

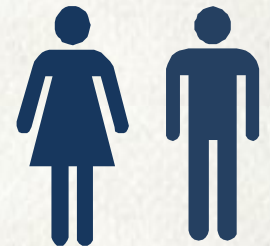
Gender series volume I: Economic Empowerment, 2001-2014





Gender Equity **The Report**

- Addressing constraints to women's economic empowerment is fundamental to lasting, inclusive and sustainable economic growth, poverty reduction and the advancement of gender equality.
- Economic empowerment combines the concepts of empowerment and economic advancement.
- A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions.
- Despite South Africa's excellent policy and program intervention framework that supports women's economic empowerment, the gender gap with respect to achieving gender equity in economic transformation, continues.

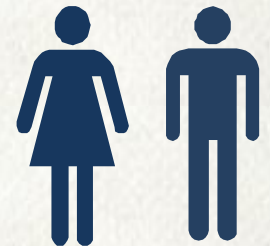




Gender Equity **The Report**

Constitutional, legislative and policy directives:

- The Constitution of South Africa (1996)
- Promotion of Equality and Prevention of Unfair Discrimination Act (2000)
- Employment Equity Act (1998)
- Electoral Act (1998)
- Municipal Systems Act (2000)
- Communal Land Rights Act (2004)
- National Policy Framework for Women's Empowerment and Gender Equality (2000)
- National Development Plan

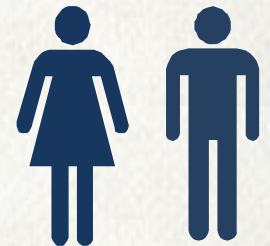




Gender Equity **The Report**

Aims to:

- provide analysis relating to gender disparities in economic empowerment using secondary data from Stats SA, as well as administrative data obtained from external sources;
- show general analysis in economic empowerment over the past 13 years to ascertain progress made towards gender equality.





Gender Equity Data Sources



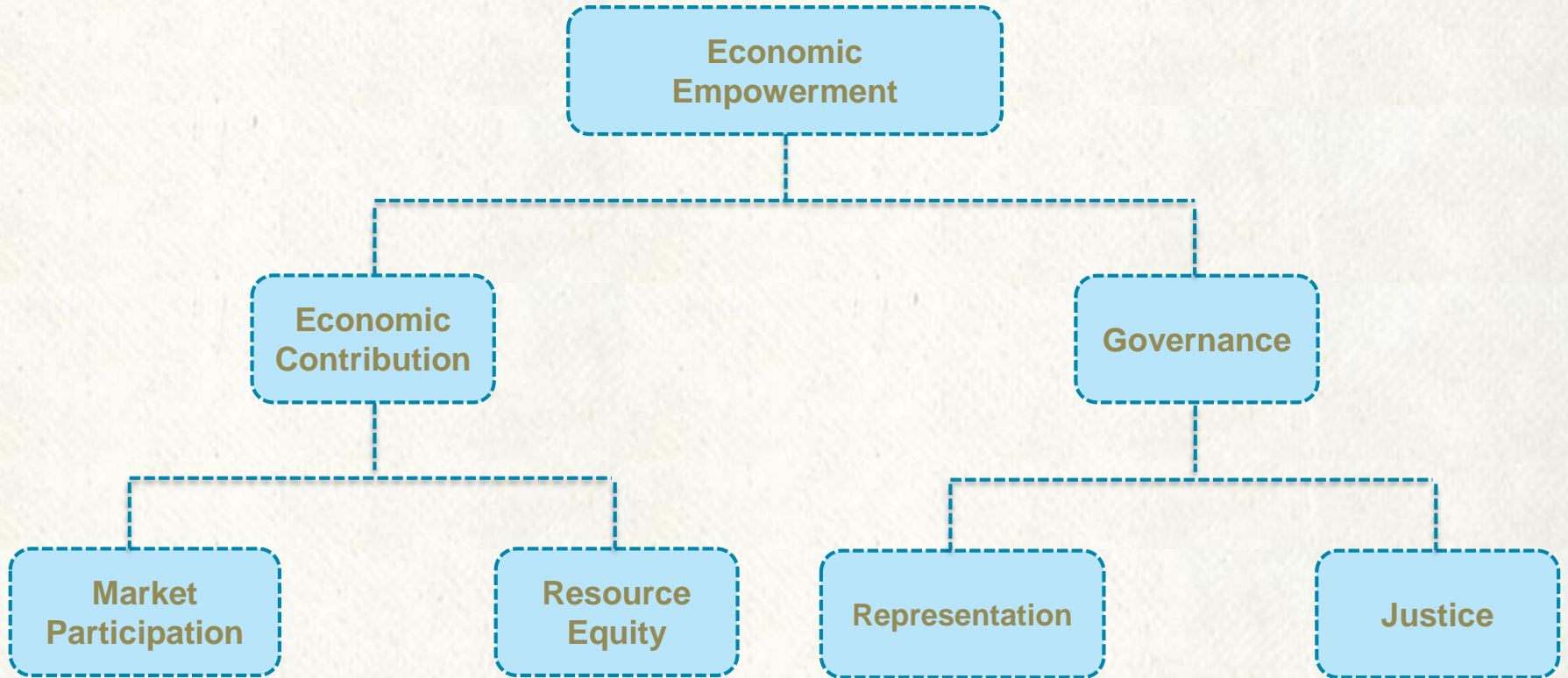
Stats SA:

- Census 2001 and 2011
- Labour Force Survey 2001 March series
- Quarterly Labour Force Survey Q1:2014
- General Household Survey 2002 and 2013
- Survey of Employers and the Self Employed

External:

- Department of Justice and Constitutional Development
- Government Communication and Information Systems
- Department of International Relations and Cooperation
- Department of Public Service and Administration
- Department of Basic Education
- Department of Higher Education
- Department of Planning, Monitoring and Evaluation
- Department of Correctional Services
- South African National Defence Force

Gender Equity

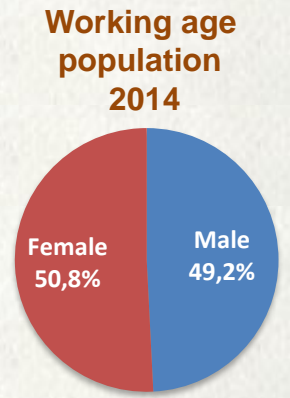
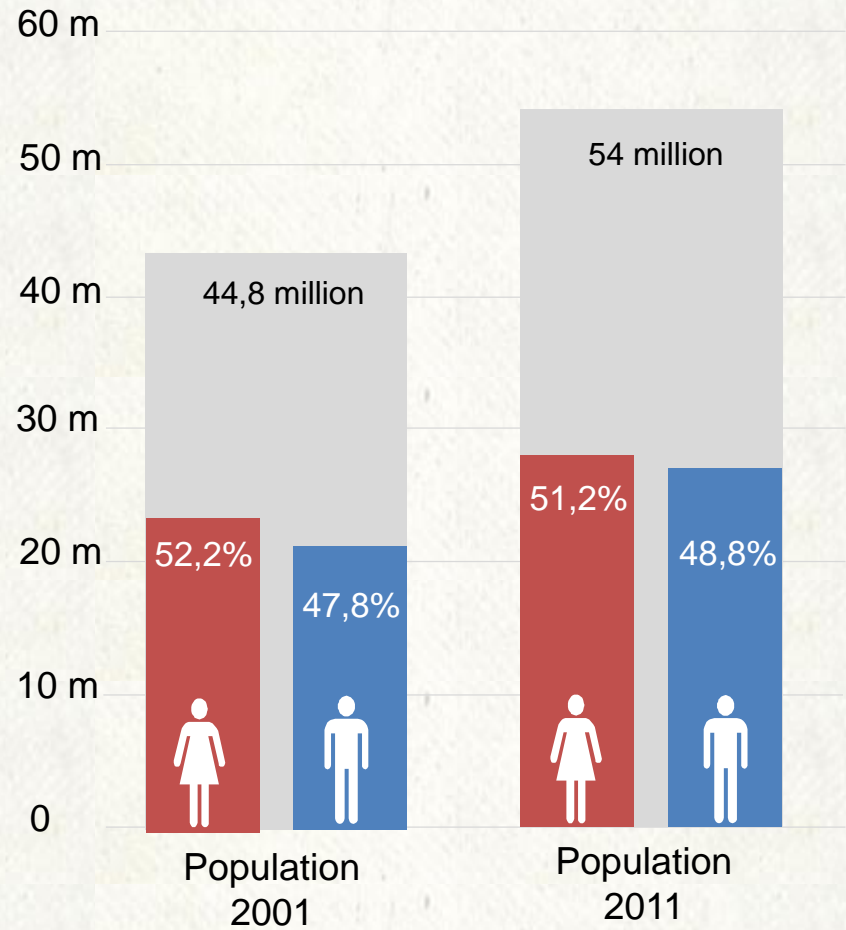


Male/Female percentage distribution

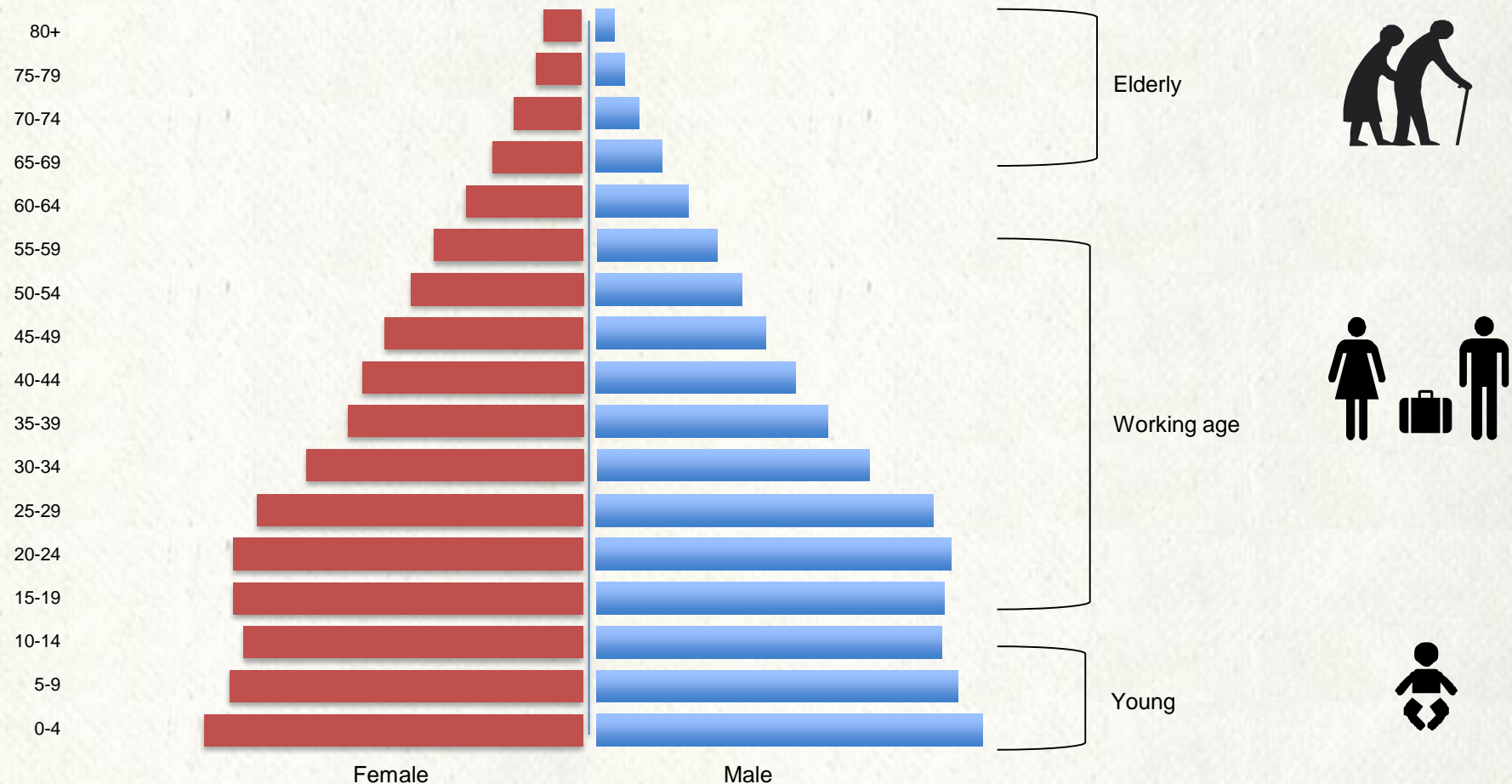
The total population grew from **44,8 million** in 2001 to **54 million** in 2014

In 2001 there were **23,4 million** females in South Africa (**52,2%** of the total population).

The number of **females** in South Africa increased to **27,6 million** in 2014, but the total share in population dropped slightly to **51,2%**



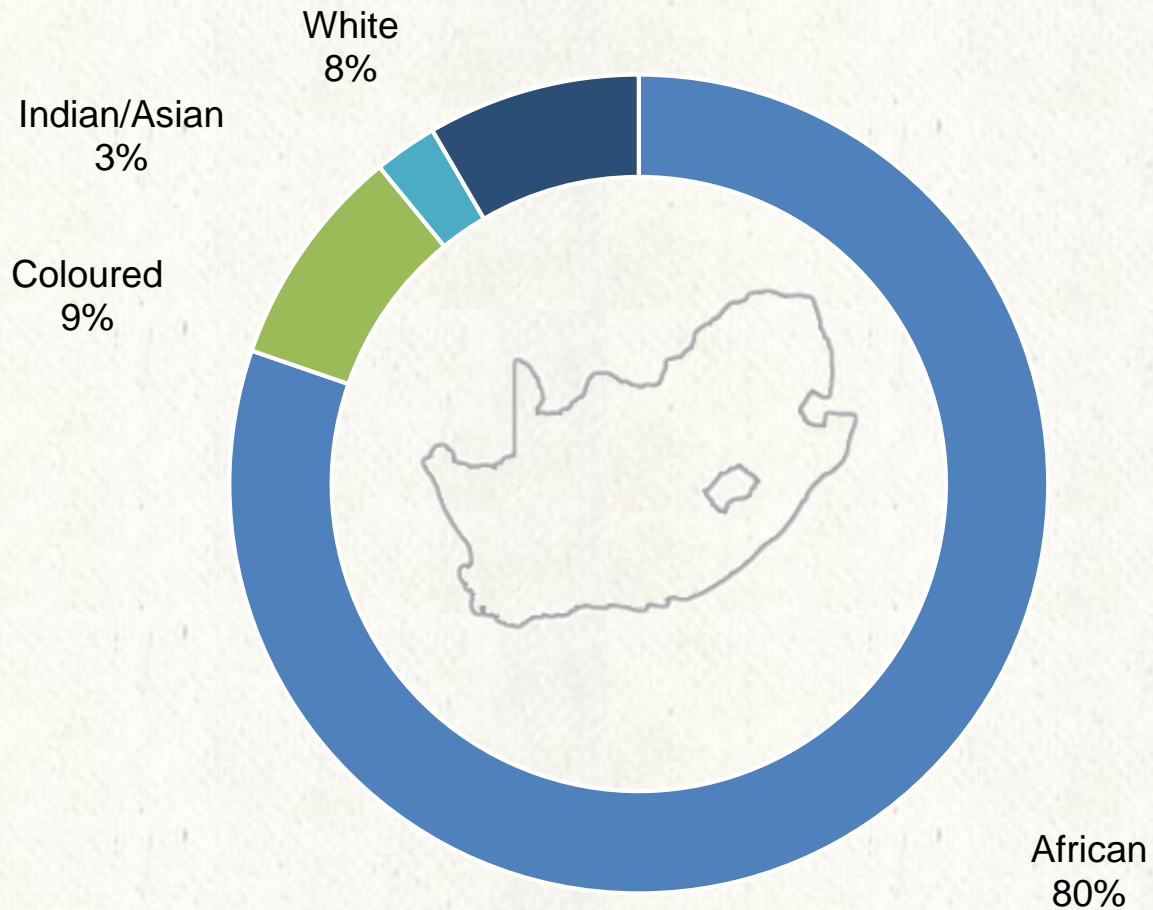
Sex and Age Structure



Mid year population estimates 2014


Sex and Population group

Mid year population estimates 2014



54 million

 **51,2%**

 **48,8%**



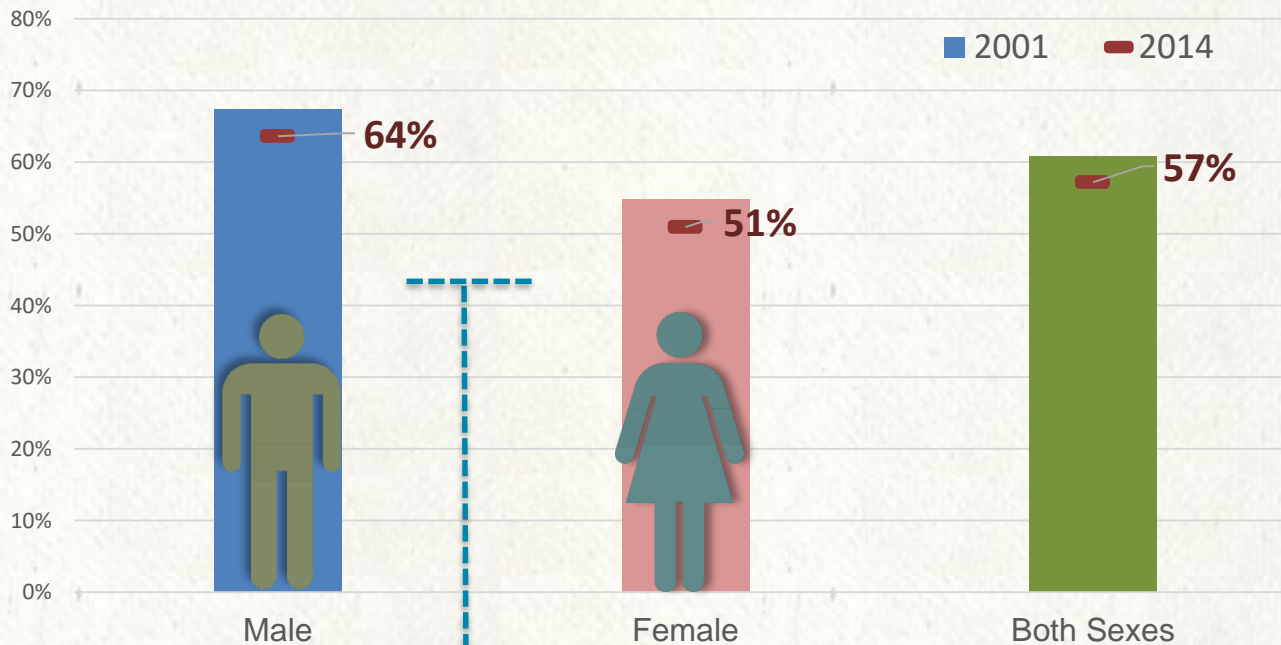
Labour Force

Limited growth in the population of economically active individuals can negatively affect long-term economic growth, unless there are increases in labour participation

The participation of females in the economy can have an impact on raising the overall income for households. Raised income for females in turn increases their chances for better access to and control over resources, and impact on poverty reduction

Labour Force

Labour force participation rate by sex, 2001 and 2014

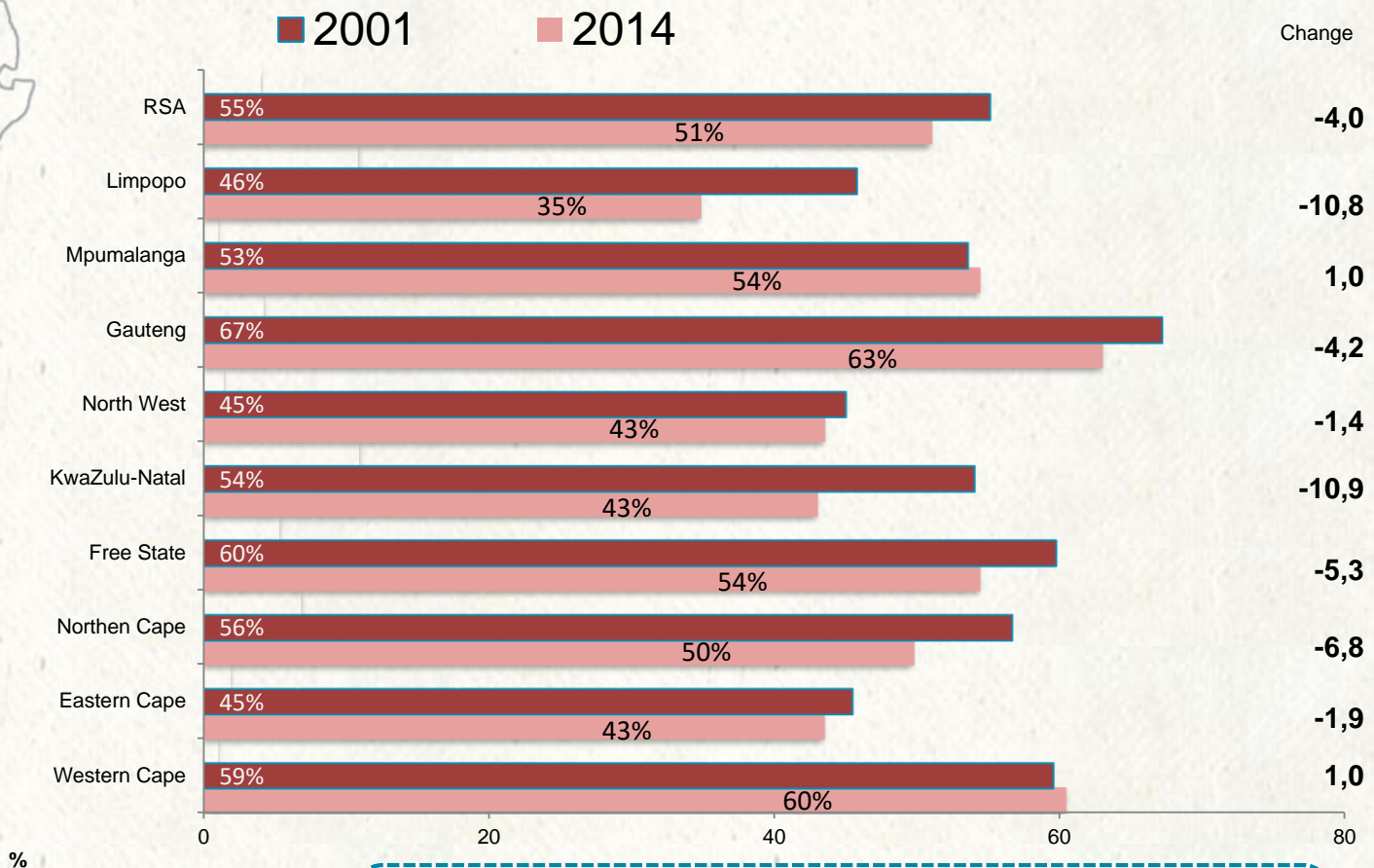


Declines in both sexes,
females now just above
51%

Source: LFS March 2001 and QLFS Q1: 2014

Labour Force

Labour participation rate by sex and province, Females 2001 and 2014

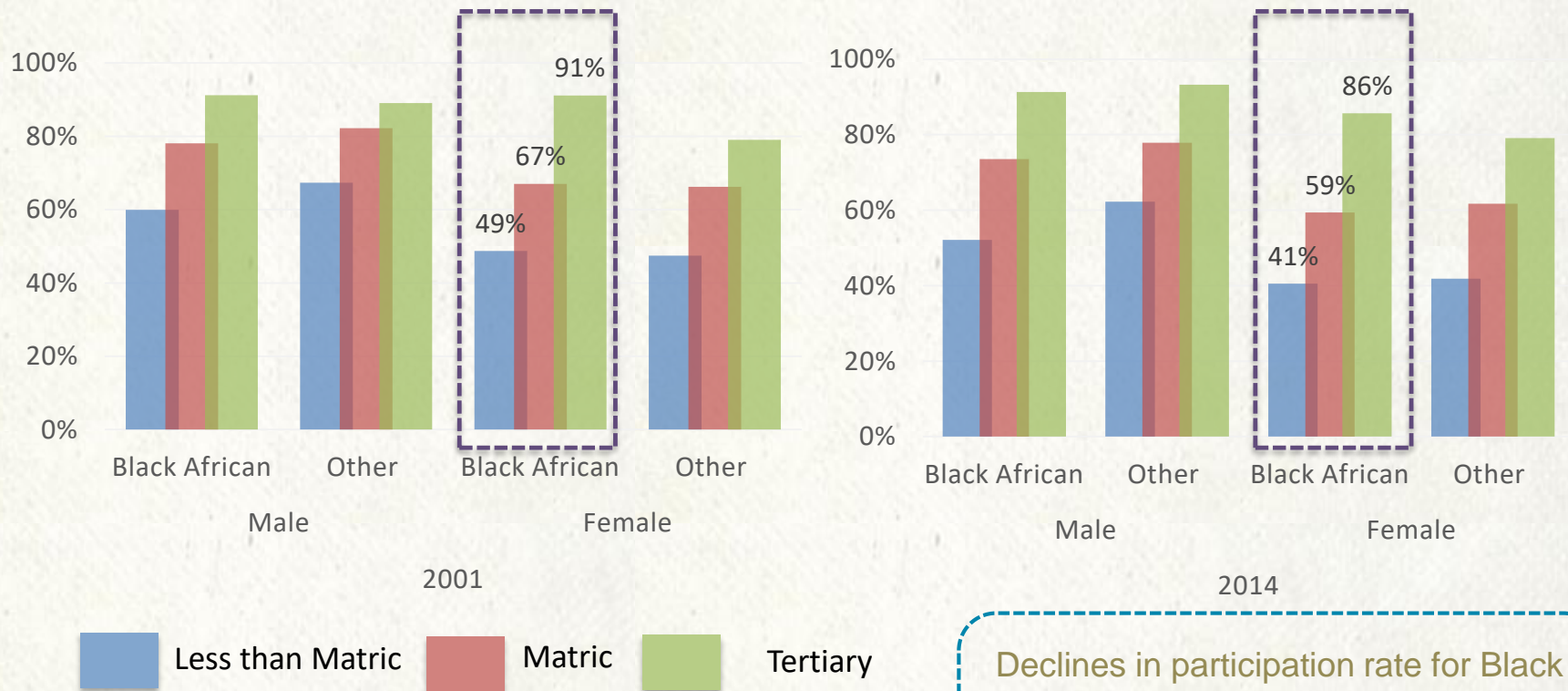


Source: LFS March 2001 and QLFS Q1: 2014

The decrease in the national participation rates is also reflected in the provinces, except for Mpumalanga and the Western Cape where there was an increase

Labour Force

Labour participation rate by sex, Population group and education, 2001 and 2014



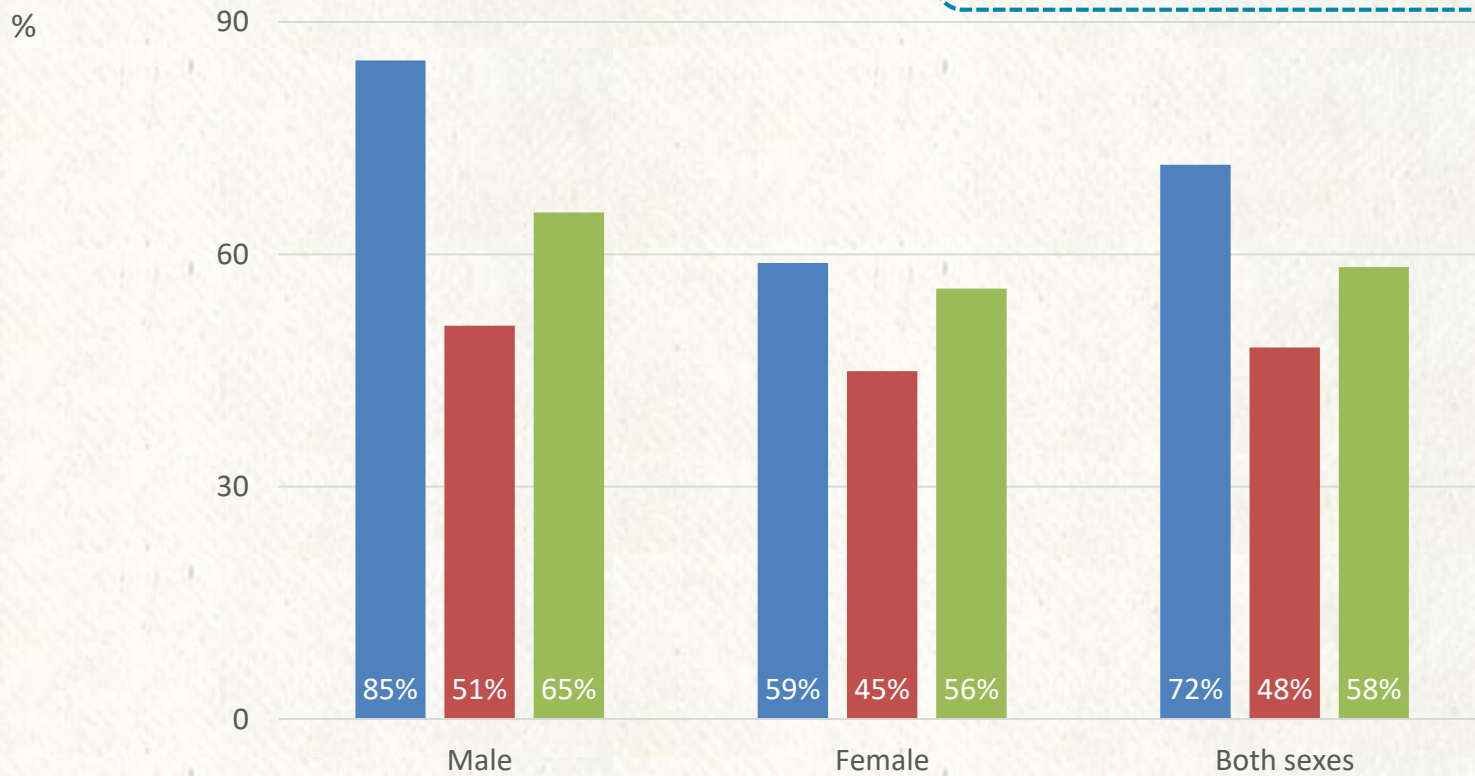
Declines in participation rate for Black African females regardless of education level between 2001 and 2014

Source: LFS March 2001 and QLFS Q1:2014

Labour Force

Labour participation rate by sex and marital status, 2014

Participation rates for males and females who are Married or Cohabiting differ by close to **26%**



Source: QLFS Q1:2014

■ Married/Cohabiting

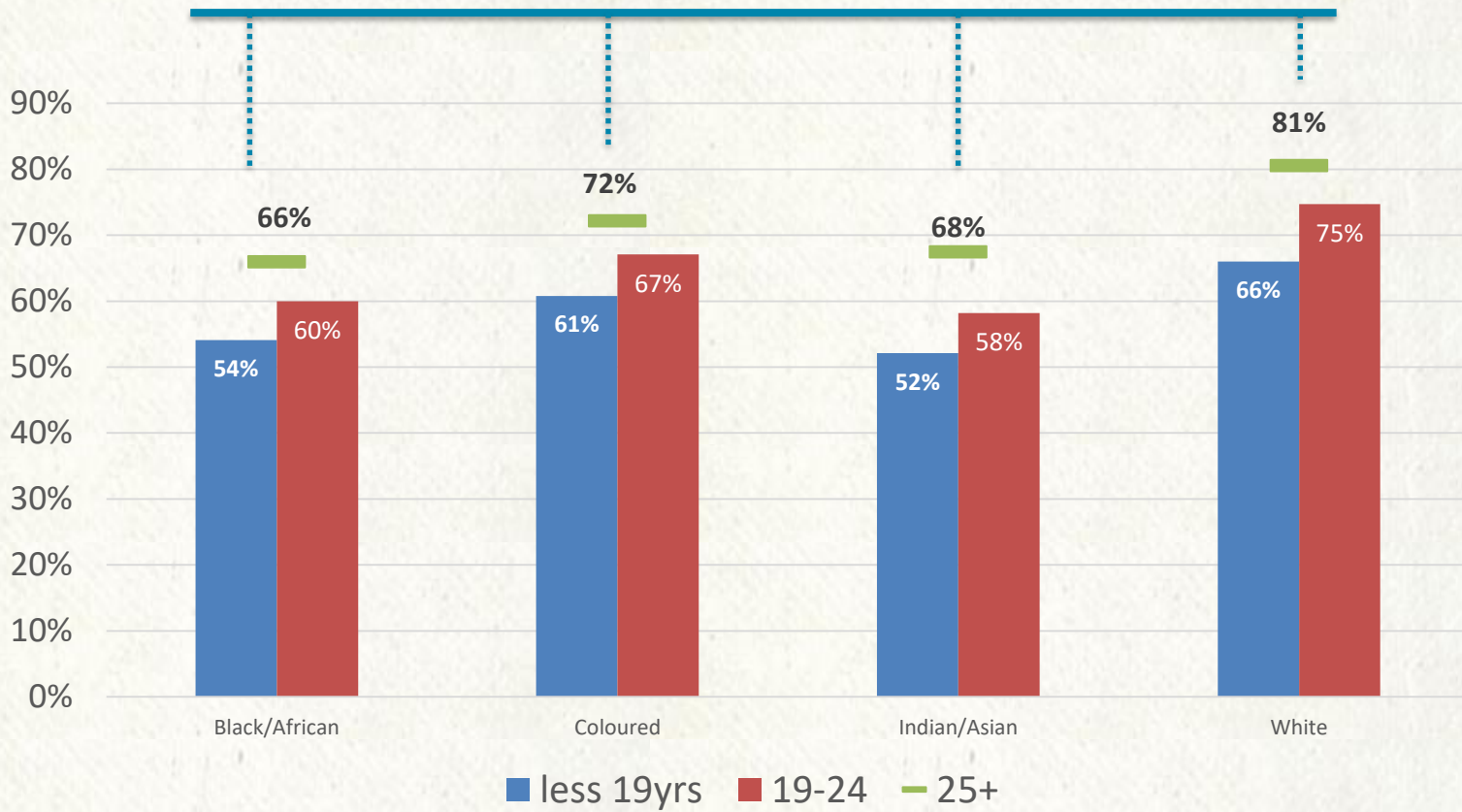
■ Widow/Widower/Divorced

■ Never married

Labour Force

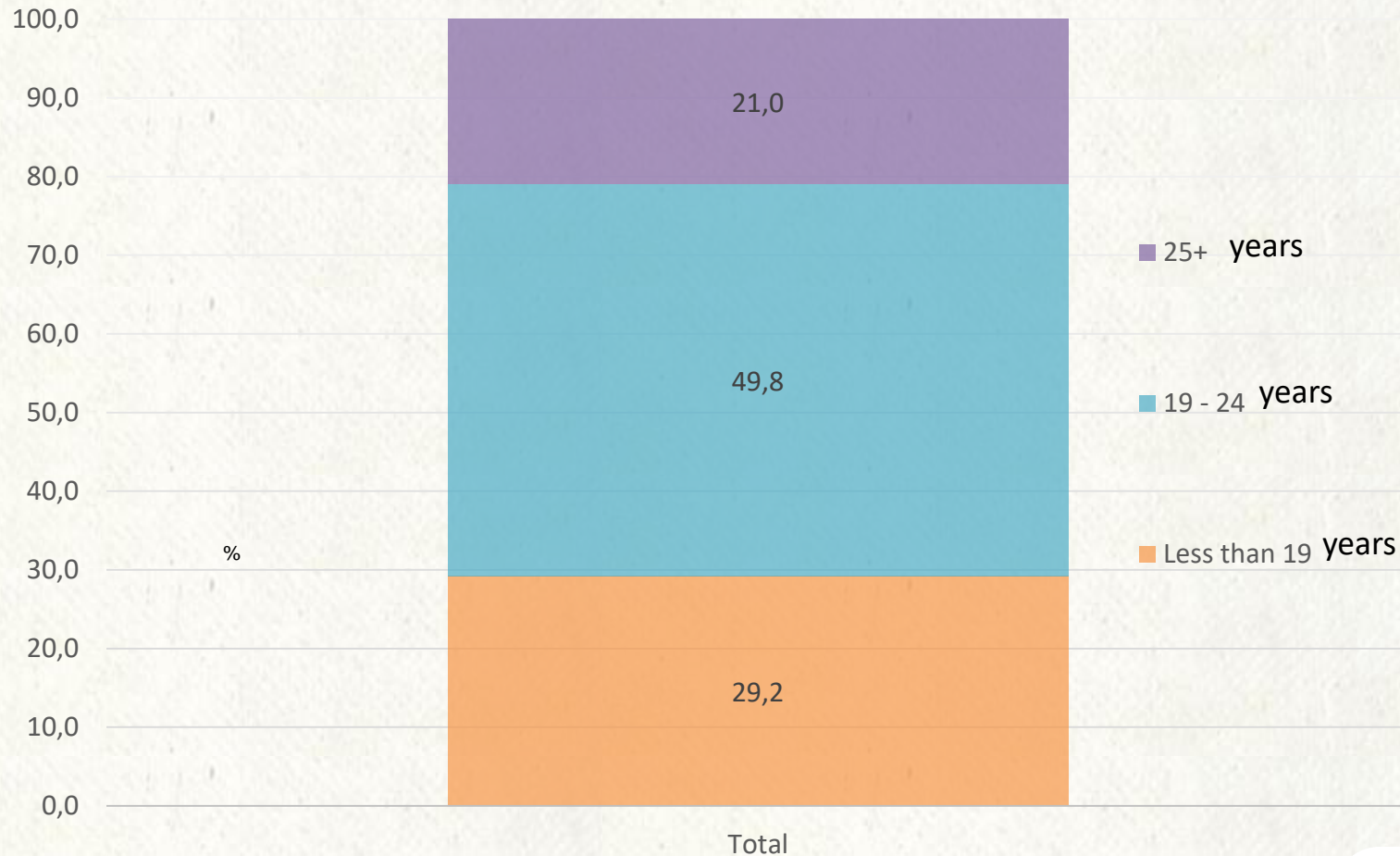
Labour participation rate of females by age at first born child and population group, 2011

Delays in first child born, linked to higher participation rates



Labour Force

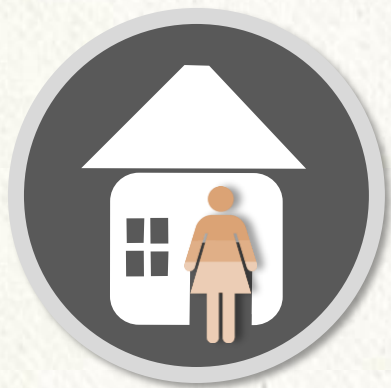
Females of working age by age at first birth





Labour Force

Labour participation rate of females in rural areas 2001-2014

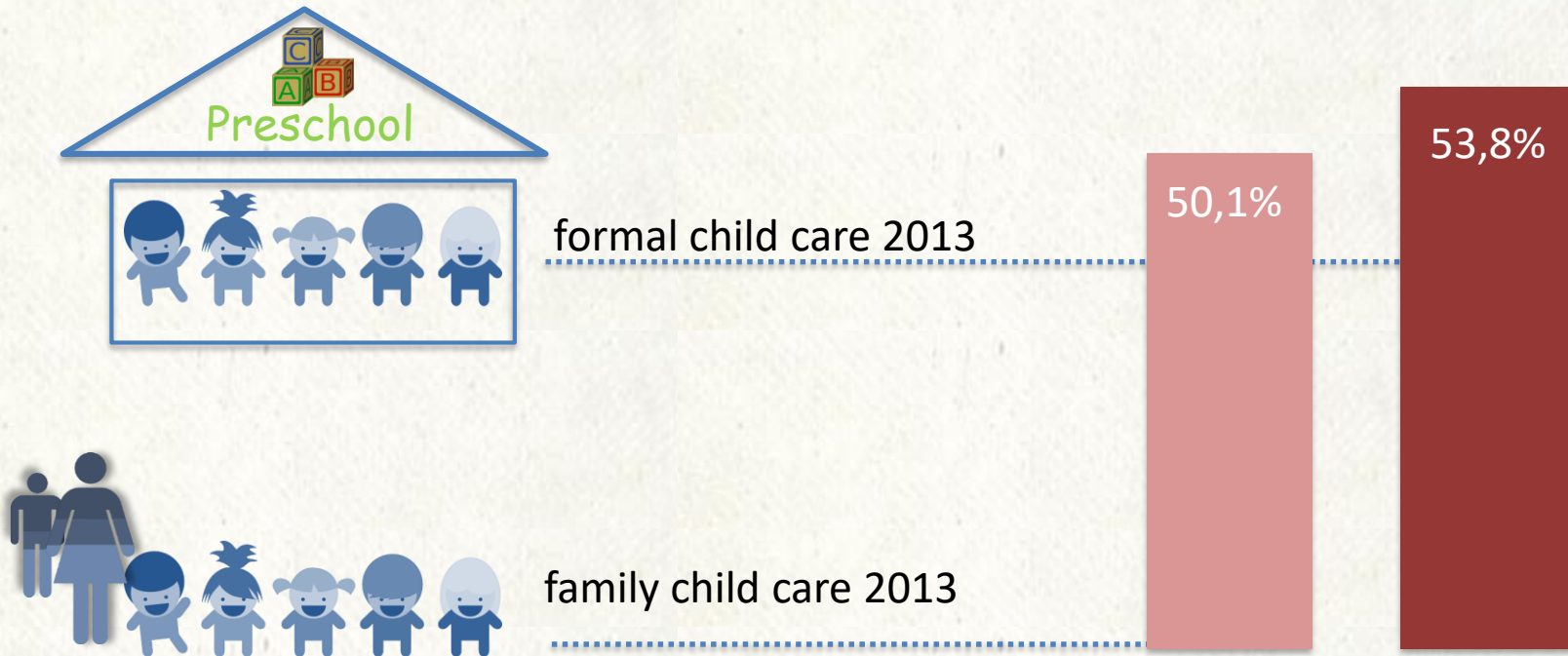


In 2014 only **12,3%** of rural females between the ages of 15 -24 were participating in the labour force the **total for all ages was 35,1%** this is **down** from 17,8% and 44,7% respectively in 2001

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014

Labour Force

Labour force participation rate by minor children in formal vs non formal child care



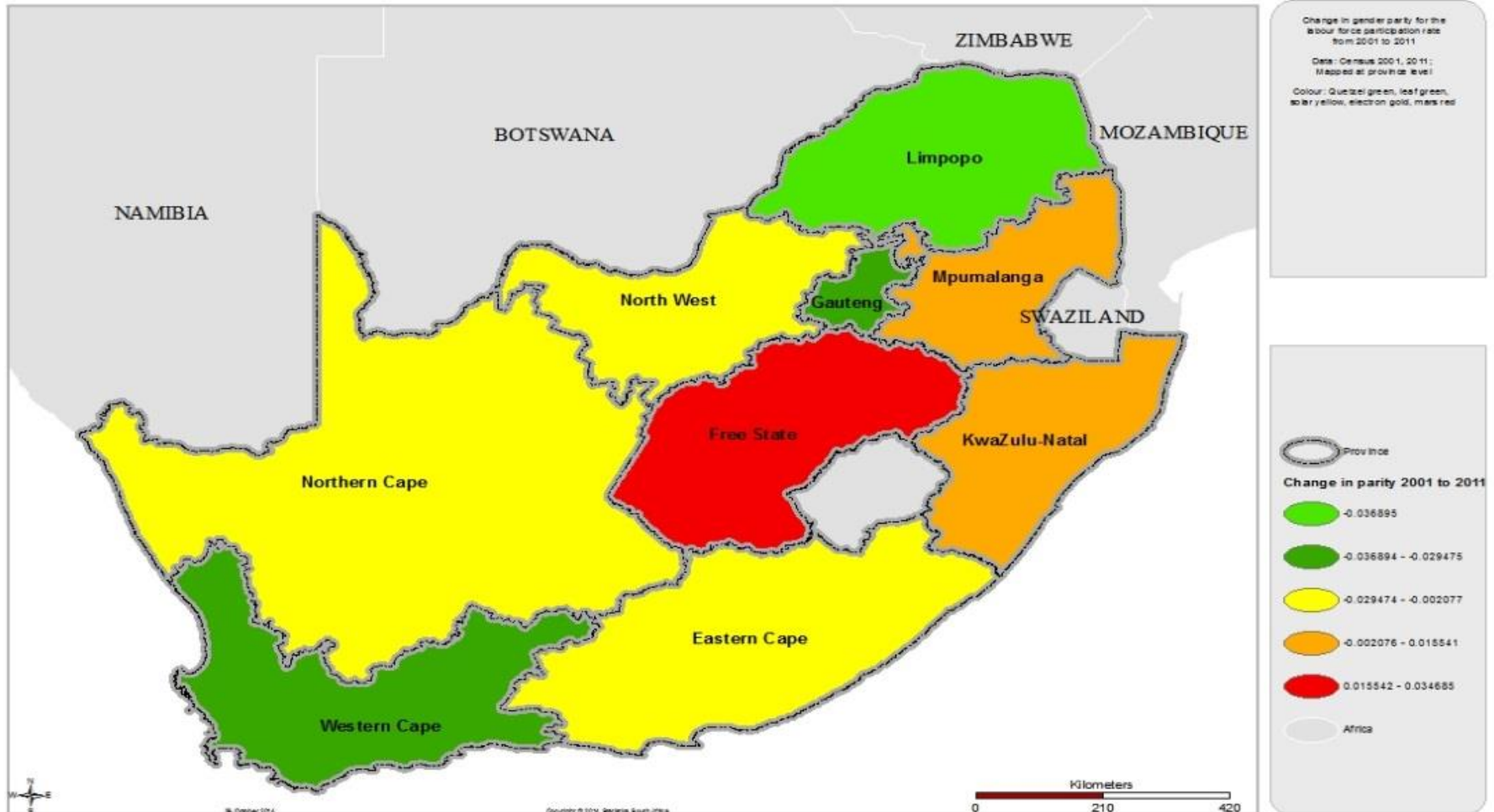
In 2013 Females living in Households with minor children and making use of formal child care recorded highest participation rates

Labour Force

Provincial changes in gender parity for the labour force participation rate, 2001 and 2011

- The gender gap increased the most in FS (0,03) and MP (0,02)
- The LFPR gap narrowed the most in LP (-0,04), WC(-0,03) and GP (-0,03)

Change in gender parity for the labour force participation rate from 2001 to 2011

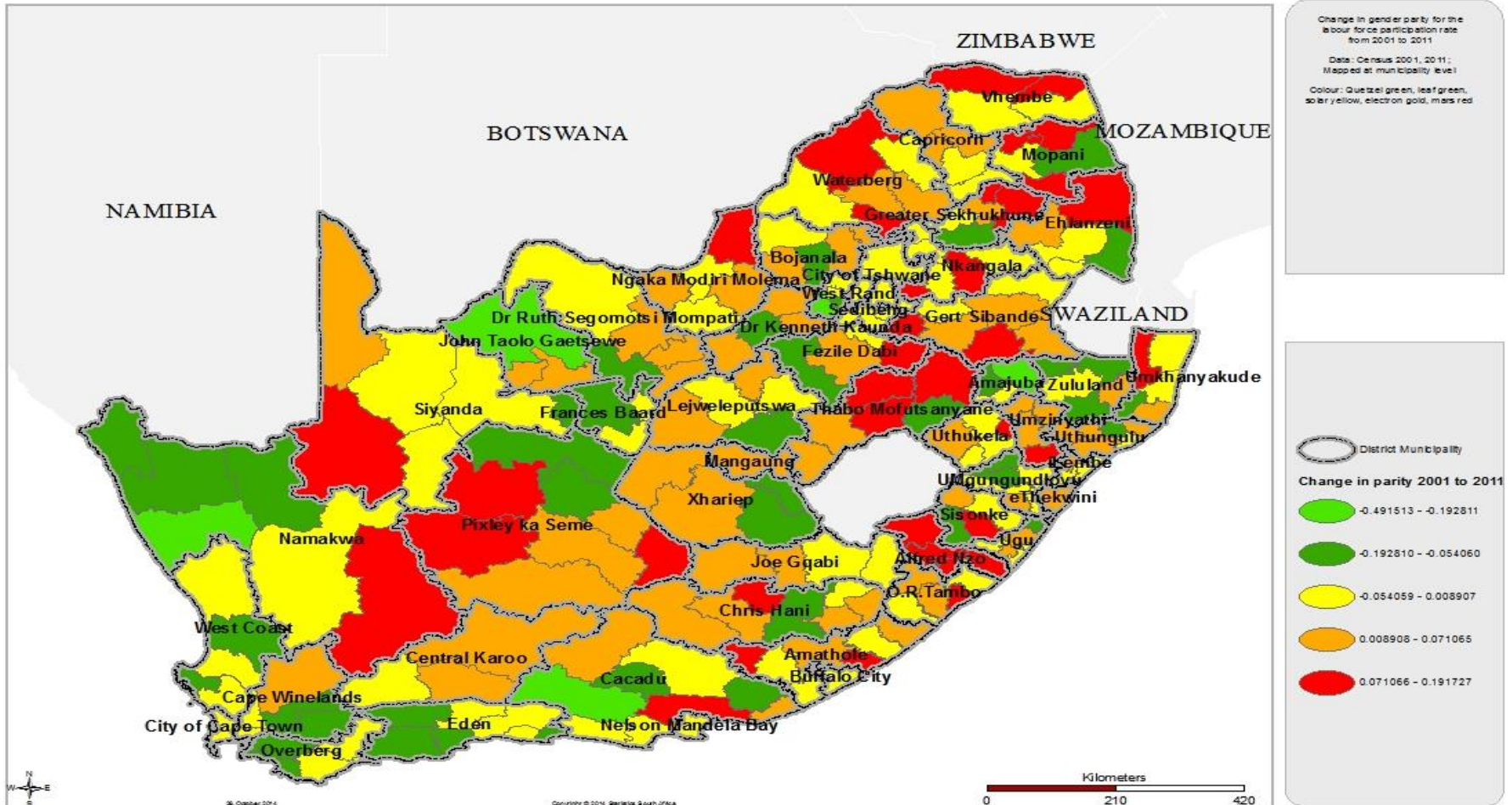


Labour Force

Changes in parity LFPR: Local municipalities

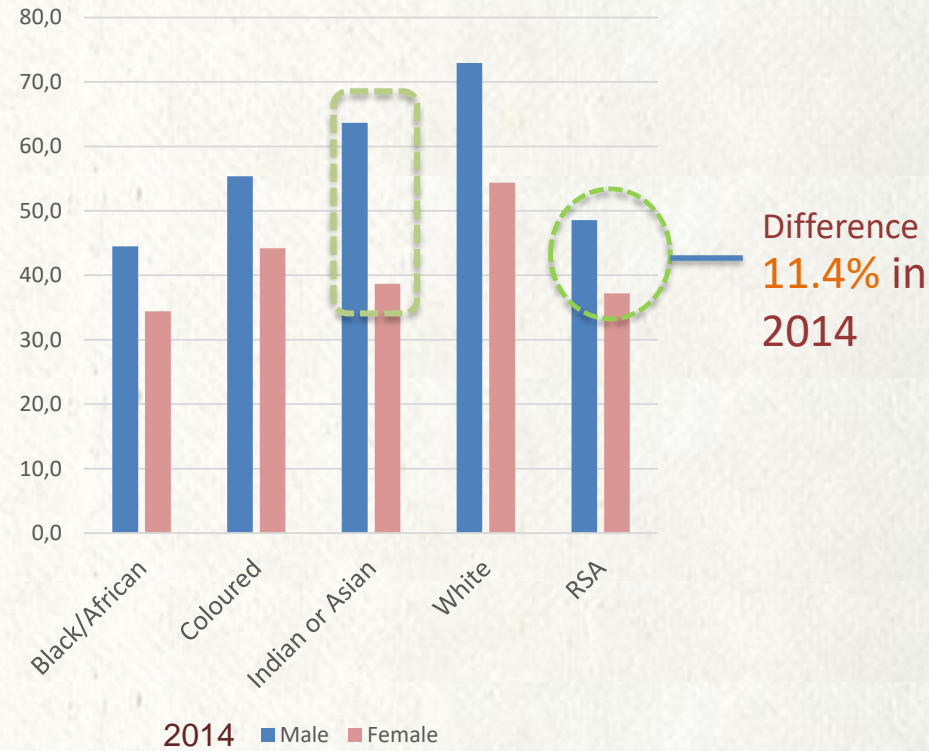
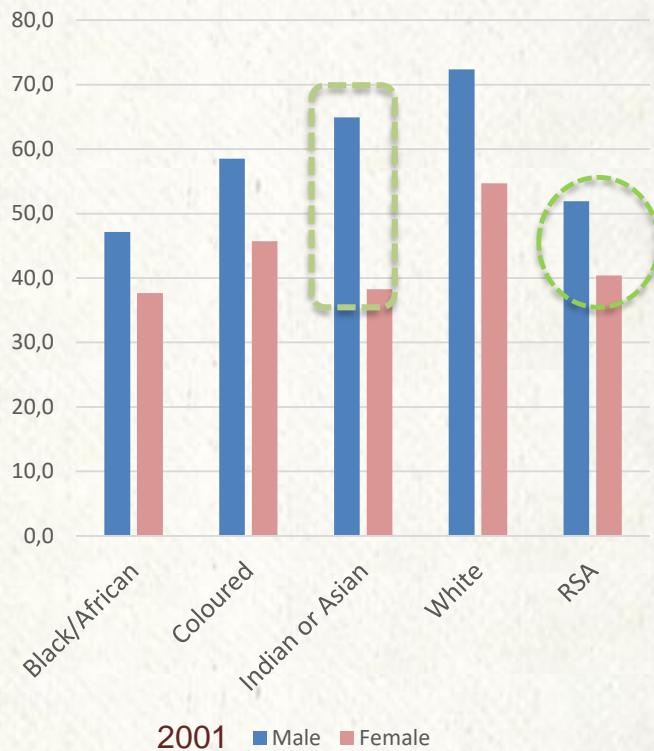
- LFPR parity improved the most in the KZN:Emadlangeni (-0,49), NC:Joe Morolong (-0,23), NC:Kamiesberg (-0,22)
- Parity deteriorated the most in KZN:Jozini (0,19), NC: !Kai Garib (0,17), NC:Kareeberg (0,15)

Change in gender parity for the labour force participation rate from 2001 to 2011



Gender differences in labour productivity have been found to be influenced by differences in the economic activities of men and women

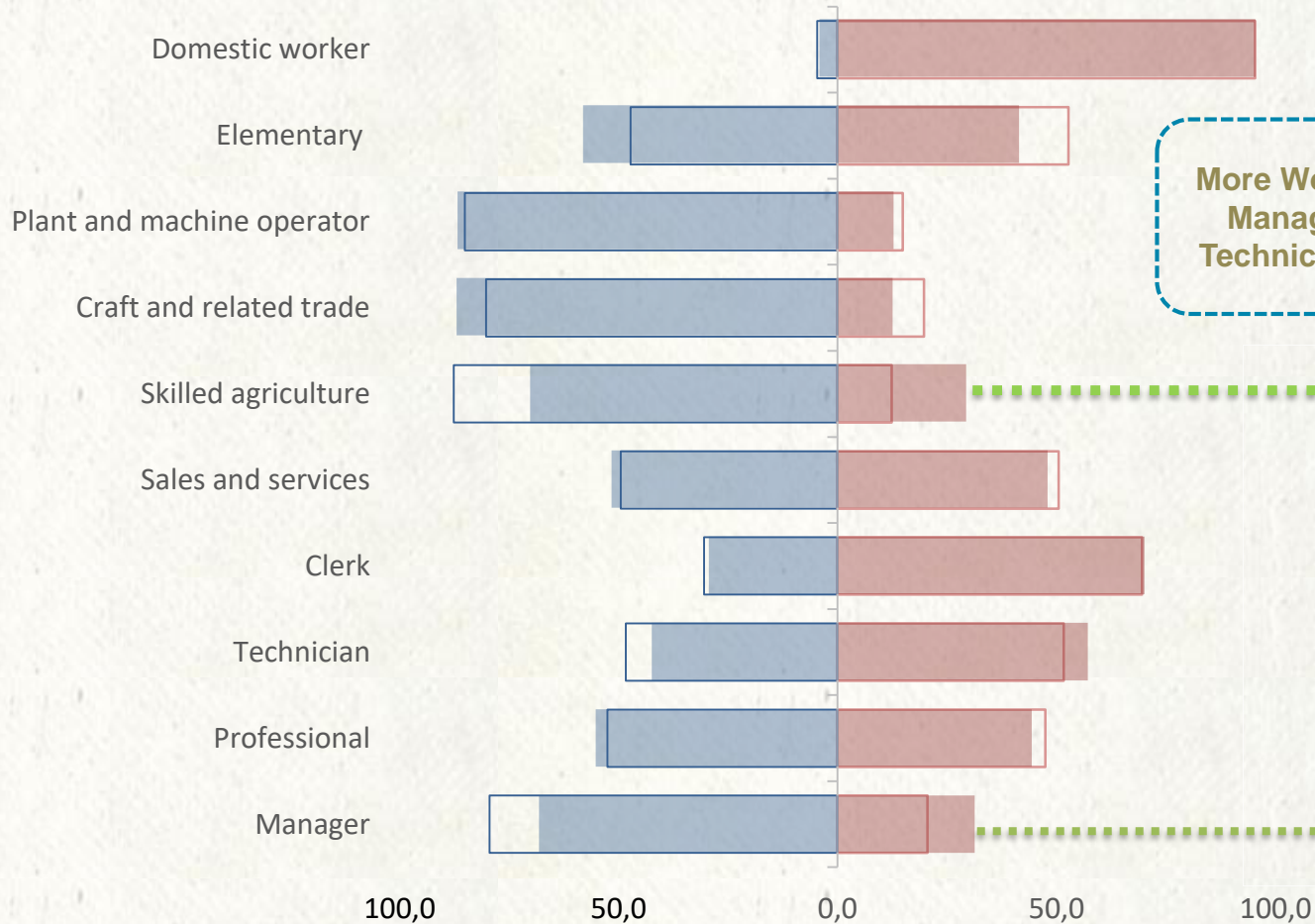
Employment rate by sex and population group, 2001 and 2014



The **highest gender gap** was observed among **Indian/Asian males and females** with an average GPR of 0,60 in 2001 and 2014.

The gender gap also remained relatively unchanged for the black/African and coloured population groups with averages of 0,79 GPR in 2001 and 2014.

Percentage share of males and females by occupation and sex, 2001 and 2014



More Women holding Management and Technician Positions



2001 Male
 2001 Female
 Male 2014
 Female 2014

Source: LFS 2001 and Q1: 2014
 South Africa

Earnings

Distribution of males and females by monthly earnings, 2001 and 2014

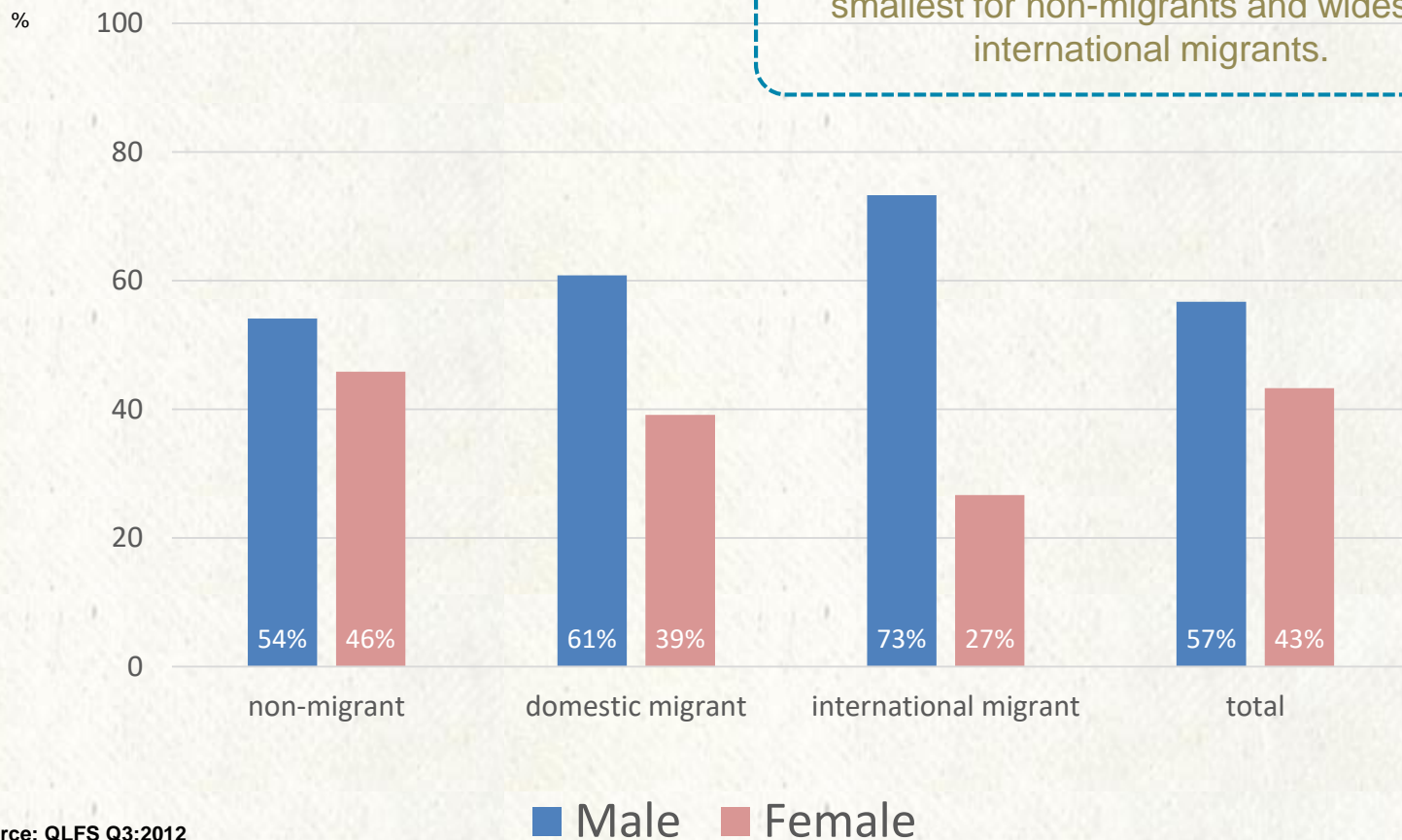
The distribution of earnings widens as earnings increases in the favour of males.

	2001		2014	
	Male	Female	Male	Female
Monthly earnings	Percentage (%)			
R1–R1 500	46,3	53,7	44,1	55,9
R1 501–R2 500	66,9	33,1	53,0	47,0
R2 501–R3 500	62,6	37,4	57,9	42,1
R3 501–R5 500	57,7	42,3	63,6	36,4
R5 501–R7 500	61,8	38,2	65,9	34,1
R7 501–R11 500	76,4	23,6	60,0	40,0
R11 501+	82,6	17,4	59,6	40,4

Source: LFS March 2001 and QLFS Q1: 2014

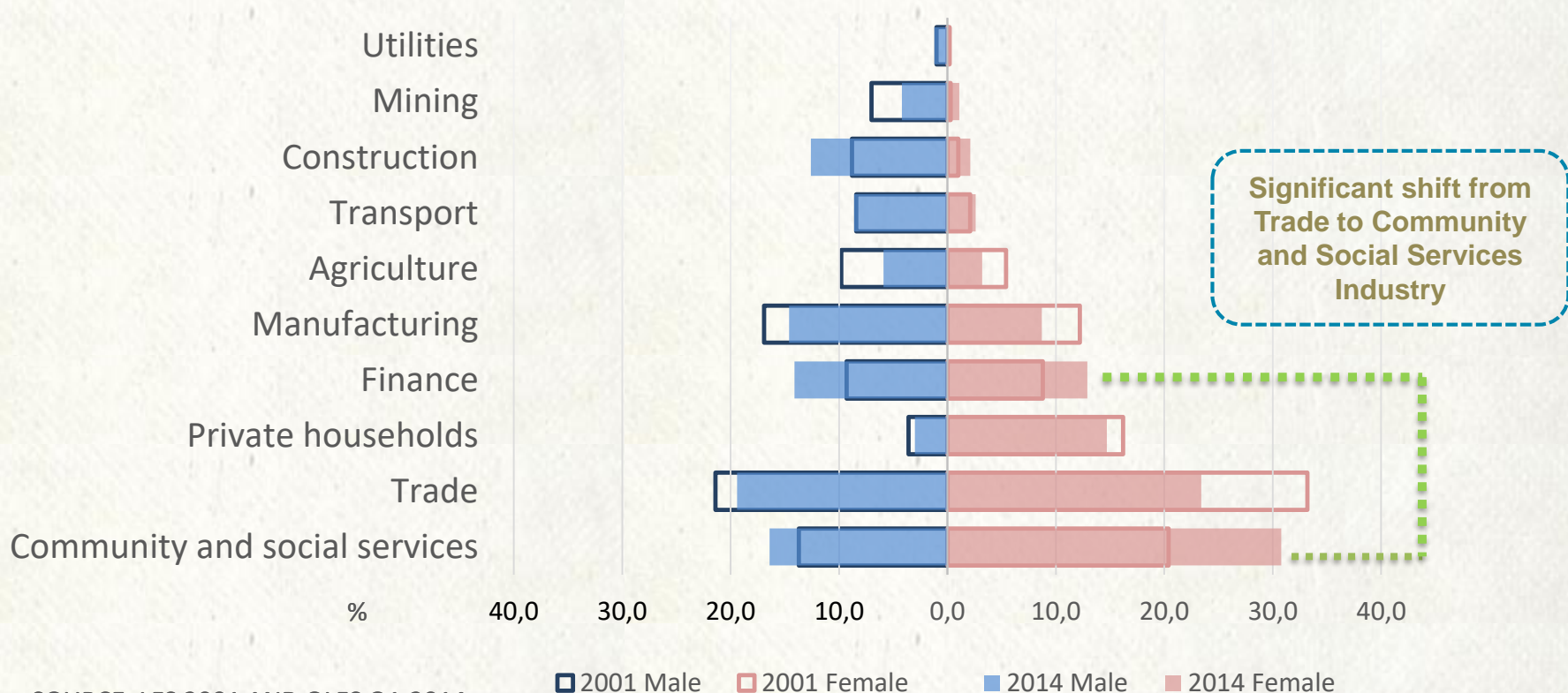
Unemployment rate by sex and migrant status, 2012

Gender gaps in unemployment rates were smallest for non-migrants and widest for international migrants.



Source: QLFS Q3:2012

Employment by sex and industry, 2001 and 2014



SOURCE: LFS 2001 AND QLFS Q1:2014

■ 2001 Male
 ■ 2001 Female
 ■ 2014 Male
 ■ 2014 Female

Working-age population by sex and field of study among those with tertiary education, 2011



Agriculture/Other

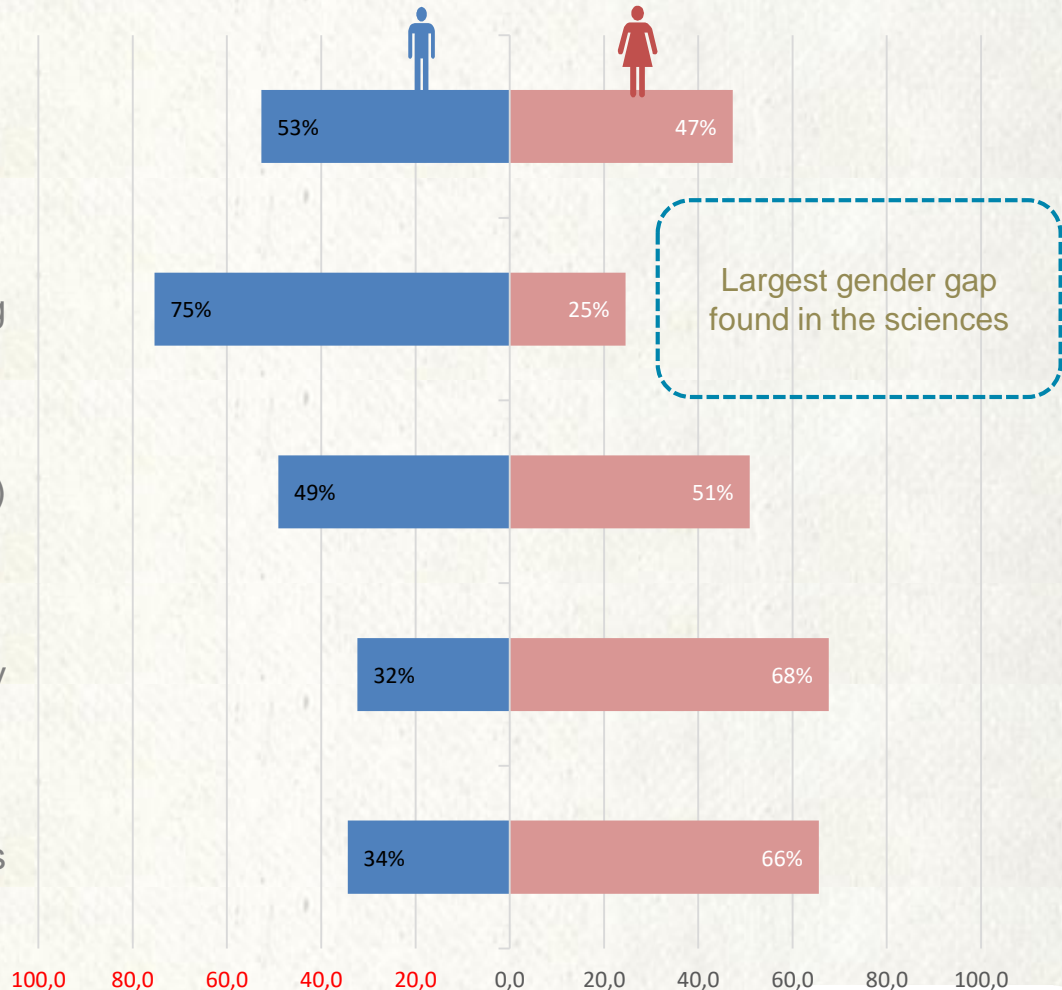
Physical/mathematical sciences/engineering

Economic and management sciences (EMS)

Arts/education/hospitality

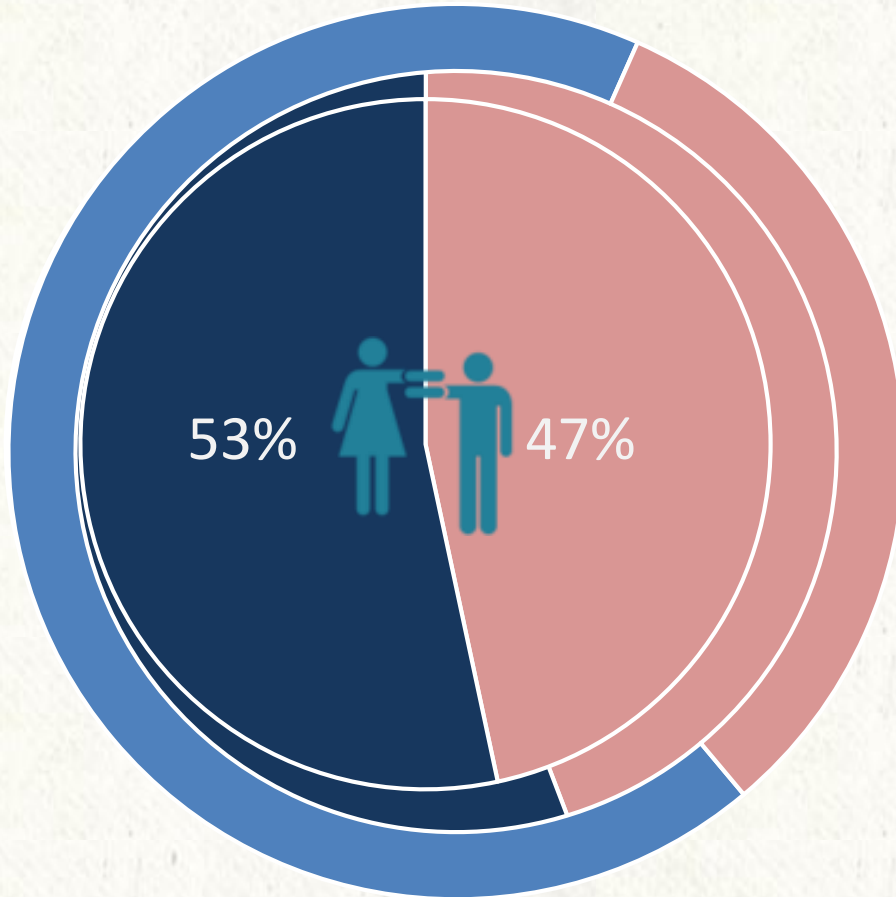
Social studies/health sciences

Male Female



Source: Census 2011

Levels of employment by sex, 2001 and 2014



Out of 12,493 Million Jobs in **2001**
47% held by women

Overall employment increased by
2,56 Million between
2001- 2014

The female share of that growth is only
32%

Unemployment rate by sex and disability 2011

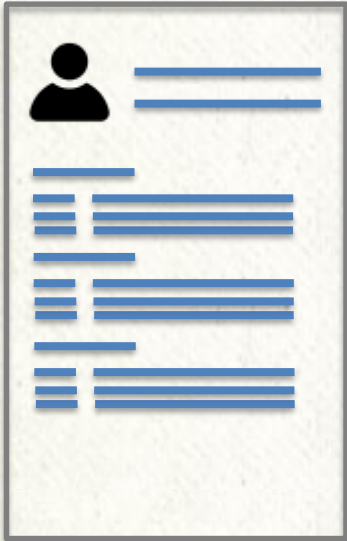


Unemployment Rate Female 28,5%

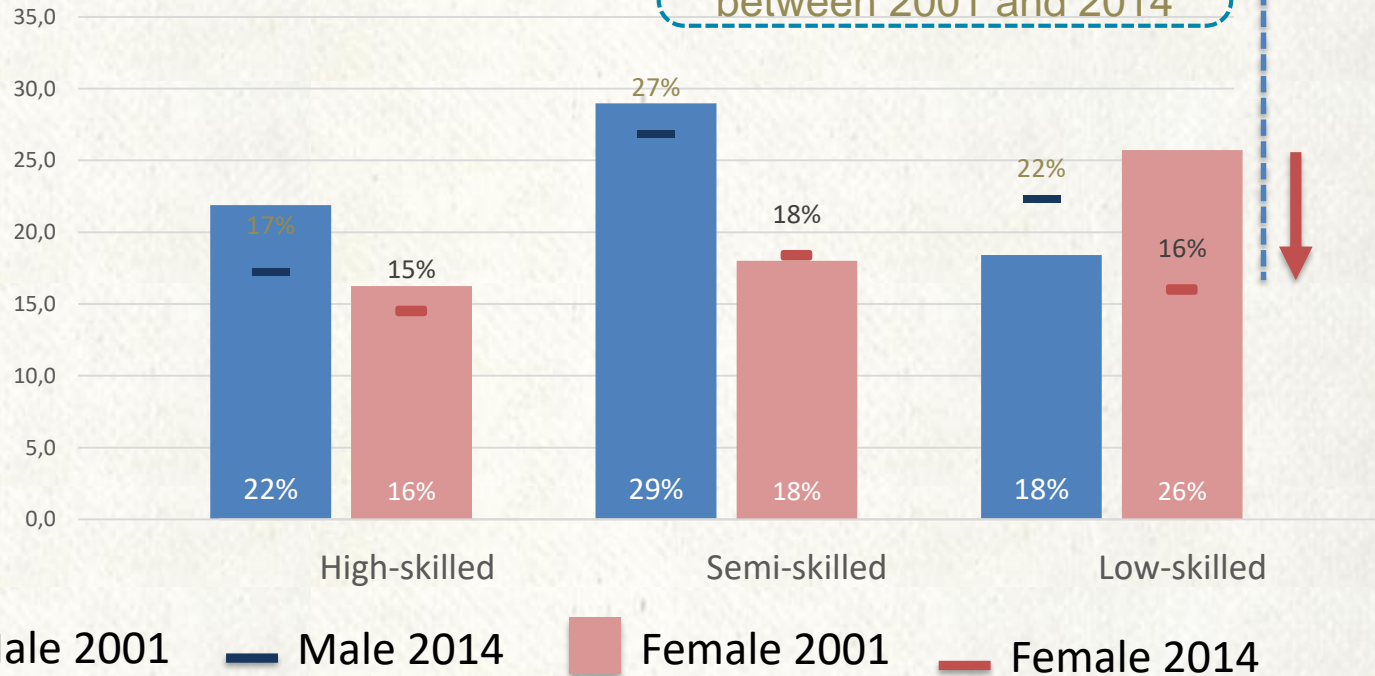
In 2011, disabled females had an unemployment rate that was 7,4 percentage points higher than that of their male counterparts

Unemployment Rate Male 21.1%

Youth Employment (15-34) by occupation, age, 2001 and 2014



Decrease in females occupying low skilled work between 2001 and 2014

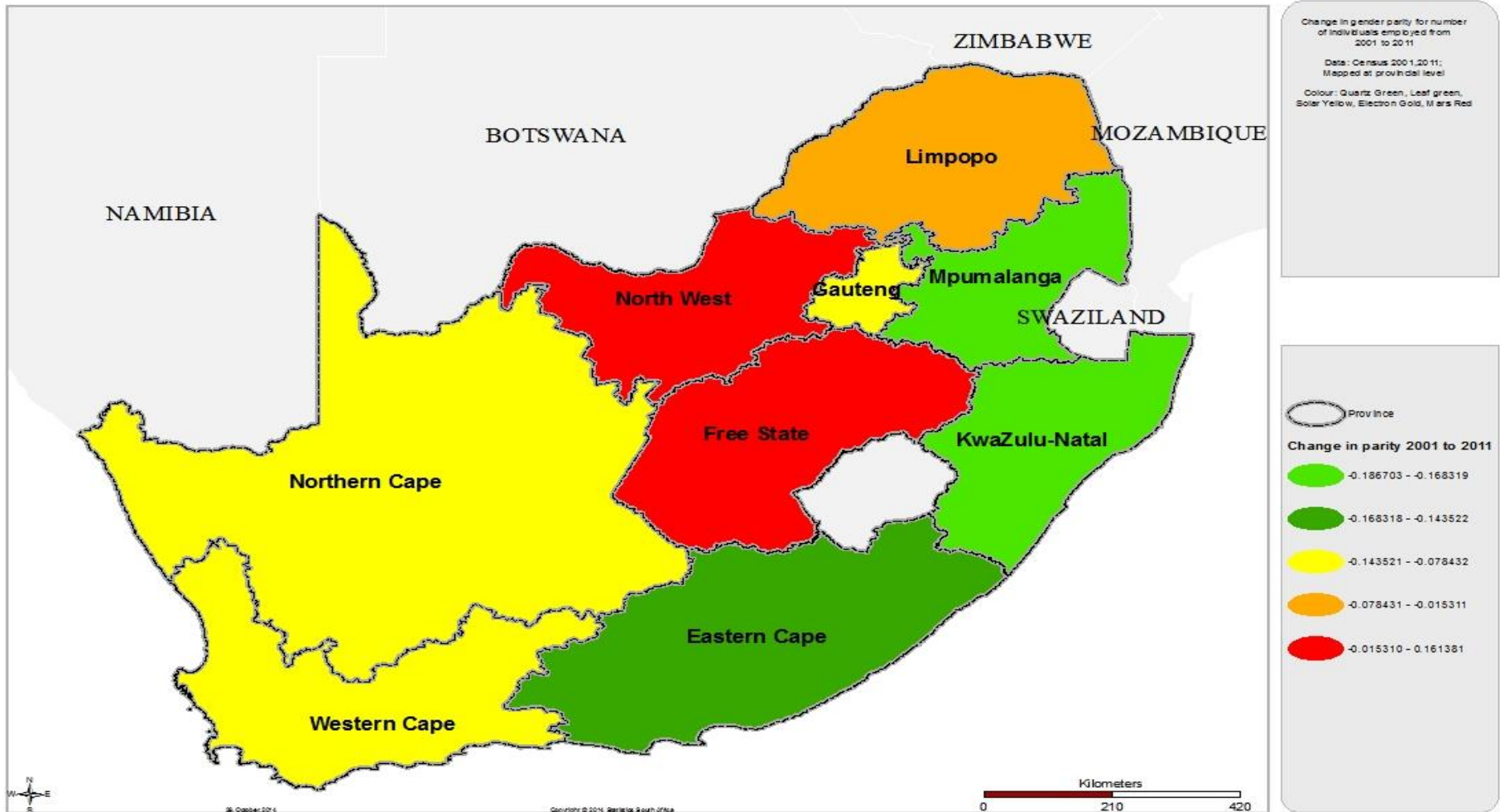


Source: QLFS Q1: 2008 and QLFS Q1: 2014

Provincial changes in gender parity for the number of employed persons, 2001 and 2011

- Improvements in gender parity in MP (-0,19), KZN (-0,17) and EC (-0,14)
- FS (0,16) and NW (0,11) were the only two provinces where the gap in employment between males and females actually increased

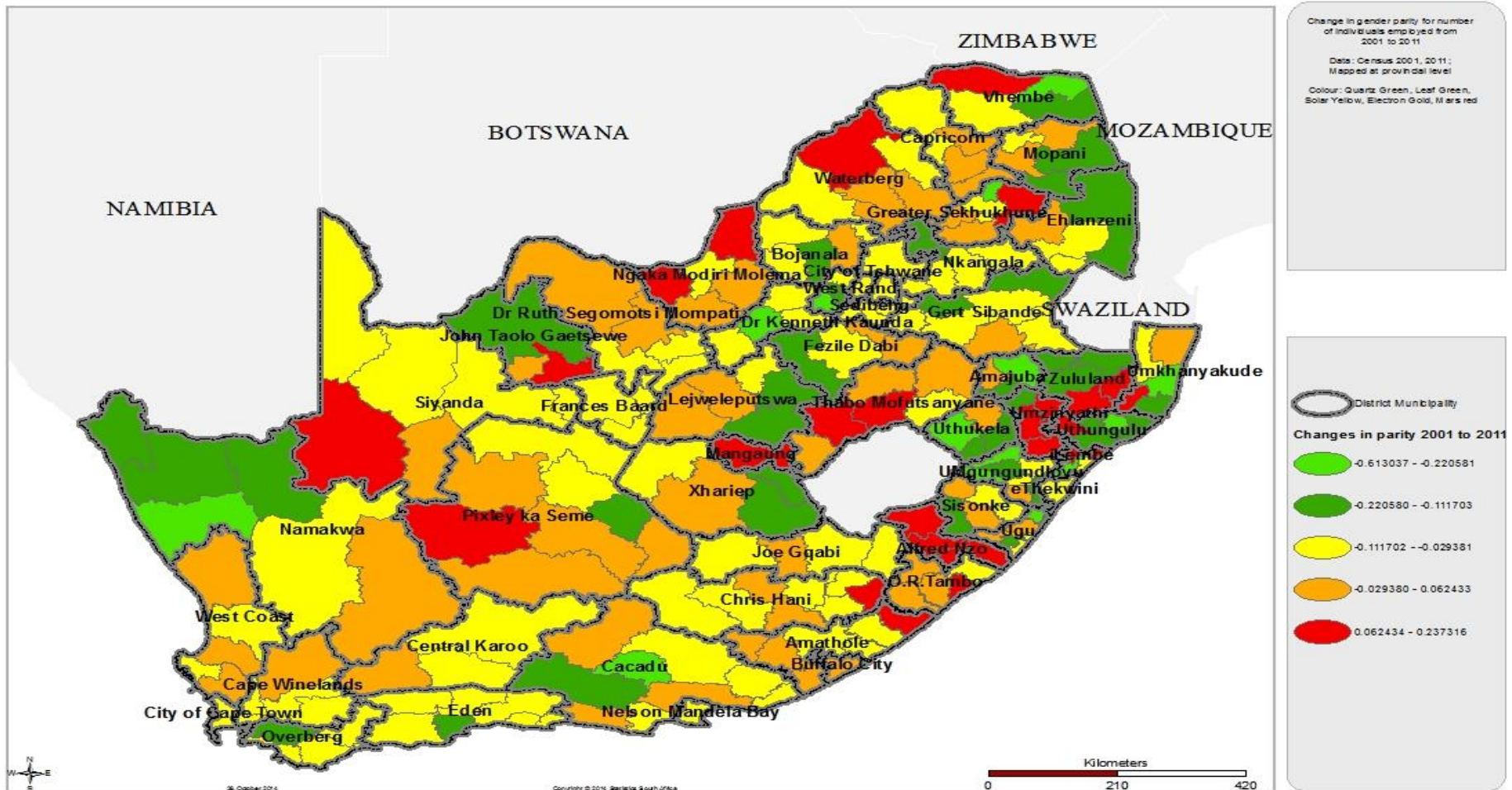
Change in gender parity for number of individuals employed from 2001 to 2011



Changes in parity of employment shares per municipality between 2001 and 2011

- The greatest gains towards employment parity observed in KZN:Ntambanana (-0,36), KZN:Impendle (-0,28), KZN:The Big Five False Bay (-0,28)
- gender parity index increased the most in: KZN:Nkandla (0,24), NC:!Kai Garib (0,20), KZN:Nqutu (0,18)

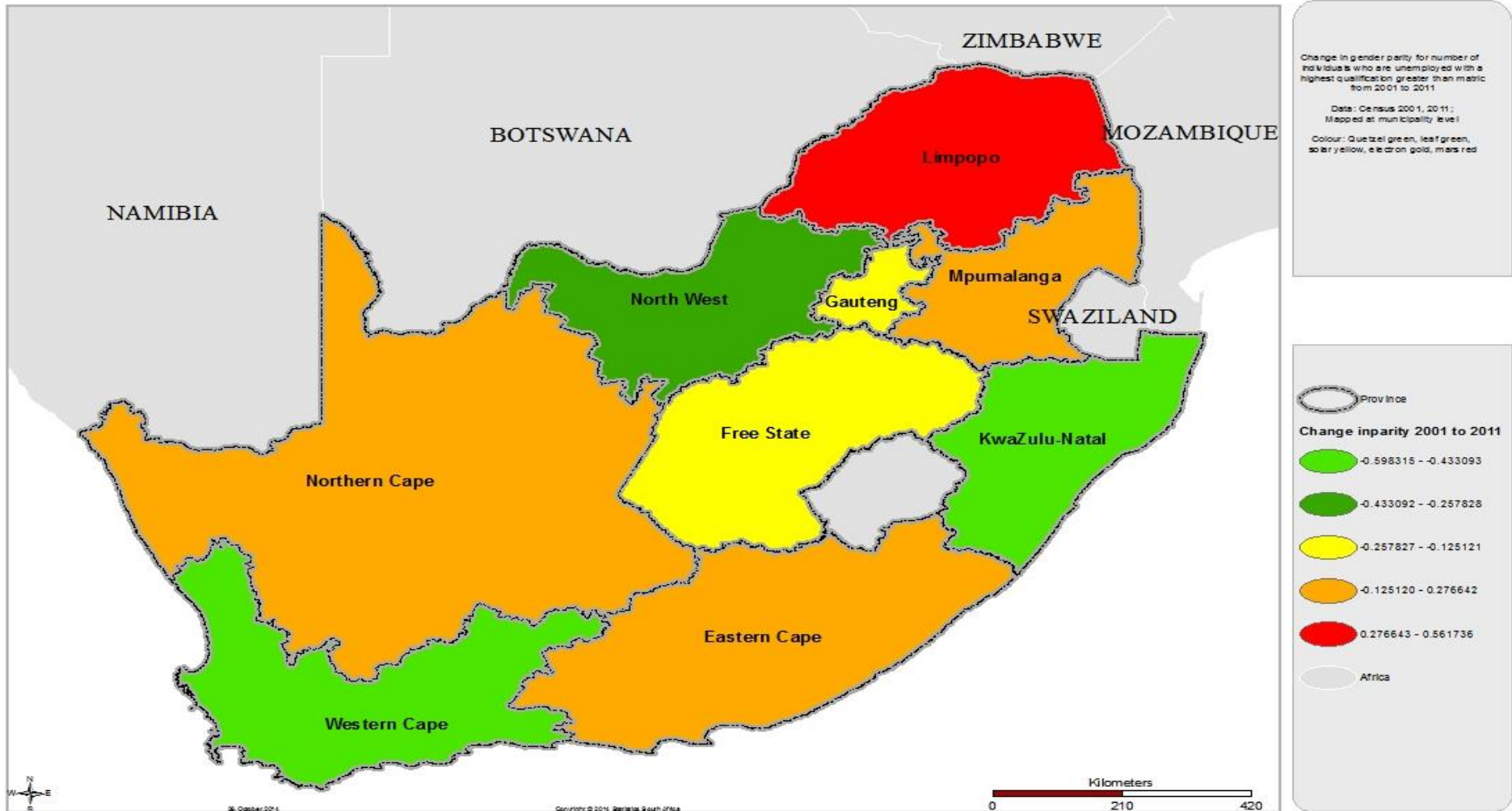
Change in gender parity for number of individuals employed from 2001 to 2011



Provincial change in parity of unemployed individuals with levels of education higher than matric between 2001 and 2011

- WC (-0,60), KZN (-0,43) and NW (-0,26) made the most progress in terms of reducing the gender gaps
- Gender parity deteriorated in LP (0,56 change) and NC (0,28 change)

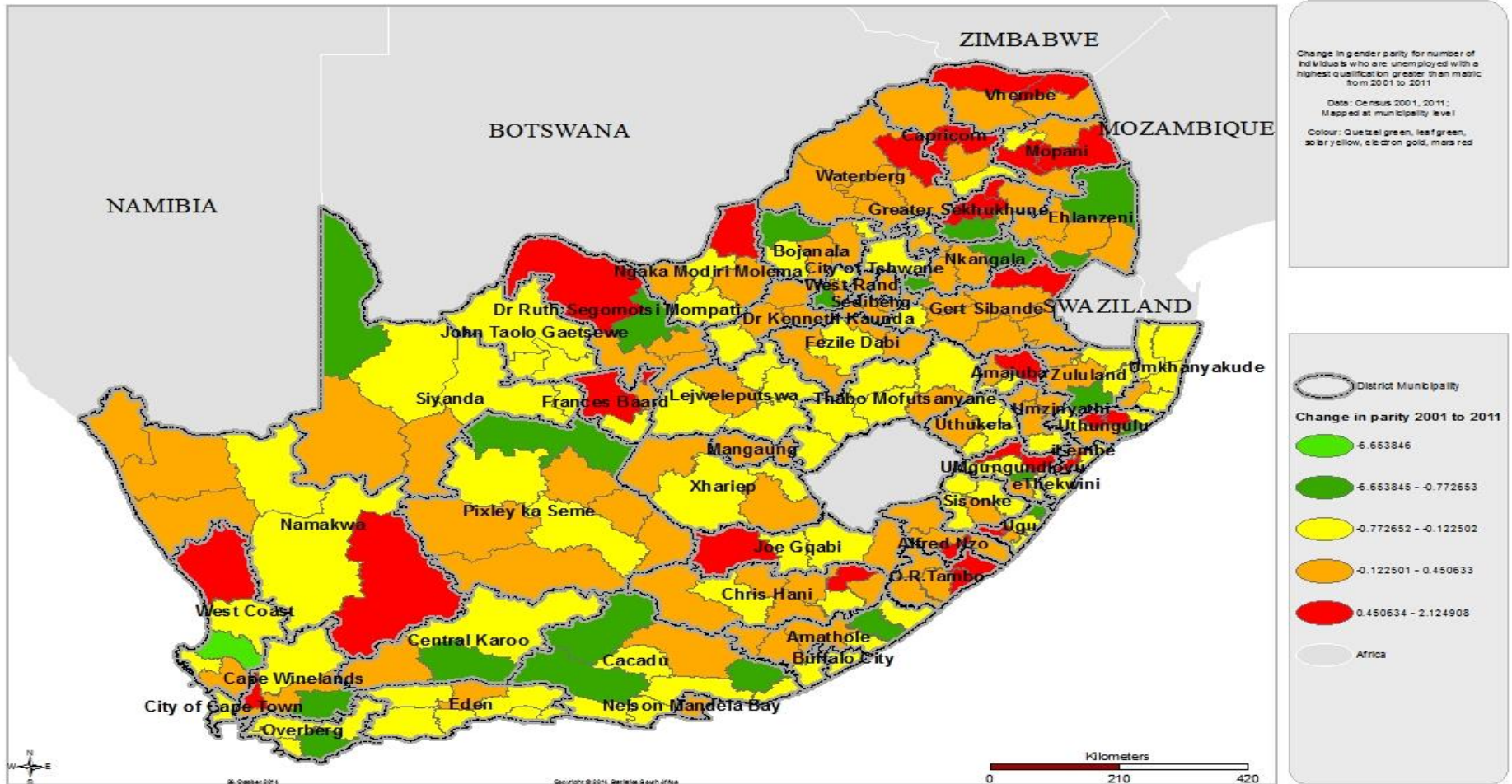
Change in gender parity for number of individuals who are unemployed with highest qualification greater than matric from 2001 to 2011



Changes in parity of unemployed individuals with levels of education higher than matric per municipality between 2001 and 2011

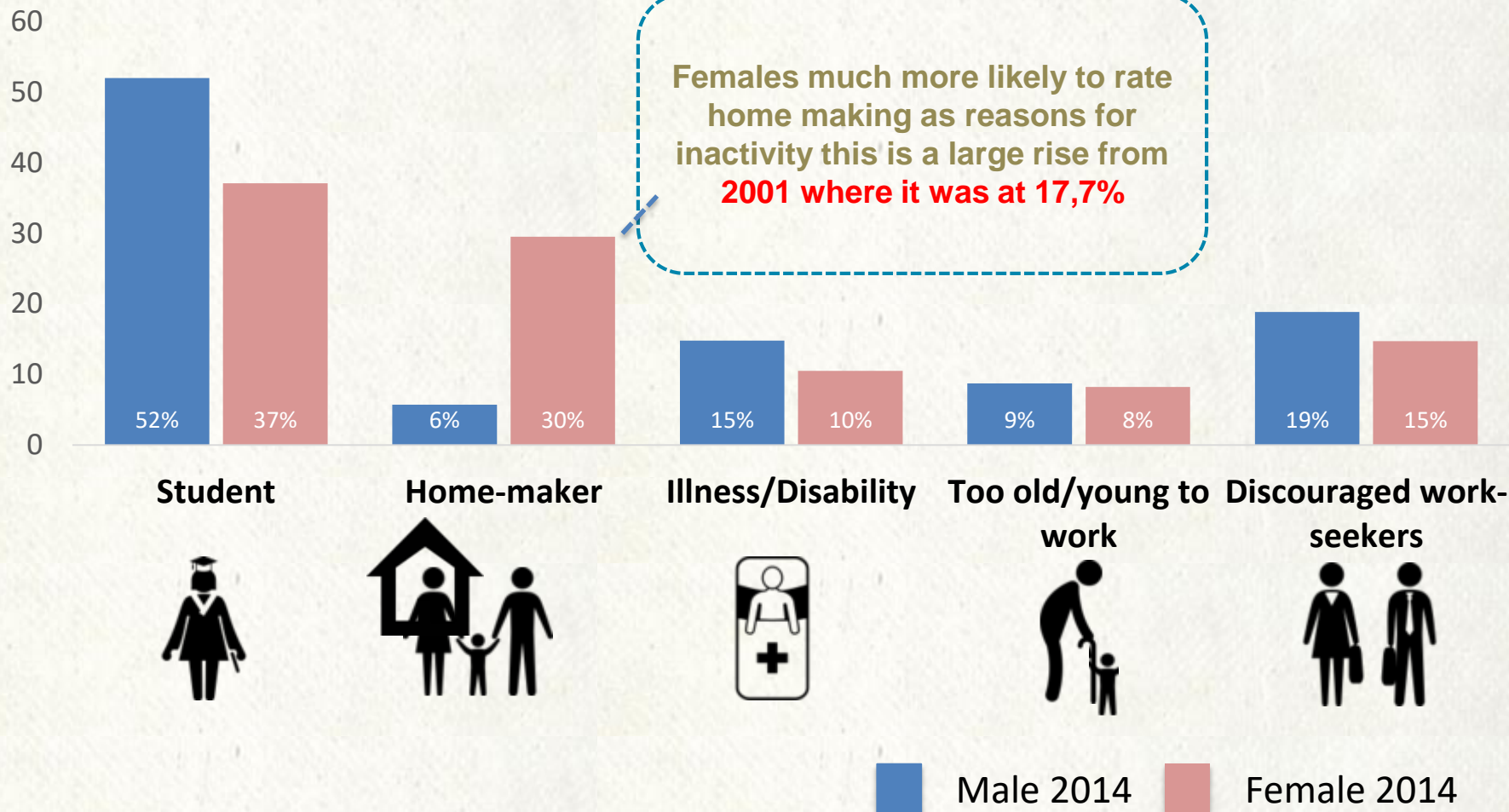
- Progress made in: WC: Bergrivier (-6,65), GT: Merafong city (-2,20), MP: Emakhazeni (-2,03)
- The gender gap increased the most in NC: Joe Morolong (2,12 share), NC: Gamagara (1,56 share), NC: Umsobomvu (1,02 share)

Change in gender parity for number of individuals who are unemployed with a highest qualification greater than matric from 2001 to 2011



Inactivity

Reasons for Economic Inactivity by Sex 2014



Source: LFS March 2001 and QLFS Q1: 2014

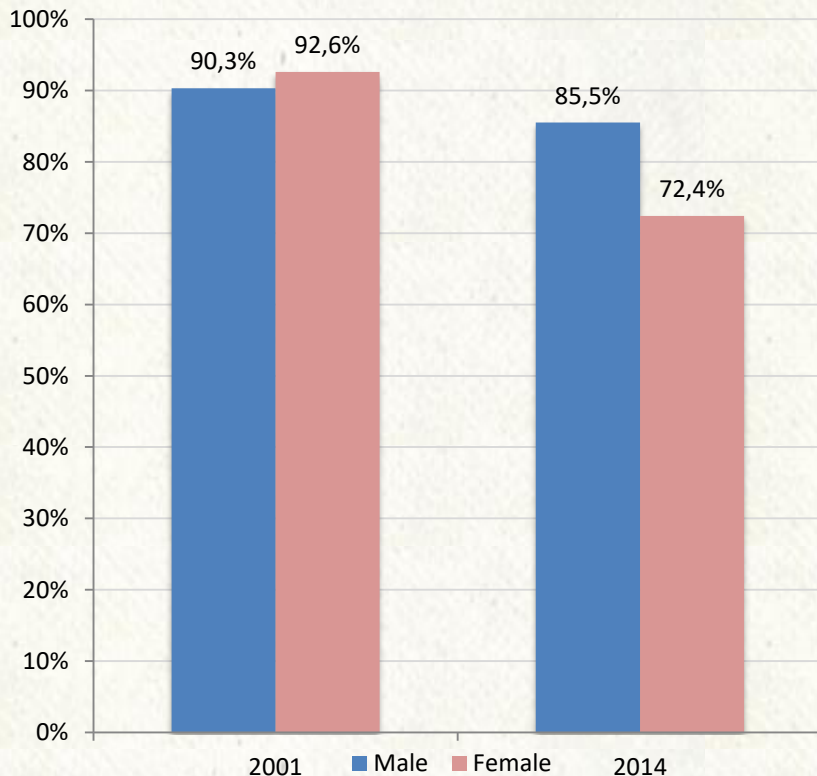
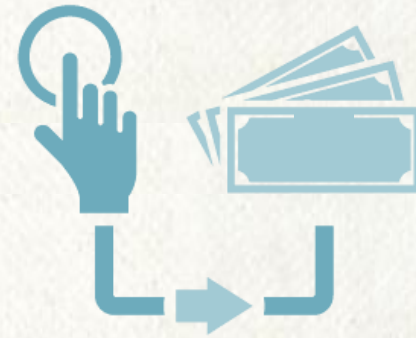


Means of Survival

The examination of means of survival for persons not employed depicts different sources of income for both males and females



Means of Survival Remittance



High percentages of people relied on remittances to survive. There were no large disparities in **2001** between **males** and **females** with more than **90%** in both groups relying on remittances.

The picture was however different for **2014**, with **85,5%** of **males** and only **72,4%** of **females** reporting to be surviving on remittances.

Source: LFS March 2001 and QLFS Q1: 2014



Means of Survival **Social Grants**

The marked drop in **females** relying on remittance could be attributed to the fact that the number of females who rely on social grants increased by **20 percentage points** over the 13 year reporting period. In **2001 5,4%** of **females** relied on social grants as a means of survival. This climbed to **26,0%** in **2014**.

The biggest increase in **females** receiving social grants was seen in **rural areas**.

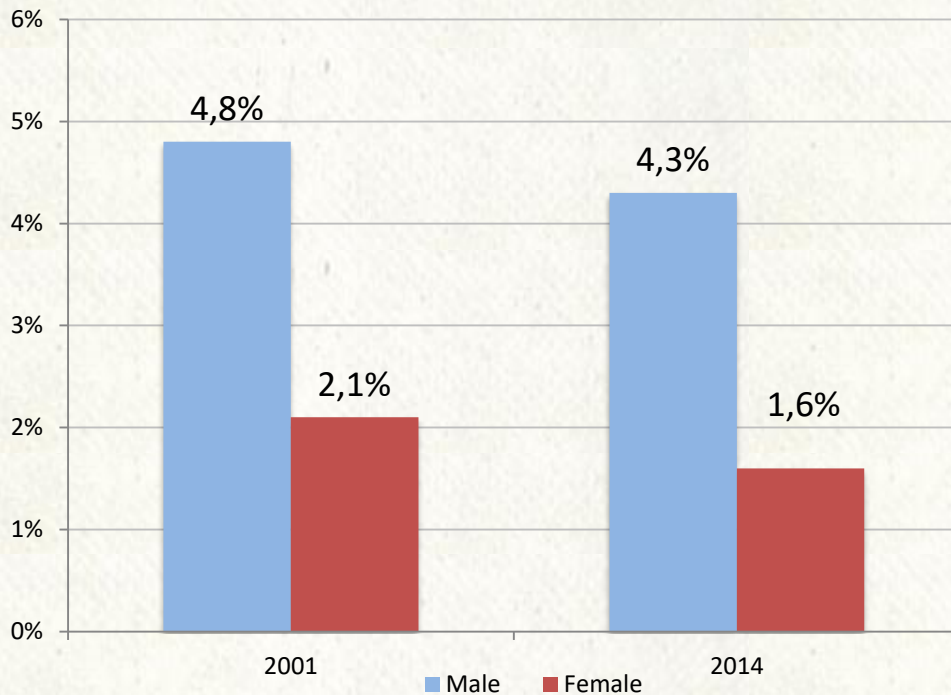
The proportion of **male** grant recipients was comparatively smaller. **4, 9%** of males received social grants in **2001**.

This number grew to **10, 1%** in **2014**



Means of Survival

Money previously earned



The percentages for those who survive on money previously earned are higher among male than they are among females for both 2001 and 2014.

However, the proportions declined for both males and females.

Source: LFS March 2001 and QLFS Q1: 2014

Business Ownership

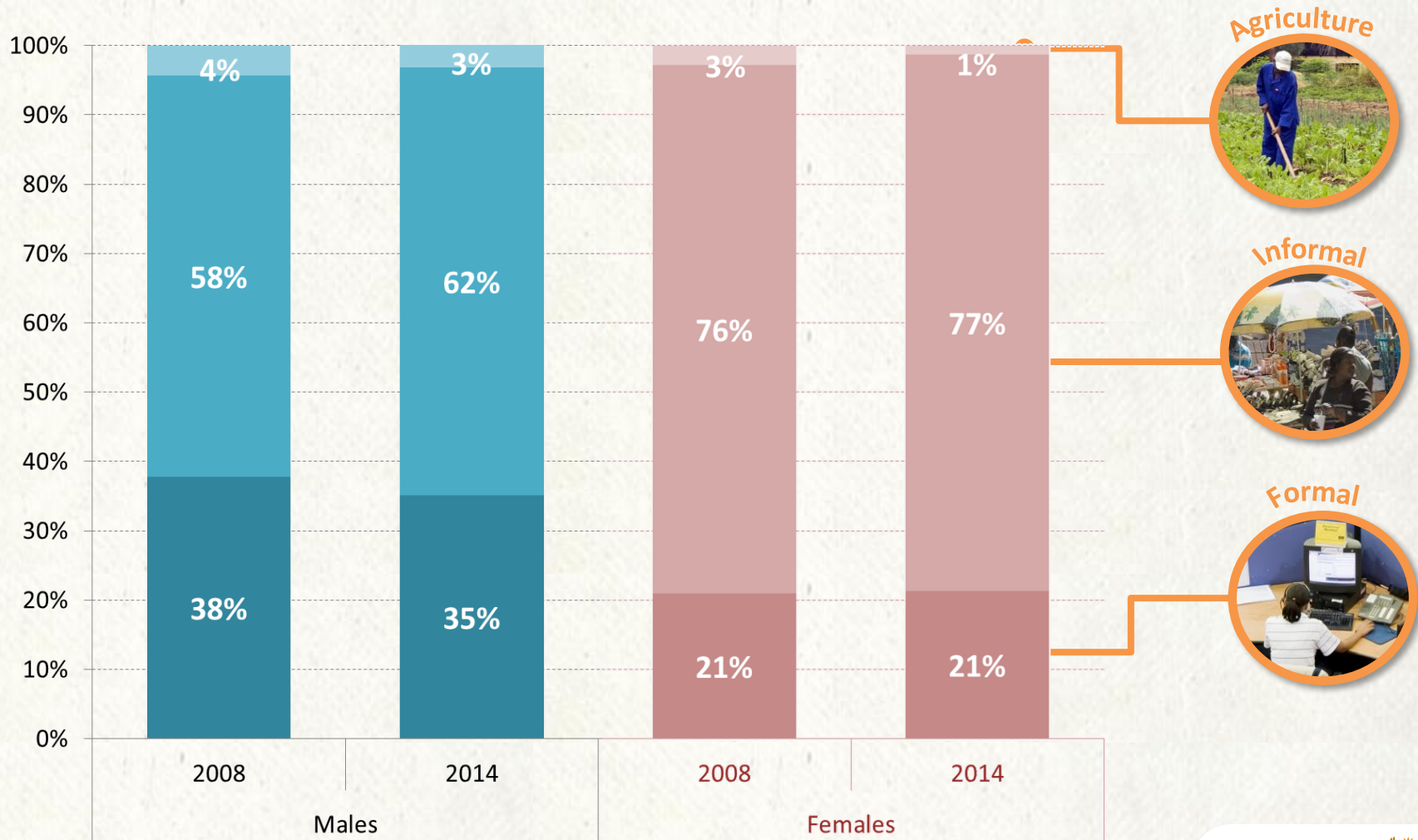
The results indicate:

- Decline in number of female employers and own account workers (2008 and 2014);
- Rise in percentage shares amongst females owning small- to medium-sized businesses.
- Gender parity amongst males and females working in the formal sector narrowed from 0,63 in 2008 to 0,72 in 2014

Business Ownership

Employers and own account workers

The majority of both males and females were operating in the informal sector and the least in agricultural sector



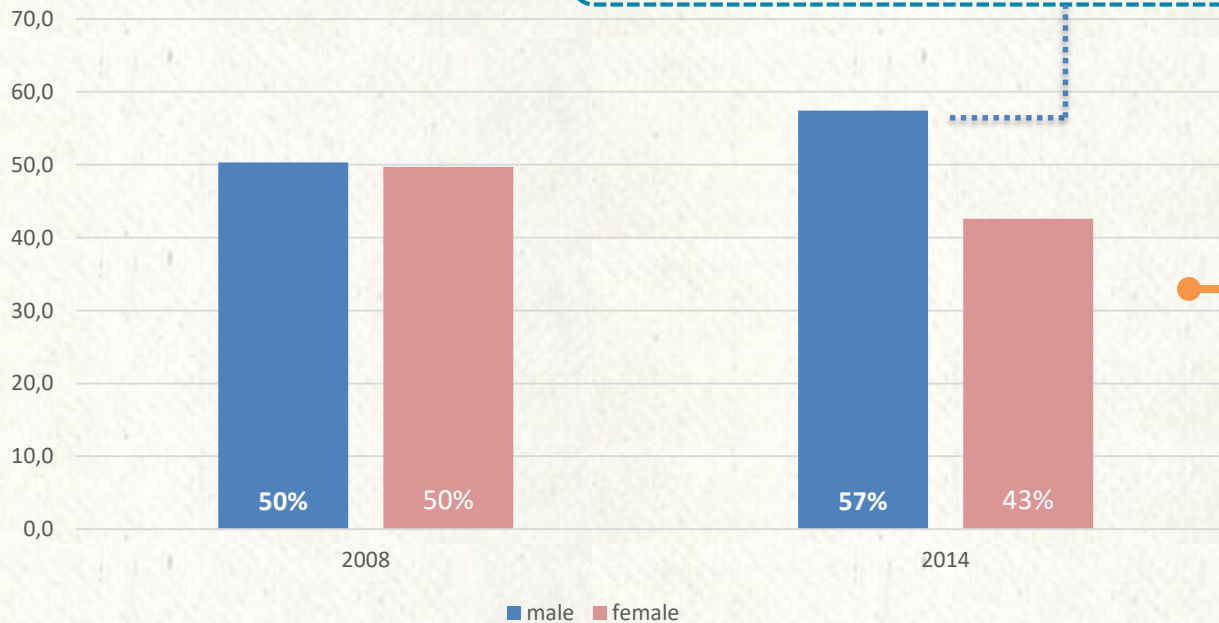
Source: QLFS Q1, 2008 and QLFS Q1, 2014

Business Ownership

Employers and own account workers

Distribution of employers and own account workers by informal sector and sex for 2008, 2014

The number of males owning business in the informal sector increased by 7 percentage points between 2001 and 2014



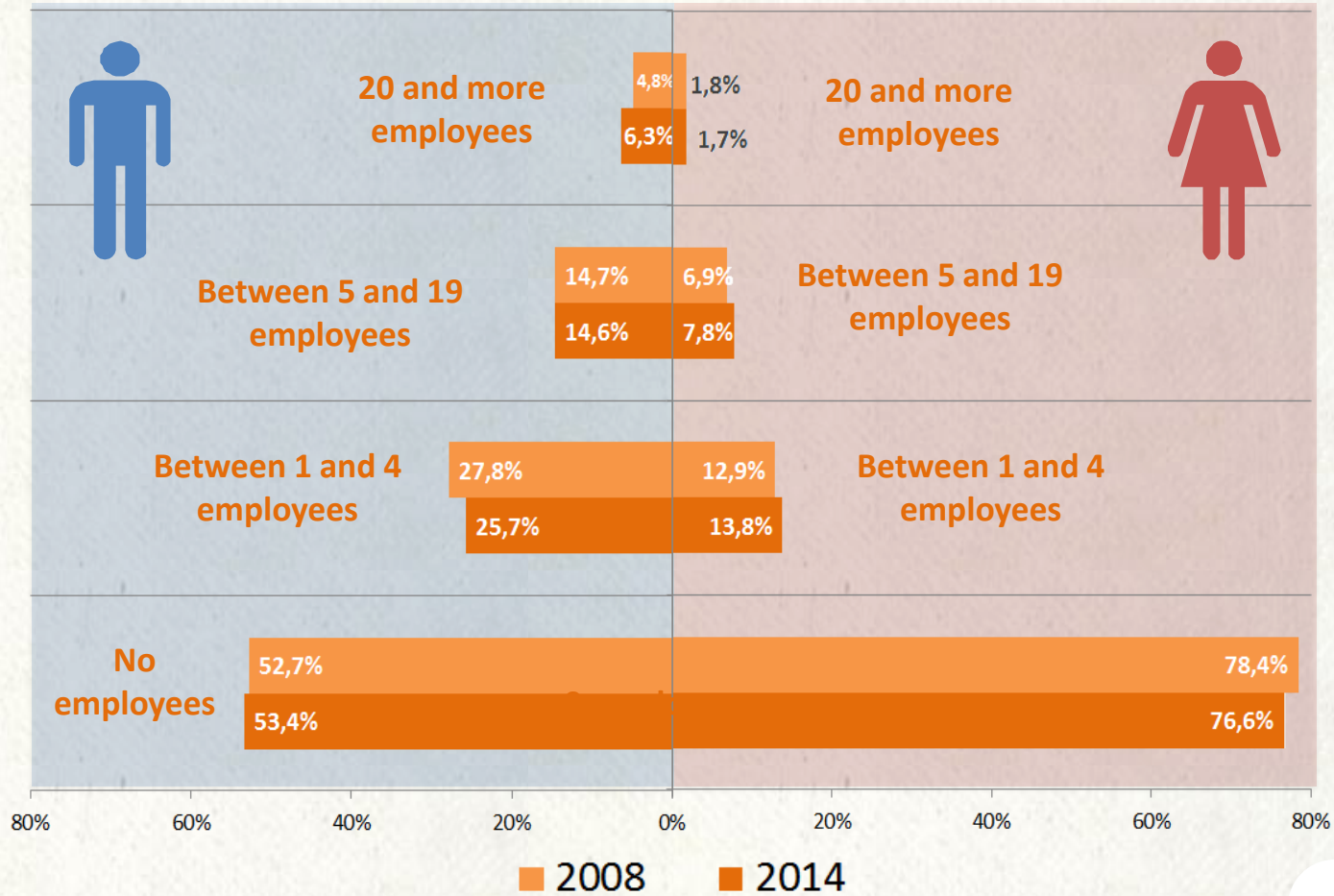
Source: QLFS Q1:2008 Source: QLFS Q1:2014

Business Ownership

Employers and own account workers

A higher proportion of males were employers, while females were more likely to be own account workers

Percentage of persons who run businesses by size of business



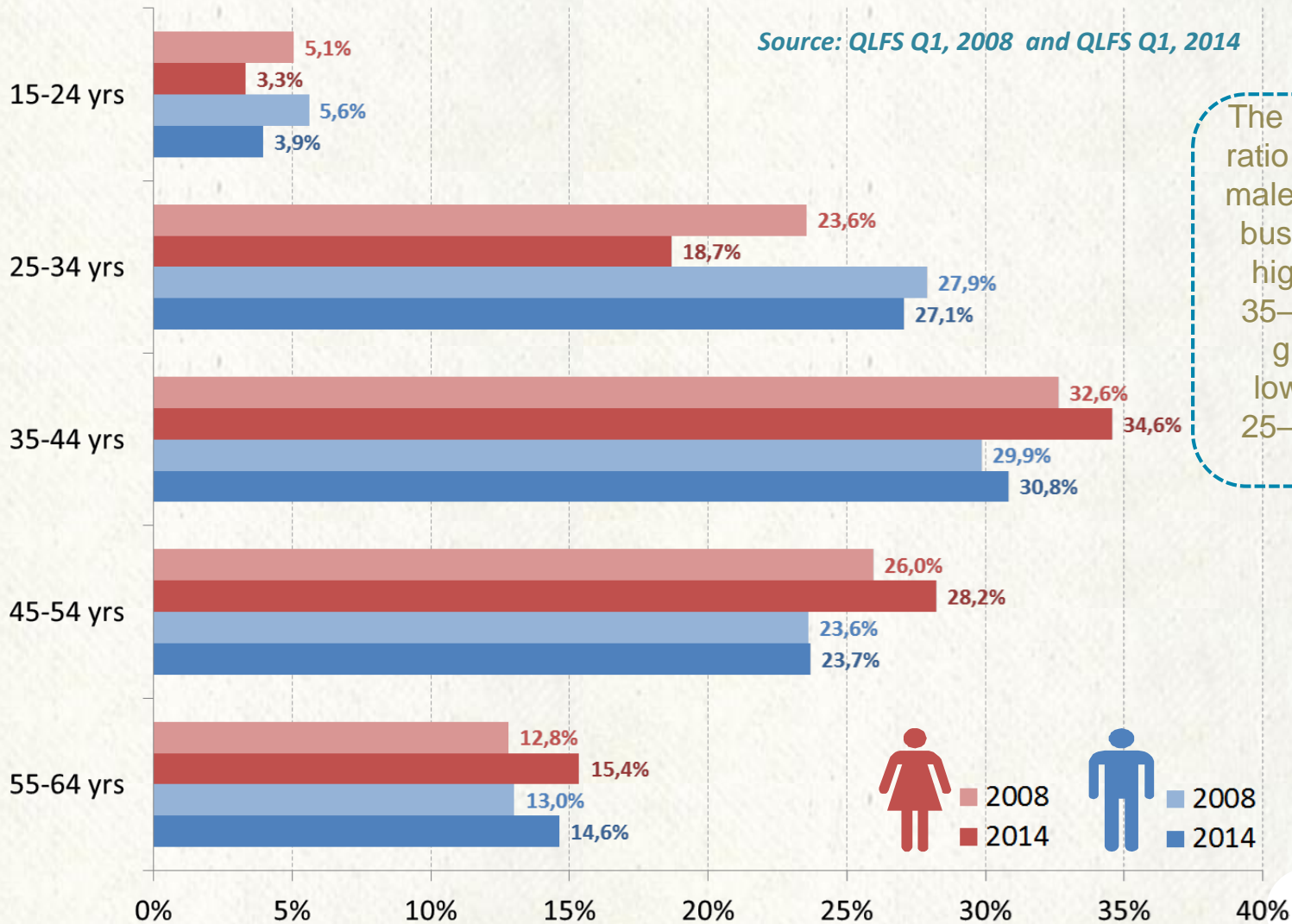
Source: QLFS Q1, 2008 and QLFS Q1, 2014

Business Ownership

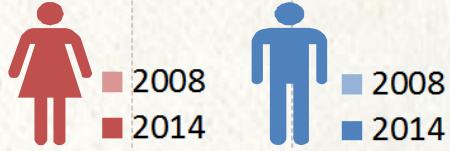
Employers and own account workers

Percentage of persons who run businesses within each age group

Source: QLFS Q1, 2008 and QLFS Q1, 2014

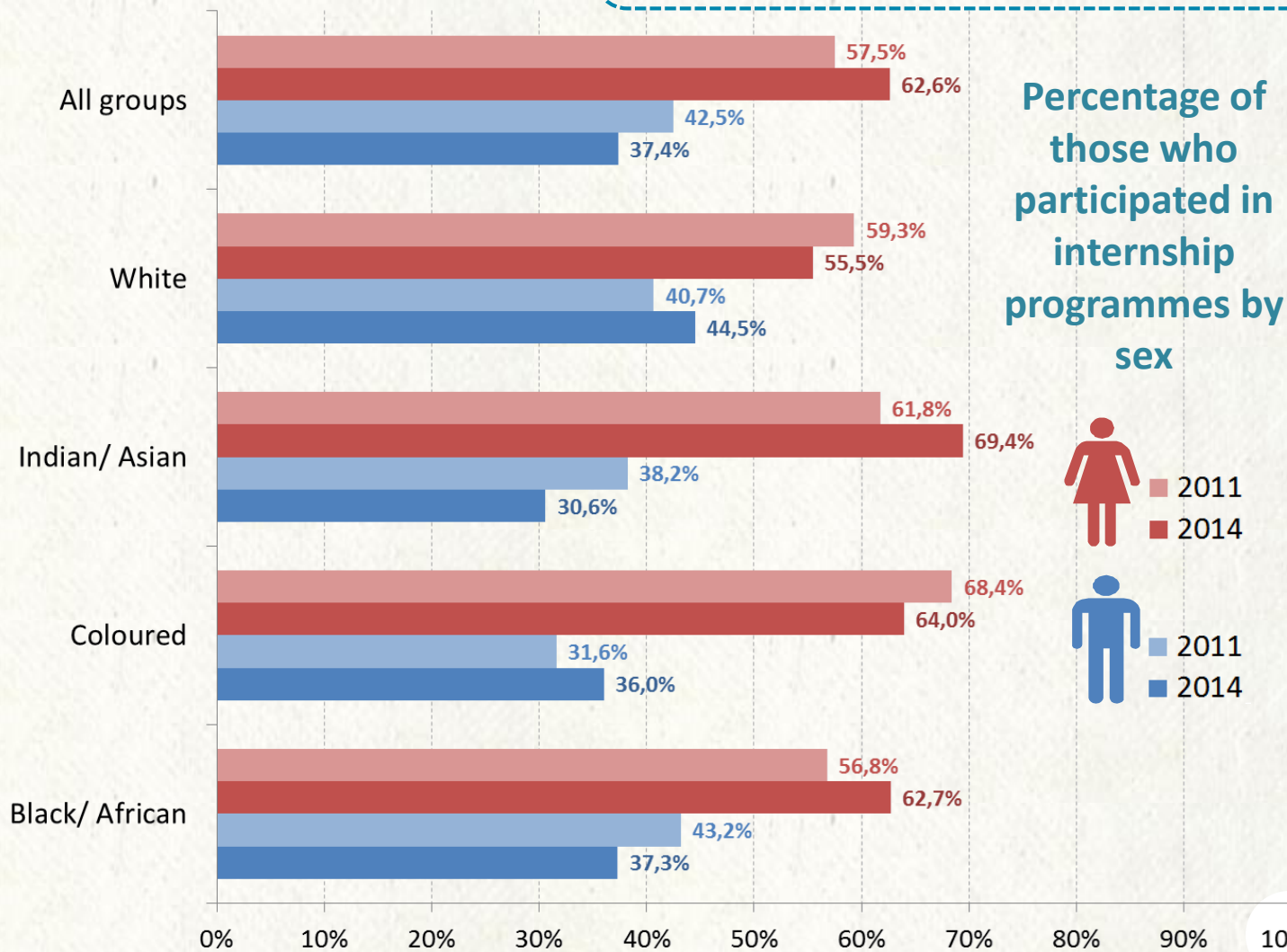


The gender parity ratio of females to males who owned businesses was highest for the 35–44-year age group, and lowest for the 25–34-year age group.



Internships

A larger proportion of females than males benefited from the programme during 2011 and 2014





Governance

Good governance allows democratic reform and promotes transparency, and fosters an efficient environment for achieving gender related policy objectives.

Although women's economic empowerment improved with the implementation of gender-sensitive policies, governance still lags behind other dimensions.

Governance

Decision-making in political executive positions in South Africa by sex, 1994-2014

Position type	1994		1999		2004		2009		2014	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Numbers										
Minister	26	2	18	9	17	11	16	14	20	15
Deputy Minister	10	8	-	-	13	7	19	14	19	18
Premiers	9	0	8	1	5	4	5	4	7	2
MEC	-	-	-	-	-	-	-	-	52	39
Number of Parliamentarian	-	-	-	-	-	-	-	-	238	162
Percentages										
Minister	92,9	7,1	66,7	33,3	60,7	39,3	53,3	46,7	57,1	42,9
Deputy Minister	55,6	44,4	-	-	65,0	35,0	57,6	42,4	51,4	48,6
Premiers	100,0	0,0	88,9	11,1	55,6	44,4	55,6	44,4	77,8	22,2
MEC	-	-	-	-	-	-	-	-	57,1	42,9
Number of Parliamentarian	-	-	-	-	-	-	-	-	59,5	40,5

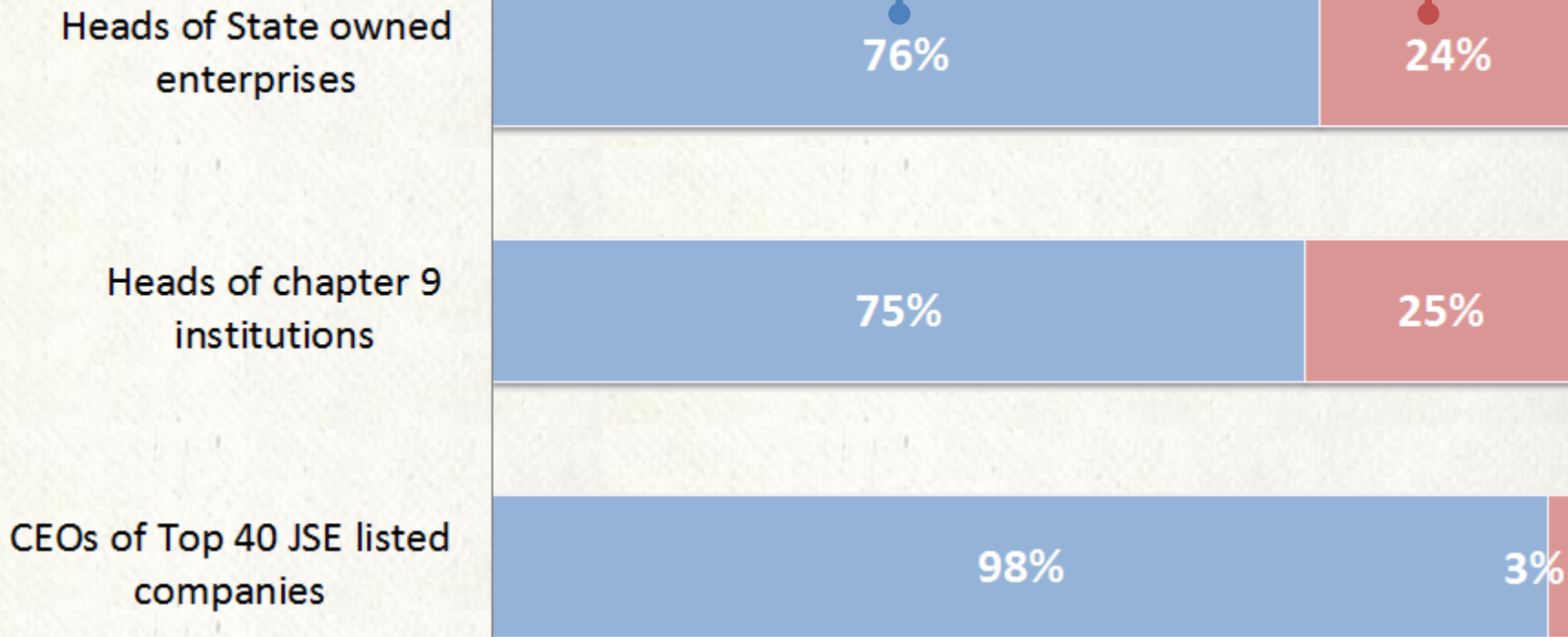
South Africa regresses in the appointment of female ministers and premiers between 2009 and 2014 election years

Sources: Cabinet South Africa, Department of communications, Parliament 1994-2014

Governance

Percentage of senior posts held by males and females

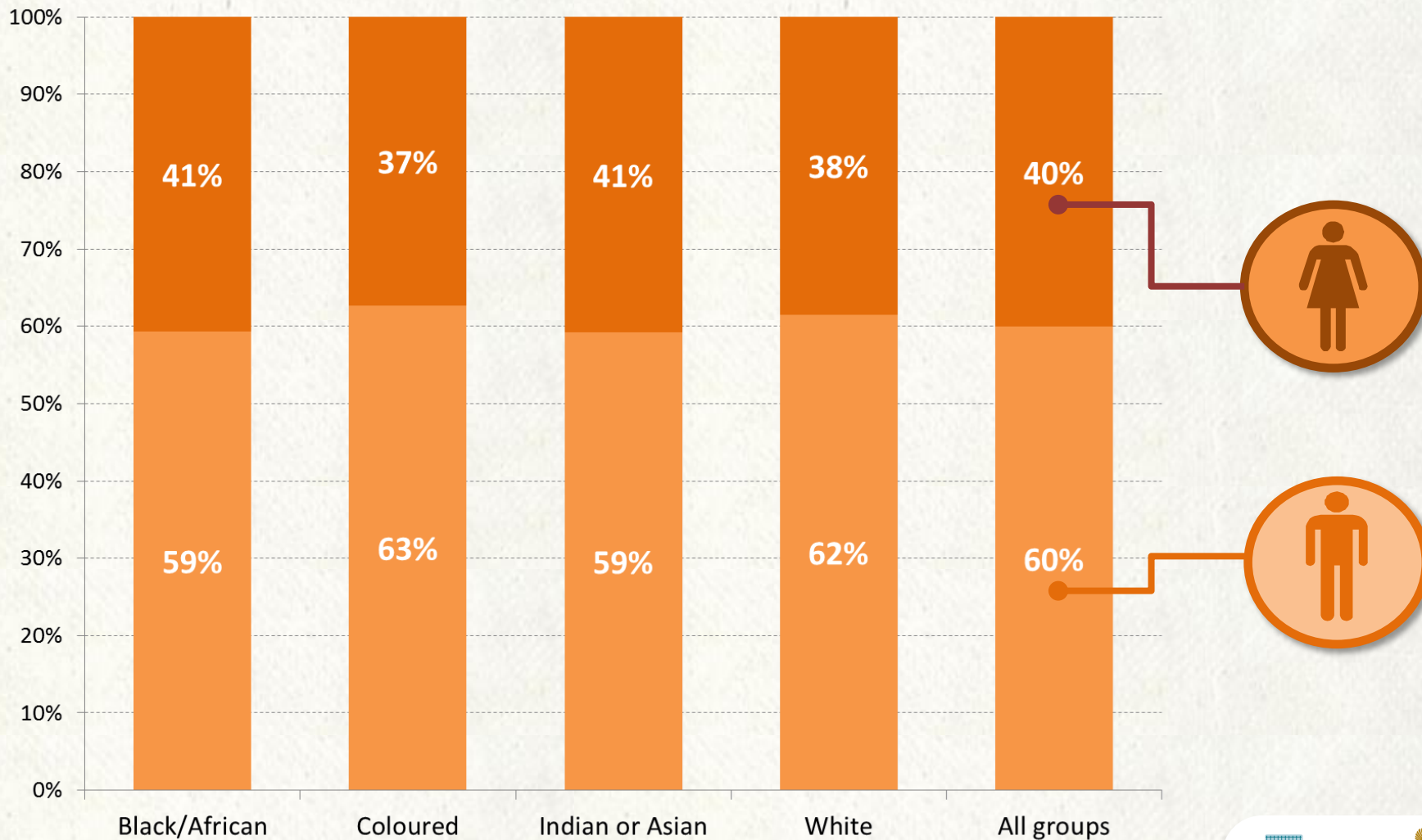
The gender gap in the private and semi-private sectors, was considerably wider than that of males and females occupying government leadership positions.



Sources: GCIS, JSE April 2014

Governance

Percentage of SMS positions in the public sector by population group and sex



Source: DPSA, 2014



Governance

Percentage of positions taken up by males and females

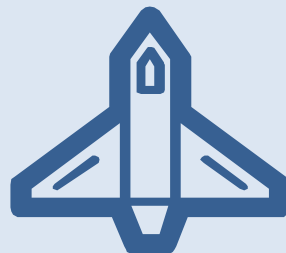


Navy

Males

75%

Females 25%



Airforce

Males

76%

Females 24%

Source: SAAF and SA Navy. 2014



Governance

Percentage of positions taken up by males and females



Males

68%

Females 32%

Supreme court judges



Males

69%

Females 31%

Advocates

Sources: Department of Justice, International relations

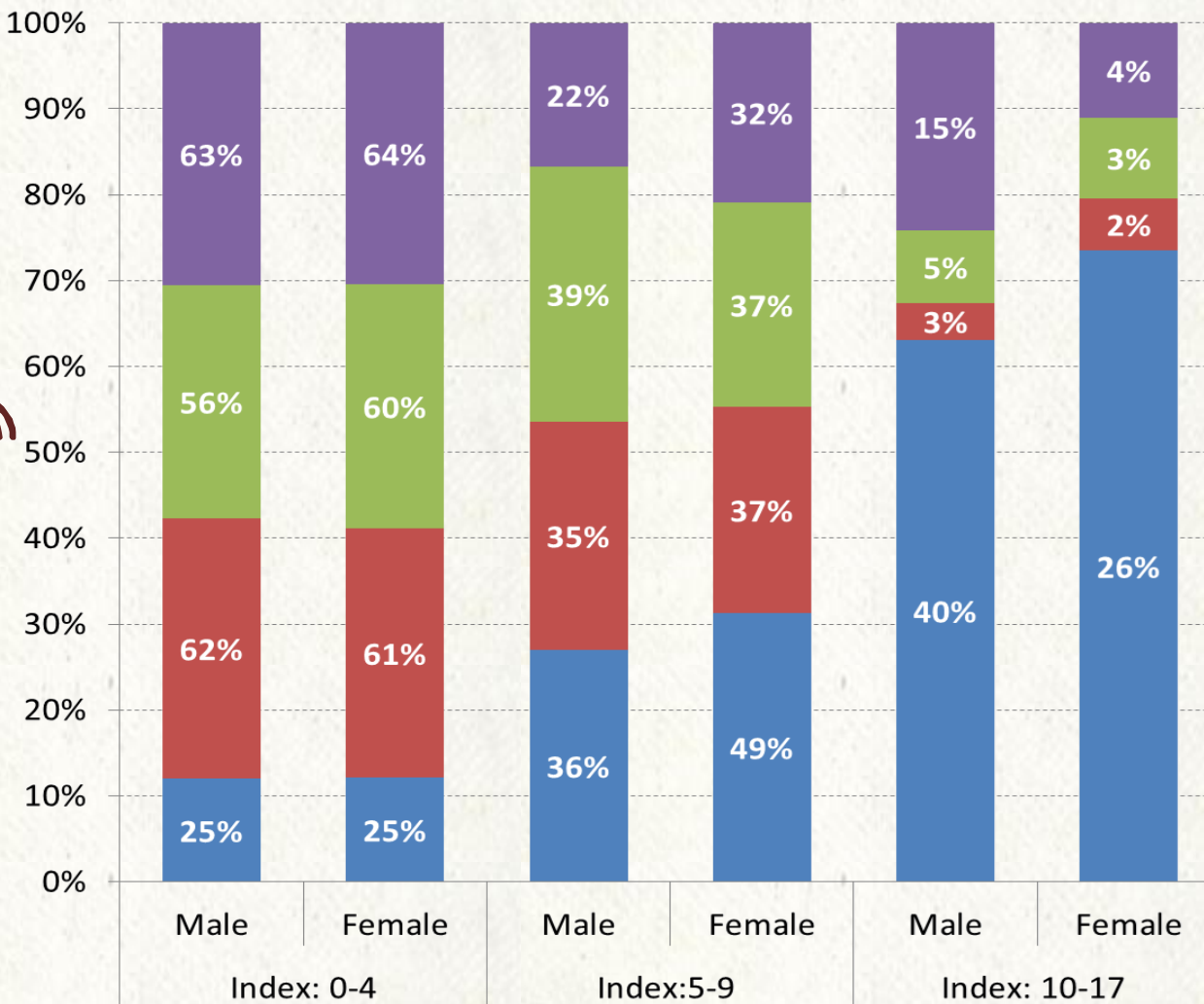


Resources

Women's ownership of and control over resources is increasingly seen as a key element of women's empowerment. Indicators of men's and women's asset ownership and control are important measures used for the monitoring of gender equality.

Resources

Household goods ownership (other than land) by sex of head of household and geo-type

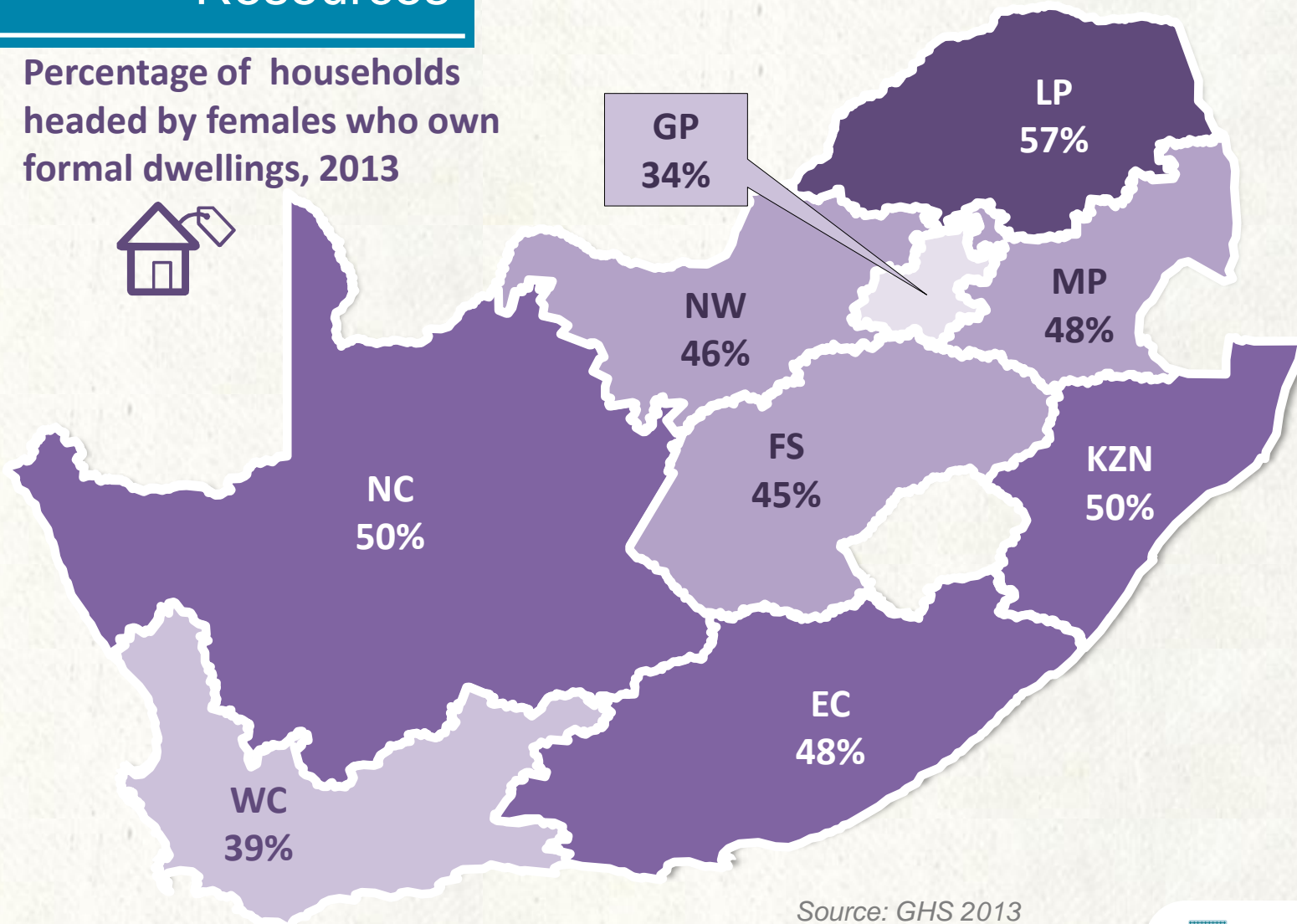


The widest gender gap observed among households headed by males and females residing in rural formal areas owning 10–17 items

- Rural formal
- Tribal areas
- Urban informal
- Urban formal

Resources

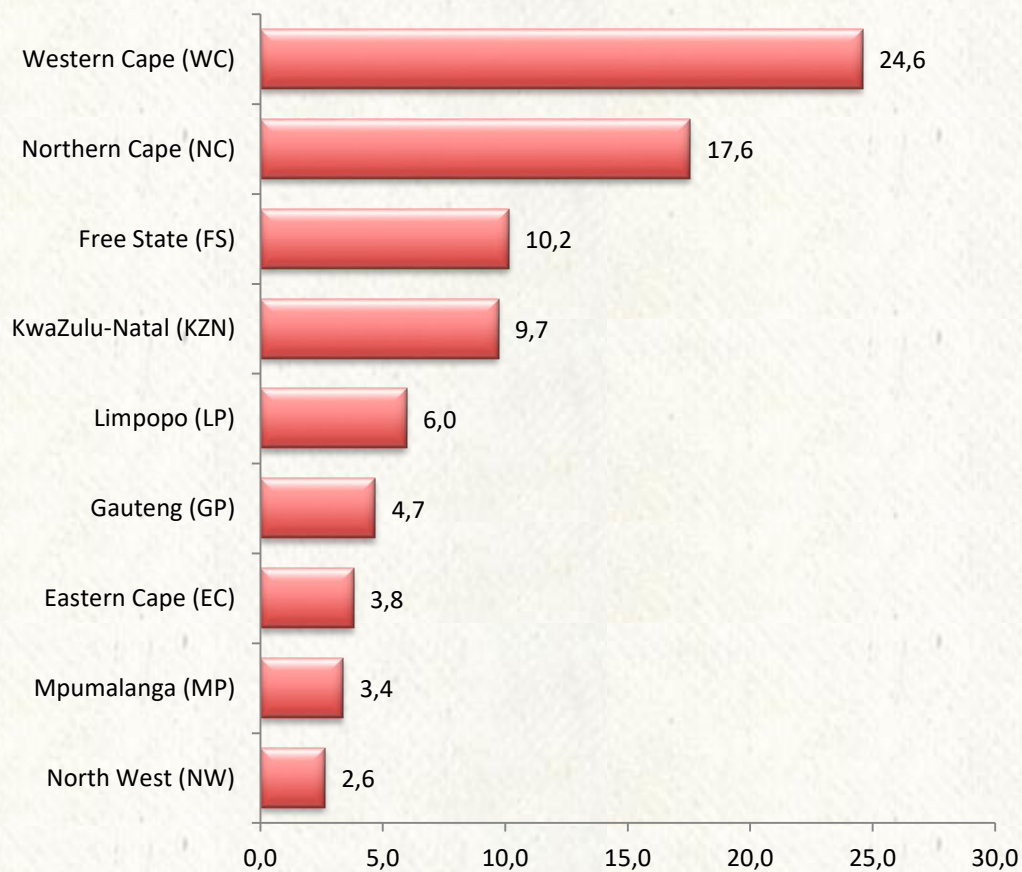
Percentage of households headed by females who own formal dwellings, 2013



Source: GHS 2013

Resources

Female percentage changes of households headed by females owning formal dwellings, 2002 and 2013





Conclusions

Gender stereotypes and their impact on female labour market outcomes

The gender stereotype: A good woman is one that maintains the best home:

- Within households, the responsibility of maintaining homes is perceived to be a woman's role.
- This is suggested in that, data showed that since 2001, a higher percentage of the economically inactive population who gave homemaking as a reason for inactivity were female, particularly married females.
- This gender stereotype may have contributed towards the stagnant female labour participation rates observed over time.

The gender stereotype: Child rearing is a woman's responsibility:

- Related to the afore-mentioned stereotype, is the perception that child care is a female responsibility.
- This notion was evident in that even though labour participation rates for both males and females with minor children were lower than those without minor children, the gender gap between those with minor children present in the household was wider compared to those without (13,0 compared to 10,5 percentage points).
- While the gender gap in participation rates between males and females without minor children slightly declined by 0,5 of a percentage point over the 13 year period, an increase of 0,7 of a percentage points was observed between males and females with minor children in the household.



Conclusions

Gender stereotypes and their impact on female labour market outcomes

The gender stereotype: Certain jobs are for females and others for males:

- When fields of study were analysed, both males and females continued to select fields of study associated with gender stereotypes.
- A higher percentage of females with tertiary education were qualified in the field of Social/health sciences which include professions such as social work and nursing (65,6%), while males dominated in Physics/mathematics/engineering (75,4%).
- Data showed that of all employed persons in 2011, only 17,4% were qualified in Social/health studies compared to 21,5% Physics/mathematics/engineering qualifications.
- These results may point to a mismatch between what females choose to study and the skills required in the South African labour market.
- The slow entry of women into specialised fields, traditionally associated with males, will result in delayed gender representatively within those fields, particularly in top management positions