



INTERNATIONAL FEDERATION OF SURVEYORS – AFRICA NETWORK

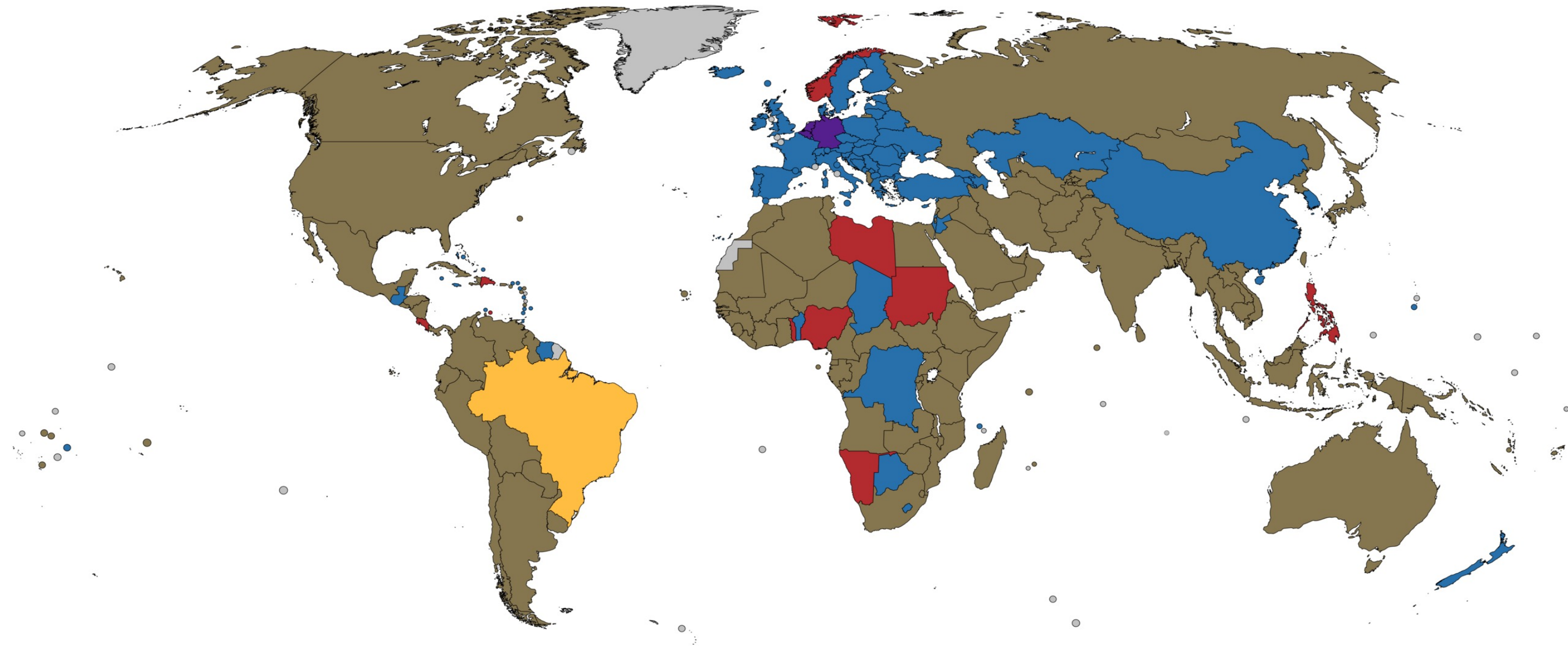


**First African Women Land Professional Associations'
Conference.**

***“Women Land Professionals and the Struggle for
Inclusive Land Governance in Africa: Reflections on the
Past, Present and the Future”***

‘The land is the dearest thing that we have. Without the land, there is no nation.’

(Armenian writer, Sero Khanzadyan (1915–1998))



Inclusive Land Governance in Africa

'A Woman's Tale'

BY SUMA MWAITENDA QS (T). Arb. (T).

Prologue

Meet Sijona Mkopi, a 48-year-old woman from Raha Leo, a ward in Mtwara Mikindani District in Southern Tanzania.

She dreamed of being a Chartered Accountant as her first job.

With a bachelor's degree in Land Management and Valuation, Sijaona works as a Land Officer at the Kinondoni District in Dar es Salaam. She is a mother of three and has been married for 20 years.

Sijaona lives with her husband and their 3 Kids in Mpiji Magoye Dar es Salaam. Her husband's mother, a single mother has lived with them for the past 7 years.

Prologue

Sijaona had always looked forward to success and progression, strong-willed to win. However, now, She lives paycheque to paycheque with her government monthly salary and her husband's struggling business to run two cars, an unfinished 5-bedroom house, servicing the housing loan she took, and buying monthly shares in her 'Wamama wa Kishua KIKOBA'.

She had contemplated convincing her husband to mortgage their unfinished house through the bank to ease their economic predicament, and so she asked her husband for a title deed of the land; she only remembered now that it was in her husband's name.

Prologue

She asked her mother-in-law whether she had any in the village that could be monetized, and there was none, as she had never owned any land. In the same way as her own mother, there is a family land to which she does not have a specific claim, and it does not have the necessary legal documentation; Sijaona hit a hard wall.

She thought to learn new insights from her fellow Land Professionals. However, she had never paid a single fee to the professional association and her three classmates; one is retired, two others, one is a greenhouse farmer, and the other is near retirement as a Head of the Planning Department in Panda Mbili Dodoma Tanzania.

Prologue

Sijaona wanders at times that maybe if she had opened a private firm in property or land management, she would have been better off professionally, or if she had partnered with friends on the same or kept close professional ties, she would have learned other options to make extra income, would her story be any different, better? Maybe

Sijaona's eldest daughter, Hope, has recently been selected among the other 190 students for her Rural and Urban Planning honors degree at Ardhi University. She is excited to meet her other 90 girls at University.

Prologue

On one hand, Sijaona was compelled to share motherly wisdom with her daughter on life at university, reminiscing the fact that when doing her bachelor's, there were only 4 girls in a class of 70.

And so Sijaona advises Hope to be mindful of her profession, to learn enterprising skills, and even if she becomes employed, to try to use her profession to change her life enterprisingly and not to alienate herself from fellow professionals.

She can buy land or property and to never buy land where there is no infrastructure for parking, reminding her how they walk about a kilometer to CCM offices when they park their two cars.

Prologue

Hope, Sijaona's daughter, believes that her future lies in her hands and that she will never repeat her mother's mistakes, but at the moment, when she is trying to learn how many women who are currently working in land professional in the public or private sector, how many women owning their own companies or businesses in land sectors or if there is student union that she can join and learn on how to stay on the course. The information is either unavailable, limited, or not helpful enough for her.

Prologue

However, she has had an opportunity to learn of women in Land professionals' struggles, the initiatives that followed thereto, and the possibilities now and in the future.

Hope has access to the internet, being a daughter of 'Mama wa Kishua,' so it is not difficult for her to find such kind of information.

On one hand, Hope fears that the bright future could vanish out of her sight if this continues. Should she succumb to her mother's fate? To accept that this is how it is supposed to be? On the other hand, here and now, Sijaona and Hope are two women on the verge of progress, skipping a generation.

Prologue

Hope has an idea from her reading of how this predicament started and the efforts made to try to resolve it. However, she has no control over what caused it.

The stories of her two grandmothers depress her, but she wants to find a way around it for herself, if not end it.

She believes she has to

Epilogue.....

What is your story?

Are you Sijaona?....

Are you Sijaona's Husband?....

Are you Hope?.....

Land Governance

Governance concerns the rules, processes, and structures through which decisions are made about access to land and its use, how the decisions are implemented and enforced, and how competing interests in land are managed.

(FAO/UN-Habitat, 2009)

Inclusive Land Governance

On the other hand, inclusion ensures that the needs, rights, and aspirations of those affected by land-related policies, laws, and decisions are represented.

Land Governance professionals

Land governance professionals work to ensure that land administration systems are efficient and integrated, which supports many core functions of land governance.

Women Inclusion in Land Governance

Women Inclusion in Land Governance" refers to the active participation of women in decision-making processes related to land management, ownership, and use, aiming to address the historical disparity where women often lack equal access to and control over land.

Why Land Governance ?:

Women: 50.14% (583.2 million)

Globally only 20% of owns Land

**Africa Population
1.372 billion**

Women are allowed to own Land In most parts of Africa

**How many do?
How many are involved in governance of it?**

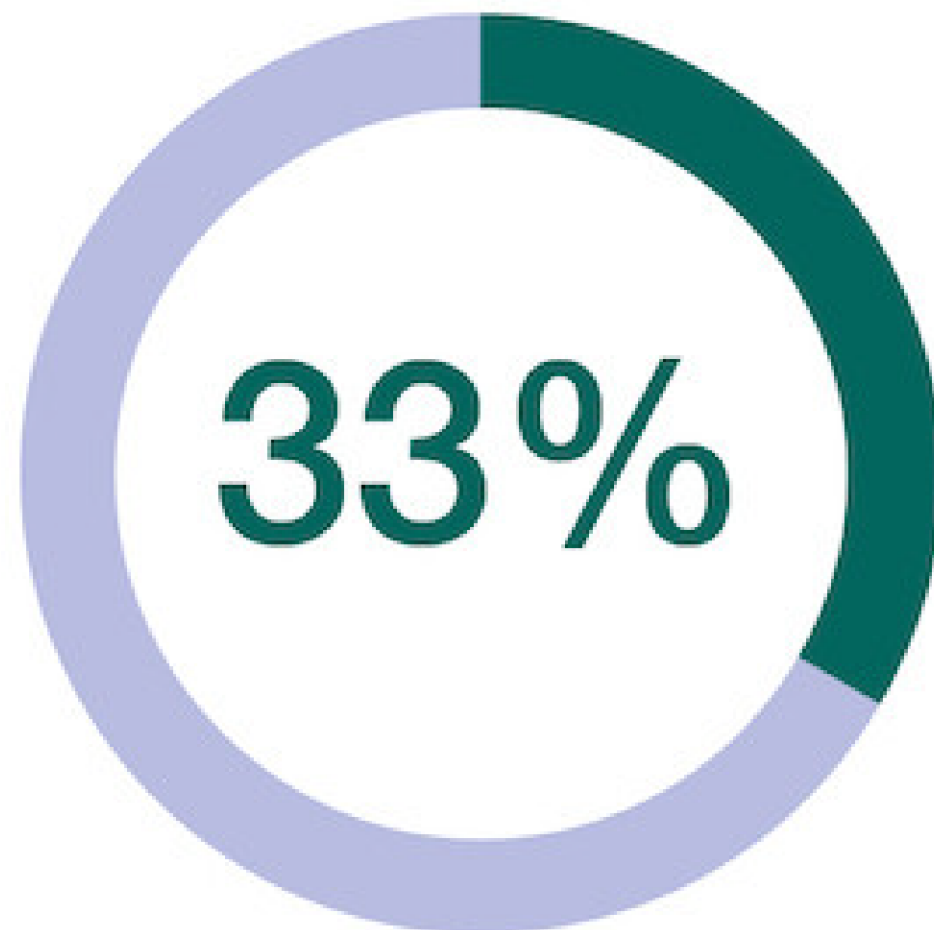
Figure 1: Women in Leadership across sectors

Global Gender Gap Report 2022



Women in leadership

In 2022, the global share of women in senior leadership across public and private sectors is



In the private sector alone, women represent 31% of leaders globally.

The industries with the highest percentage of female leadership are:



Non-governmental and Membership Organisations
47%



Education
46%



Personal Services and Wellbeing
45%



Healthcare and Care services
42%

The industries with the lowest percentage of female leadership are



Supply Chain and Transportation
21%



Energy
20%



Manufacturing
19%



Infrastructure
16%

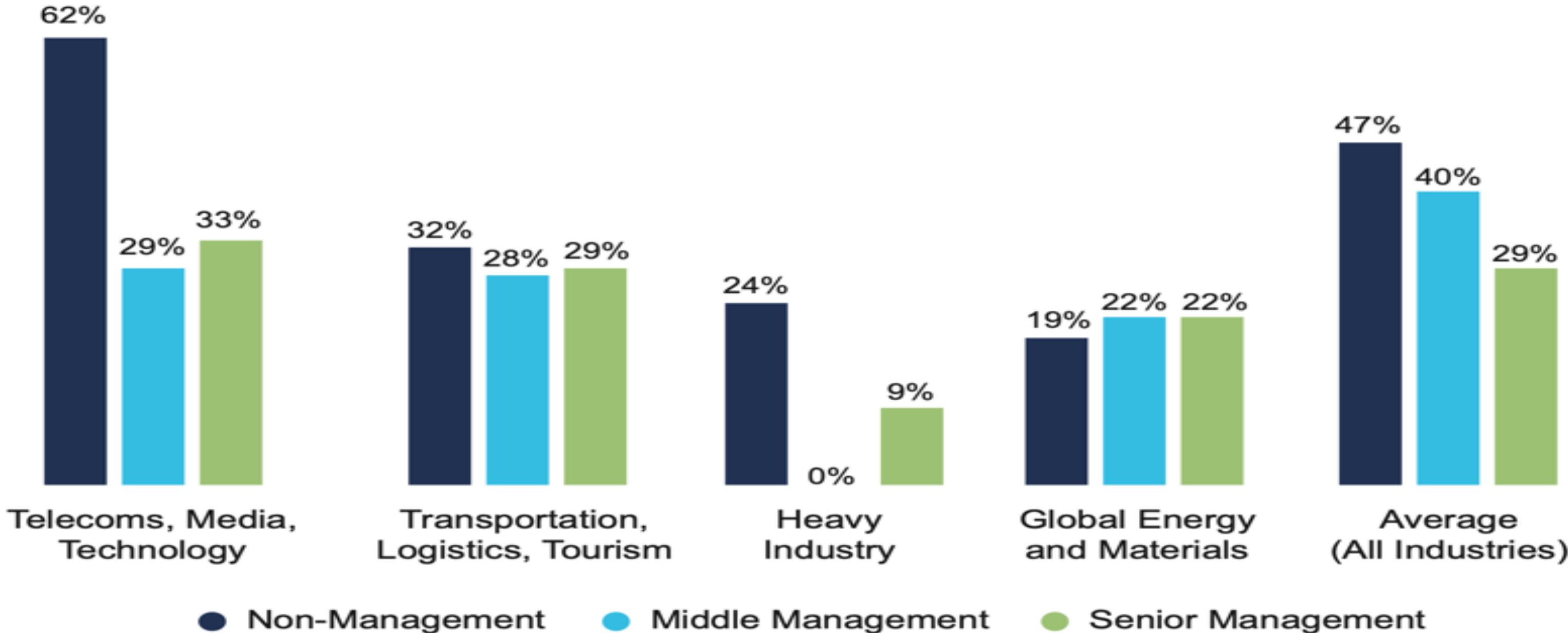
Source: Global Gender Gap Report 2022, World Economic Forum

Table 1. Women’s Percentage Share in the Infrastructure Workforce, by Industry

| Industry Group | CEO | Board Member | Senior Level | Mid Level | Junior Level | Line Role | Staff Role |
|-----------------------------|------------|---------------------|---------------------|------------------|---------------------|------------------|-------------------|
| Basic Infrastructure | 2 | 35 | 9 | 13 | 22 | 14 | 20 |
| Energy | 0 | 32 | 11 | 19 | 24 | 19 | 22 |
| ICT | 5 | 19 | 11 | 21 | 32 | 23 | 33 |
| Monility | 9 | 17 | 13 | 21 | 28 | 25 | 34 |
| Industries Overall | 9 | 28 | 15 | 24 | 33 | 30 | 35 |

Figure 2: Women's Representation in Selected Infrastructure Industries in 14 African Countries

Figure 1 Women's Representation in Selected Infrastructure Industries in 14 African Countries



Source: Moodley et al 2016.

Inclusion - Policy Makers

3.1 Women Heads of State/ Executive Government

- As of 1 June 2024, there are 27 countries where 28 women serve as Heads of State and/or Government . (13%)
- Just 18 countries have a woman Head of State, and 15 countries have a woman Head of Government . (9.2% and 7.6%)

Note: Number of countries used = 195

3.2 Cabinet - Ministries

- Data compiled data by UN Women show that women represent 23.3 per cent of Cabinet members heading Ministries, leading a policy area as of 1 January 2024. There are only 15 countries in which women hold 50 per cent or more of the positions of Cabinet Ministers leading policy areas .
- The five most commonly held portfolios by women Cabinet Ministers are Women and gender equality, followed by Family and children affairs, Social inclusion and development, Social protection and social security, and Indigenous and minority affairs

3.3 Parliament

- Only 26.9 per cent of parliamentarians in single or lower houses are women, up from 11 per cent in 1995 .

Reflection



The Past: Challenges: key arguments

- There exist numerous barriers preventing women from meaningfully participating in the land sector.
- Many girls who opt to study Land related subjects do not end up entering into related careers. Those who do often leave these careers due to dissatisfaction with the workplace culture, the lack of advancement opportunities, or the challenges presented by work-life balance and other issues.
- Rooted in gender stereotypes, is the falsely held notion that women are better-suited for office jobs as opposed to working on sites hamper them from accessing equal opportunity within the fields.

Challenges The Woman herself: key arguments

- Furthermore, the lack of access to financial, social and human capital is a deterrent to women set on launching and growing their businesses.
- Women hold a disproportionate responsibility to fetch water and cooking fuels, particularly in rural areas. Traditional biomass cooking results in respiratory illnesses.
- Lack of electrification and inadequacy of transport cause insecurity and limit women's access to vital services like healthcare.
- Unavailability or unreliability of communication services exacerbate women's exclusion.

African Women Land Professional Associations

- ✓ Who are these?
- ✓ Where are they?
- ✓ What do they do?
- ✓ How many are there?
- ✓ How many members do they have?
- ✓ How many members have firms?
- ✓ How many are student members?
- ✓ How many members are in public/ private companies?
- ✓

Moving Forward.... The Present

Who are our allies? Other like-minded associations that complement land governance in our work?

In government, private sector, international community?

What is our agenda on land governance for the next 10, 20, 50 years? as professionals? As women professionals

African Women Land Professional Associations – Wisdom

| | |
|-------------------------------|---|
| Agency | See ourselves as an agency of change |
| Strategic agency | Regroup with a higher purpose, strategy |
| Actors | Redefine our network of allies, there lies our power |
| Niche | Our unique position with the bigger picture of governance to develop and thrive. |
| Institution | What guides us? rules, norms; frameworks, policies, and governance structures? |
| Triggers | a perturbation or crisis that serves as an opportunity for change - DEI |
| Windows of opportunity | What favorable conditions are there now for introduction, adoption, or diffusion of new practices, or innovations |
| Leverage points | What is our leverage? Quick win? Low hanging fruits? An elephant in the room? |

The Past.....

The Past: Why Do We Look There?

.....Because history tends to repeat itself

.....We look back only to learn nothing else

**The Now/ Present: This is what we have,
today now...**

The Future: If we do better now/ today, we do
not need to worry about the future

“Land is the only thing in the world that amounts to anything...for 'tis the only thing in this world that lasts, it is the only thing worth working for, worth fighting for—worth dying for.”

— Margaret Mitchell

Yes we can – Today Start over...

- ✓ Ownership of land
- ✓ Skills set (technical, leadership, enterprising, soft skills etc)
- ✓ Representation
- ✓ A seat at the table
- ✓ Technology
- ✓ AI

“There are those who struggle to figure out if they have made a difference in life, but not women.”

THANK YOU