## The Artificial Intelligence Labour Gender Gap in Africa

The project mapped the gender composition of AI projects and companies originating in countries across Africa to capture the diversity struggles particular to AI start-ups, examine what those struggles exemplify in an African context and determine the mechanisms that can be put in place to curb them.

For this study, we defined African AI companies as companies that were: (i) building applications with machine learning and deep learning algorithms, (ii) located in Africa, (iii) operational at the time of data collection, and (iv) companies with at least 2 employees. We compiled our list by evaluating entries we acquired by accessing and analyzing open-access material, including news articles, websites, corporate documents, academic articles, NGO reports, expert submissions, and other public sources. A total of 160 companies were investigated across 21 countries.

The study identified sex disaggregation in terms of overall disaggregation, industry and position (managerial or otherwise). Gender was determined by cross - referencing employee pictures and names. Information on the above was gathered from three sources - the projects' websites, the projects' LinkedIn Profiles and the specific employees' LinkedIn Profiles.

More information on the methodology can be found at www.cipit.org

The abbreviations M & F stand for Male & Female respectively.

> **977** Male

**406** Female

Total number of men and women currently in the AI workforce in Africa as determined by our survey of 160 companies across 21 countries.

01

# **Overall Gender Composition**

The overall gender gap is an indicator of the gender disaggregation in terms of AI workforce across the continent, across all industries.





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# 03

# **Gender Breakdown by Industry**

To determine workforce sex disaggregation, we analyzed gender composition of companies developing AI technology for use in the following industries: Corporate Services, Healthcare, Software & amp; IT Services, Finance, Education, Security, Transport, Consumer Goods, Manufacturing, Legal, Energy & amp; mining, Entertainment, Insurance, Environmental Conservation & amp; Non-Profit.



Corporate Services Healthcare Agriculture Finance Education Software & IT Services Security Manufacturing Transport Insurance **Consumer Goods Energy & Mining** Legal Environmental Conservation Non-profit Entertainment





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## **Gender Breakdown by Industry**



## **Female Composition in Industries**





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# 04

## **Breakdown according to Management**

The study considered the participation of women in management fields to assess power and decision-making hierarchies in Al companies and projects across gender lines. The following management functions were covered: Managing Director (MD), Chief Executive Officer (CEO), Chief Technology Officer (CTO), Chief Operational Officer (COO), Chief Financial Officer (CFO), Chief Procurement Officer (CPO), Chief Marketing Officer (CMO), Chief Information Officer (CIO), Chief Business Officer (CBO), Chief Commercial Officer (CCO), Director, Chief Al Officers & amp; Founders. The study shows women making up 13% of CEO's and 10% of founders with an overall gender gap of 90% to 10% for overall leadership positions between men and women respectively.





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# **Al Gender Gap in Departments**

To understand gender disparity in various roles in Al companies and projects, we analyzed the gender makeup of management in the following departments: STEM related roles, Operations, Accounting & amp; Finance, Marketing & amp; Sales, Human Resources & amp; Research & amp; Development.



## **Gender Disparity in STEM Roles**



Male Female



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This study was made possible by a grant provided by the International Development Research Center (IDRC). We thank the organization for their continued support.



