Men= 172 min/day.
- India: 93% of women not in labour force due to compulsion. 65% say no one else will undertake care.



IORA Unpaid Work- % of Total



IORA Paid Work- % of Total



Gender Wage Gap

- Gender pay gaps persist around the world and contribute to women's lower incomes.
- Pay gaps have narrowed in the last decade, but progress has been slow and uneven.
- Contributing factors: unpaid care work, gender stereotypes that contribute to lesser perceived monetary value of women's work and create barriers to women's advancement into higher paid positions.

IORA Gender Wage Gaps





Opportunity and Advancement

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Leadership

- Women have made strides in some IORA economies.
- Important progress still needed across IORA countries in business, cooperatives and trade unions.
- Only Seychelles, approximates anywhere near equal representation, with women in 41% of all management positions.
- Board seats: $\leq 5\%$ in companies in India, Oman and UAE. 5–10% in Indonesia, Singapore, Thailand. 10–20% in Australia and S Africa.
- Gender pay gap widens as women take on more senior roles.

Entrepreneurship

- IORA- mixed landscape for women. High rating in Australia, Singapore. Challenging in India, Bangladesh.
- Women entrepreneurs on the rise from Tanzania, to India, Australia, UAE and other IORA countries.
- Lack of access to finance is among top challenges.
- More challenges than men due to legal impediments, cultural attitudes, restricted mobility and less access to productive resources.



Women and Supply Chains

- Less integrated in supply chains than men globally.
- Fewer relationships with other actors in the chain both horizontally as well as vertically.
- Women make important contributions to a range of supply chains. (Garments, fisheries, agriculture, etc.)
- Must better integrate them in IORA and move them into higher value-added production and decision-making.





Enabling Factors

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Education

- Education increases girls' and women's incomes, opportunities, skills.
- IORA countries particularly mixed when it comes to education and training for women and girls.
- IORA avg. for secondary or higher education: Women= 15%; Men= 23%
- Women and girls largely concentrated in humanities. Far fewer in science, technology, engineering. Some interesting IORA exceptions like Iran, Oman, UAE with more women than men in science.

Rights at Work in IORA Economies

- Equal rights in opening business and bank account.
- Discriminatory laws in some countries do not give women equal rights that enable them to participate in economy.
- Mandatory maternity leave of varying lengths for all IORA countries.
- Laws against discrimination in hiring are particularly weak or do not exist in countries in the region.
- Gaps between law and practice exist in many countries.

Financial Inclusion

- 1.3 bn women worldwide are outside formal financial system.
- Only in limited number of IORA countries do most women have bank accounts.
- Half of the 18 IORA countries for which data are available have significant gaps between men and women's borrowing from financial institutions.
- Australia Chamber of Commerce: Majority of women started businesses with less than \$5000.
- India: Over 90% of finance requirements met through informal sources.

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Looking to the Future

What are the opportunities for growth in IORA economies in the next decade and how will government, business and civil society enable women to both drive that growth and benefit from it?

What are the greatest existing barriers for women in IORA countries?

What enabling factors still need to be put in place in IORA economies to ensure women contribute to their full potential?

What new data is needed that will enable IORA members to set goals and track progress for women's inclusion and advancement in the economy?

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