



## Women Economic Empowerment and Gender Responsive Budgeting

### South Africa

Total Population mid-2018	57,726,000
	51% women
	49% men
Population Annual Growth Rate	1.55%
Adult Literacy (ages 15 and above)	94.0% women
	95.6% men
Maternal Mortality Rate 2017	138/100,000
Infant Mortality Rate	36.4/1,000
Total Fertility Rate, per woman	2.4
HIV incidence(new infections) age 15-49	0.68%
HIV prevalence (% of people living with HIV)	13.1%

Annual GDP (2018)	US\$368 billion
GDP Annual Growth Rate (2018)	0.8%

#### Socio-Economic Empowerment of Women

Women with account at financial institution or mobile money	70.0%
Mandatory paid maternity leave	120 days
Proportion of:	
Women household heads engaged in farming (2018)	46.9%
Households headed by Women	37.9%
Parliamentarians who are Women	45.9%

Gender inequality remains prevalent even though South Africa has made significant strides in developing a comprehensive legal and policy framework that is women and gender sensitive. South African women continue to face economic disempowerment, high rates of unemployment and underemployment and political under-representation.

South Africa is party to global and regional gender equality instruments which include the 1979 Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW); the 1995 Beijing Declaration and its Platform of Action; The Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa; and the

Sustainable Development Goals (SDGs). At regional level, South Africa is party to the SADC Protocol on Gender and Development which serves to provide for the empowerment of women, as well as to eliminate discrimination and to achieve gender equality and equity in the SADC region. As a result, the development and implementation of gender-responsive legislation, policies, programmes and projects at national level aligned to the international and regional frameworks began.

In 1996, Chapter 9 and Section 187 of South Africa's Constitution made provision for the establishment of a Commission for Gender Equality (CGE, 2017). This Commission for Gender Equality developed the institutional framework of the National Gender Machinery (NGM) following the framing of the Gender Policy Framework, which guided the roles and functions of various structures and agencies involved in achieving gender equality. This framework was intended to provide the country with some guidance to the development of a gendered programme of action for South Africa in the new democracy.

The “National Policy Framework for Women's Empowerment and Gender Equality”, referred to as the Gender Policy Framework (GPF), outlined the goals of “equality of opportunity” and “equality of treatment” as the means to achieve the broader goal of gender equality. The NGM was established following the guidance of the



Gender Policy Framework (GPF), with the roles and functions of various structures and agencies involved in achieving gender equality. South Africa's National Policy Framework for Women's Empowerment and Gender Equality especially Chapter 5 of the revised 2013 Women's Empowerment and Equality Bill aims to strengthen the enforcement of compliance by both government and the private sector in matters of gender mainstreaming and equality.

### Productive Resources and Property

According to the National Land Commission (NLC) only 14 percent of female-headed households benefited from the land distribution in 2000. Access to land for women continues to be dependent on a male spouse, partner or family member. Although legislation, policies and the 2011 Green Paper recognise women land rights and are committed to ensure equitable land ownership, access to land for women remains limited.

The statistics on women owning land in rural areas is limited because of the largely customary nature of land holding, which is mostly unregistered by deeds offices. Since 1994 and up until March 2014, land redistribution projects that have been implemented across the country have only benefited 21.6 percent of women. This number is extremely low, as more than 50 percent of the population who live in the benefiting areas are women (Department of Rural Development and Land Reform, 2014). Some of the specific targeted legislation aimed to give women access to and provide the protection of property rights and inheritance include the amended Divorce Act and the amended Customary Marriage Act.



## Statistics on Women in Mining

Category	No of Women Employees	% of Women Employees
Top management	241	14.9
Senior management	817	15.9
Professionally qualified and middle management	3 436	18
Skilled technical professions	15 391	18
Total Women	53 179	12

## Percentage of Women in the Workforce by Commodity (2015)

Commodity	Percentage of Workforce which is Female (%)
Gold	11
PGMs	11
Diamonds	13
Coal	12
Chrome	16
Iron ore	14
Manganese	15
Cement, lime aggregates and sand	12

Source: Department of Labour Employment Equity Report 2016/17

## Mining

The number of women working in the mining sector has increased significantly in the past 15 years or so from around 11,400 in 2002 to around 53,000 in 2015, increasing to 53,179 in 2017. Women represent 12 percent of the mining labour force of 464,667. The report of the Department of Labour Employment

Equity 2016/17 acknowledges that the mining environment remains a sexist and patriarchal environment.

## SMEs

Small and Medium Enterprises (SMEs) have been struggling to advance inclusive growth and development as envisaged in the country's National Development Plan. The share of SMEs has been falling over time as well as the proportion of employees working in this sector. The SME sector, according to Statistics SA (2017) has

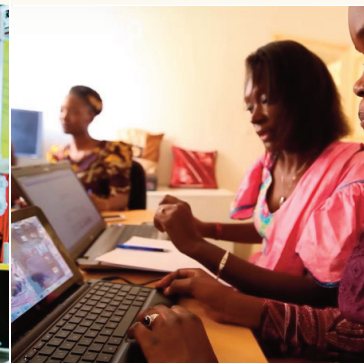
declined between 2005 and 2016 and tends to focus on low-skill wholesale operations. Based on Quarterly Labour Force Survey (QLFS) data, the share of employment in the SME sector declined from 68 percent in 2005 to 62 percent in 2016. Over 70 percent of SME employees are functioning in low – medium skill level occupations.

For women specifically, the lack of education, high unemployment rates, disparity between types of employment between women and men and the lack of access to finances are prohibiting women from effectively thriving in the labour market:

### Employment and Benefits

When women actively participate in the labour market it not only raises the overall income for households, but it also increases the opportunity to make informed decisions regarding the access and control over resources and reduces the impact of poverty. In 2014, women participation in the labour force was 58.7 percent in urban areas and 35.1 percent in rural areas. The participation according to age was 35-44 (77.3 percent), 25-34 (74.3 percent) and 45-54 (67.7 percent). Despite the number of women in the workforce still exceeding that of men, men continue to participate in the labour market at a higher level than women (Statistics SA, 2011-2017).

Women remain underrepresented at top and senior management levels. At top management level, women constitute a mere 20.7 percent in the private sector, and 30.8 percent in the public sector. At the senior





management level, men are similarly over represented at decision-making levels in both the public (60.7 percent) and the private sector (68.5 percent), and this is evident in all provinces (CGE, 2017).

The challenges in the employment sector in South Africa include racial and gender disparities; an enduring legacy of apartheid. Race still affects the ability to find a job, as well as the wages received. Although an increased number of women participate in South Africa's economy, women find it harder to find a job, and earn less than men when they do. Third, there is strong evidence of structural mismatch between labour demand and labour supply for unskilled workers.

### Multiple Roles of Women

Many women are overburdened by the multiple roles they occupy at work and at home and according to Statistics South Africa most households in the country are run by single mothers. According to the World Economic Forum (WEF) "In South Africa women work, on average, 48 minutes more per day than men do, and more than half of their work is still unpaid. That is a trend that is playing out in a similar way across the southern African region. If paid and unpaid work are combined, women are working longer hours than men but the burden of unpaid work in the household is still predominantly on women."



In 2000, Statistics South Africa conducted the first national Time Use Survey. The aim of the survey was to provide information on the way in which different individuals in South Africa spend their time in order to provide new information on paid and unpaid labour, and provide a gender breakdown of work, subsistence work, casual work and work in the informal sector. The 2010 Time Use Survey (TUS) is the second South African Time Use Survey and was conducted by Statistics South Africa. However, results of what emerged from the TUSs and how they have been used to improve the lives of women could not be obtained.

### Gender Responsive Budgeting

Gender Responsive Budgeting (GRB)-related activities have continued to date in South Africa although the intensity and scope of activities has diminished over time. In 1998, a GRB initiative commenced, led by the then national Department of Finance (now National Treasury). This initiative was part of a broader Commonwealth Secretariat initiative that involved one country in each region – Sri Lanka in Asia, Fiji in the Pacific, and South Africa in Africa. It only lasted during the lifetime of the Commonwealth project (1998 and 1999). The overall aim of the initiative was to “engender” government budget publications. Inclusion of the “gender text” in these documents, rather than production of a separate document, was seen as a way of mainstreaming and highlighting gender issues for all readers. The initiative was located within the then Department of Finance, and apart from one local consultant, all the participants were civil servants. The introduction of the initiative was greeted by high political will. When leading GRB experts held first meetings with government, the meetings were treated seriously and attended by high level representation. In the two budget years



of the initiative, the standard publications tabled on budget day included discussion of gender issues. However, to date, no GRB initiatives are evident in South Africa.

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