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African Females: The Quest for “Sisterhood” and Equality in the Workplace

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Decolonization and Development for Africa and People of African Decent

Belonging in Africa and for People of African Descent

Abstract

African Females: The quest for “sisterhood” and equality in the workplace.

Women have been marginalized in both developing and developed countries for ages, and evidence points to the fact that despite movements to ensure gender equality in all spheres of employment, women are still underrepresented in leadership positions in Africa, as a developing country and the USA, as a developed country. The best State, known for gender equality is New Mexico, where 46,1% of top management positions are held by females, but in 2021, throughout the rest of the USA, women still only hold 31,7% of top executive positions. The position in South Africa, is similar in that women, who represent 43,4 % of the total workforce, only make up 33% of managerial positions and only 10% of directorships at the Johannesburg Stock exchange, despite a very progressive constitution and legislation prohibiting unfair discrimination against women.

There is a common understanding that feminism has its roots in the West, but the quest for female equality and equal representation in especially higher positions within Africa and South Africa, is in want of a different strategy. This is what this paper aims to address. It has been found that one of the barriers to female equality in employment could be attributed to socio-cultural factors, such as the remnants of patriarchy and colonization. African feminism has been shaped by the role of females played in politics, more than characterized by the different feminist waves in the West, but with the same goal, being acknowledged as competent “sister- employees”.

This paper will explore the reasons for the under representation of females in leadership or managerial positions in South Africa, Africa and the USA and tender possible solutions to the problem whilst calling upon the sisters of Africa to rise to their African calling.