Introduction
There are many misconceptions about the treatment of women in developing countries. However, we were witnesses to strong business women who dominated within a patriarchal culture. In the open-air markets, Ghanaian, working women showed high-involvement with positions in leadership roles. We hope to shine light on the women empowerment in Ghana through sharing our experiences abroad.

The Market Research
• Conducted 20-question interviews with female business owners at two markets
• Goal: to understand how leadership emerges in non-traditional structures

Leadership in the Markets
• Queen Mother – Market leader, usually has long standing/history with the marketplace
• Organizational Structure – extensive network of vendors
• Each segment has a peer appointed ‘Section Leader/President’
• These leaders report to the Queen Mother with issues that they could not resolve themselves

Developing Leadership
• Kanesheie Markets run weekly leadership seminars for vendors to develop proper business skills
• Offers a form of education to those who could not afford schooling growing up
• Zoomlion, one of the largest trash removal companies in Africa, participates in this program
  • Female leadership presence in upper management

Issues Women Face in Western Cultures
1. Minority women experience less freedom
2. Wage gap → (white) women still receive 77 cents to every dollar earned by a man even 50 years after the Equal Pay Act of 1963 was passed
3. Representation in the media → women are underrepresented in the media, even in Hollywood, one of the greatest film industries globally
4. Occupational sex segregation → Men outnumbered women to 73% to 27% in all science and engineering jobs
5. Sexual violence → rape and sexual assaults are at an alarmingly high rate amongst women

What Can African and American Cultures Learn From Each Other?