



WOMEN AND EMPLOYMENT IN SOUTH AFRICA

October 2014

1. Introduction

Women's economic empowerment is key to their ability to enjoy the freedoms provided for them in the Constitution. Where women remain impoverished or economically dependent on men, it has a host of negative consequences for their lives and for the lives of their children. South Africa has legislation aimed at furthering gender equality, as well as a Constitutional commitment to equality. However, the reality is that unemployment and poverty continue to have a female face. This paper explores some of the Government commitments to gender equality, provides statistics on the current state of women's economic empowerment, and raises some of the challenges that exist for women in sourcing meaningful and long term employment. It concludes with recommendations and questions for the Department of Women in the Presidency and the Department of Labour.

2. NDP and MTSF and women's employment

2.1 The National Development Plan (NDP) and women's employment

The NDP makes particular commitments in relation to women's employment. The NDP suggests that women's issues must be dealt with holistically. The section on 'Women and the Plan' in the Overview of the NDP summarises the recommendations in relation to women's employment which include:¹

- Public employment should be expanded to provide work for the unemployed, with a specific focus on youth and women.
- The transformation of the economy should involve the active participation and empowerment of women.
- The role of women as leaders in all sectors of society should be actively supported.
- Social, cultural, religious and educational barriers to women entering the job market should be addressed. Concrete measures should be put in place and the results should be evaluated over time. Access to safe drinking water, electricity, and quality early childhood education, for example, could free women from doing unpaid work and help them seek jobs.

In terms of duty-bearers for fulfilling the rights of women, the NDP specifically notes that the Ministry for Women, Children and People with Disabilities (whose duties will in all likelihood now be responded to by the Ministry for Women in the Presidency) along with the

¹ The National Planning Commission (2011).



Commission for Gender Equality should jointly set targets for women's rights, and should annually report on these.² Other Departments are also implicated and have a role to play in ensuring that these goals are translated into activities that facilitate their success.

2.2. The Medium Term Strategic Framework 2014 – 2019 and women's employment

Two outcomes specifically relate to women's employment in the MTSF. These are Outcome 4: decent employment through inclusive growth, and Outcome 5: a skilled and capable workforce to support an inclusive growth path. The Department of Women in the Presidency is specifically mentioned as an implementing partner in relation to Outcome 4.

Particular targets were set with regards to improving women's economic empowerment. These include:

- Ensuring that young and black women in particular have expanded opportunities to economic opportunities.³ In addition, a measurable increase in the share of women in formal employment.⁴
- Through the infrastructure Coordinating Commission, provision of employment opportunities for women and youth, promote broad-based black economic empowerment and support local procurement.⁵
- Improved enforcement of the Employment Equity Act with a target of 80% of all Employment Equity Plans assessed against indicators by the end of 2014/15.⁶
- Women's Empowerment and Gender Equality Bill enacted by 2014/15.⁷
- Reduce rural unemployment from 49 percent to 40 percent by 2030.⁸
- Advising and supporting municipalities in ensuring women-friendly, child-friendly, and disability-friendly planning and budgeting processes. 1% of municipalities able to demonstrate gender-friendly budgeting by 2014/15, and at least 75% able to do so by 2018/19.⁹

These targets indicate that there is a need to redress previous imbalances in employment, and to create new employment opportunities for women. There is also emphasis placed on ensuring that municipalities budget for women's needs as part of their planning by the 2018/2019 period.

² The Department of Performance Monitoring and Evaluation (2014).

³ Ibid. page 11.

⁴ Ibid. Appendix 4.

⁵ Ibid. Page 6

⁶ Ibid. Appendix 14.

⁷ Ibid. Appendix 14.

⁸ Ibid. Page 25.

⁹ Ibid. Appendix 14.



In terms of legislation, the introduction of the Women's Empowerment and Gender Equality Bill could create further targets for affirmative action for women. In the interim, the MTSF mentions improved enforcement of the Employment Equity Act. However, the particular indicators mentioned in the target are not provided.

Finally, the target on reducing rural unemployment will have a particular effect on women who make up a large percentage of the rural unemployed.

3. Legislation and furthering women's economic empowerment

South Africa is signatory to a number of international treaties and currently has legislation that has the aim of furthering women's economic equality. These are discussed briefly below.

3.1. International agreements

United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1979)

The Convention refers to discrimination against women, and defines it as including "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any field."¹⁰ Specific articles are important, and they include:

- Article 3 requires State parties to take all appropriate measures, including legislation, to ensure the full development and advancement of women.¹¹
- Article 13 requires State Parties to eliminate discrimination against women in areas of economic and social life including the right to bank loans, mortgages and other forms of financial credit.¹²
- Article 14 makes provision for rural women to have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform.¹³

¹⁰ The United Nations (1979) Article 1.

¹¹ Ibid. Article 3.

¹² Ibid. Article 13 (b).

¹³ Ibid. Article 14 (g).



Beijing Declaration and Platform for Action (1995)

In September 1995, the United Nations Fourth World Conference on women was held in Beijing. At this meeting delegates prepared a Declaration and Platform for action aimed at achieving greater gender equality and increased access to opportunities for women. Several of these commitments focused on the economic empowerment of women. These included to:

- Promote women's economic independence, including employment, and eradicate the persistent and increasing burden of poverty on women by **addressing the structural causes of poverty through changes in economic structures, ensuring equal access for women**, including those in rural areas, as vital development agents, to productive resources, opportunities and public services.¹⁴
- **Ensure women's equal access to economic resources**, including land, **credit**, science and technology, vocational training, information, communication and markets, as a means to further the advancement and empowerment of women and girls, including through the enhancements of their capacities to enjoy the benefits of equal access to resources, inter alia, by means of international cooperation.¹⁵
- Develop gender-sensitive multi-sectoral programmes and strategies to end social subordination of women and girls and to ensure their social and economic empowerment and equality.¹⁶

The African Union Solemn Declaration on Gender Equality in Africa (2004)

As the introduction to this paper highlights, the African Union Solemn Declaration on Gender Equality in Africa recognizes that women's economic participation is central to their fulfillment of lived equality. The Declaration establishes an African Trust Fund for Women for the purpose of building the capacity of African women in both urban and rural areas.¹⁷

The Southern African Development Community Protocol on Gender and Development (2008)

The Southern African Development Community (SADC) Protocol on Gender and Development deals with economic empowerment and requires that member states¹⁸ meet commitments by 2015. These include:¹⁹

¹⁴ The United Nations (1995) Paragraph 26.

¹⁵ Ibid. Paragraph 35.

¹⁶ Ibid. Paragraph 108[e].

¹⁷ The African Union (2004)

¹⁸ Member states are Angola, Botswana, Democratic Republic of Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, United Republic of Tanzania, Zambia and Zimbabwe.

¹⁹ The Southern African Development Community (2008). Relevant Articles: 5, 15, 16, 17, 18, 19.



- To adopt policies and enact laws which ensure equal access, benefit and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors;
- To review their national trade and entrepreneurship policies to make them gender responsive; and
- With regard to the affirmative action provisions in Article 5, to introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes.

3.2. Domestic legislation

The legislative context in South Africa includes a number of laws that relate to women's economic empowerment. These will be highlighted in this section.

The Constitution of the Republic of South Africa

Chapter two of the Constitution makes reference to the Right to Equality.²⁰ Section 9 (3) notes that the State may not discriminate directly, or indirectly, against anyone on one or more grounds, including gender and sex. Section 9 (5) further states that discrimination on one or more of the grounds listed is unfair, unless it is established that the discrimination is fair. Thus, the state may not pursue financing policies that discriminate against women, unless they are in order to rectify past discrimination.

Employment Equity Act 55 of 1998

The Act prohibits discrimination, and requires that businesses pursue diversity in employment. The purpose of the Act is to achieve equity in the workplace through the promotion of equal opportunity and fair treatment in employment. This includes the implementation of affirmative action measures as a form of redress for past discrimination against designated groups.

The Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 (PEPUDA)

PEPUDA aims to give effect to the Constitutional requirements to equality, and to facilitate compliance with international law obligations. It prohibits discrimination by the State and by private organizations and individuals on the basis of gender, sex, pregnancy or marital status.

²⁰ The Constitution of the Republic of South Africa (1996). Chapter 2.



In addition, in 2013 the Women's Empowerment and Gender Equality Bill (the WEGE Bill) was introduced. The Women's Empowerment and Gender Equality Bill [B50D – 2013] made reference to a number of quotas for women's empowerment that, when or if the Act is passed, will require a minimum of 50 percent representation of women in various areas. Clause 3 (e) of the WEGE Bill states that one of the objectives of the Bill is to:

Provide for the implementation of measures to achieve the progressive realisation of a minimum of 50 percent representation and meaningful participation of women in decision-making positions and structures including Boards by designated public bodies and designated private bodies, as contemplated in section 7 [of the D version of the Bill].²¹

This Bill conforms to a number of international and regional treaties that entrench the rights of women to economic and other forms of empowerment. However, following challenges with public consultation in 2013, as well as the closure of Parliament in December 2013, the Bill lapsed and was later withdrawn by the Minister of Women in the Presidency. The current status of the Bill is unknown.

4. Employment statistics women 2014

4.1. Latest labour statistics: Quarter 2, 2014

The Quarter 2 labour statistics indicate that the number of unemployed women has increased by 3 percent, and that the unemployment rate of women is 27.5 percent. This is two percentage points above the national average of 25.5 percent and 3.7 percent above the unemployment rate for men.

Table 1, below, indicates that between July 2013 and the end of June 2014, there has been a 4.6 increase in the percentage of women employed in the formal sector, and a 3.2 percent increase in the percentage of women employed in private households. In the informal sector and agricultural sector, decreases in women's employment have been observed. This represents a move from informal employment towards more formal employment for many women. However, the number of women in formal employment must be measured against the increased female labour force overall. Both indicate a 3 percent growth over the past year.

²¹ The Women's Empowerment in Gender Equality Bill [Bill B50D – 2013].



Table 1: Women's employment July 2013 – June 2014²²

	July – September 2013	October – December 2013	January – March 2013	April – June 2014	Year on year change (percent)
Population 15 – 64 years	17 738 000	17 808 000	17 879 000	17 950 000	4.6
Labour Force	9 077 000	9 046 000	9 113 000	9 145 000	3.0
Employed					
Total Employed	6 700 000	6 670 000	6 653 000	6 629 000	3.0
Formal Sector (non- agricultural) employed	4 481 000	4 485 000	4 502 000	4 495 000	4.6
Informal sector (non- agricultural) employed	977 000	971 000	961 000	923 000	-2.1
Agriculture employed	232 000	210 000	212 000	207 000	-6.9
Private household employed	1 010 000	1 004 000	977 000	1 004 000	3.2

In terms of women's unemployment, there has also been an increase. A total of 2.5 million women were unemployed in the second quarter of 2014, representing a 3 percent increase between July 2013 and the end of June 2014. Over eight million women are not economically active. The detailed figures on unemployment are provided in Table 2 below.

Table 2: Women's unemployment and economic activity, July 2013 – June 2014²³

	July – September 2013	October – December 2013	January – March 2013	April – June 2014	Year on year change (percent)
Unemployed					
Unemployed	2 377 000	2 376 000	2 460 000	2 516 000	3.0
Not economically active					
Total Not economically active	8 661 000	8 762 000	8 766 000	8 805 000	0.2
Discouraged Work Seekers	1 228 000	1 175 000	1 243 000	1 283 000	-3.8
Other (not economically active)	7 433 000	7 587 000	7 523 000	7 522 000	0.9

²² All figures from Statistics South Africa (2014).

²³ Ibid.



One positive development is the 3.8 percent decrease in the number of female discouraged work-seekers between July 2013 and June 2014, however it is unclear whether these work seekers have been employed.

Table 3: Women’s employment rates²⁴

	July – September 2013	October – December 2013	January – March 2013	April – June 2014
Unemployment Rate	26.2	26.3	27.0	27.5
Employed/population ratio (absorption)	37.8	37.5	37.2	36.9
Labour force participation rate	51.2	50.8	51.0	50.9

Women’s unemployment rate has increased steadily since July 2013, and the absorption rate of available women workers into the economy has decreased, as has the labour force participation rate. The national unemployment rate in Quarter 2 was 25.5 percent.²⁵

The labour force participation rate refers to the proportion of the population aged 15 and older that is economically active. The national labour force participation rate is 57.3 percent, indicating that women fare worse than the average.²⁶

However, when compared to the 2011 official labour force participation rate, there has been an increase. The labour force participation rate for women as of 2011 was 44 percent, and for males in the same year was 61 percent.²⁷

Despite improvements for women, what remains apparent is that there is a significant difference between the figures for men and women, with men more likely to be employed. The 2014 figures for the 2nd Quarter show that men’s unemployment rate is 23.8 percent. Similarly, the absorption rate for men is 48.7 percent – 11.8 percent higher than that of women. The labour force participation rate for women was 13 percent lower among women than among men, whose labour force participation rate was 63.9 percent.²⁸

4.2. The impact of race on women’s economic activity

²⁴ All figures from Statistics South Africa (2014).

²⁵ Ibid.

²⁶ Ibid.

²⁷ Ibid.

²⁸ Ibid.



The economically active population is defined by Statistics South Africa as people between the ages of 15 and 64 who are either employed in the formal and informal sector, or unemployed people who are actively looking for work.

As of August 2013, 6 037 000 females were employed and 7 684 000 males were employed.²⁹ This amounted to a total of 13 721 000 employed people of a total population of over 52 million South Africans. A further 4 723 000 people were unemployed, of which 2 378 000 were female (50.35 percent). Further details of this employment by race group are detailed in Table 4.³⁰

Table 4: Female economically active population by race and sex, 2013

Race	Sex	Employed	Unemployed	Total economically active population
African	Female	4 316 000	2 043 000	6 359 000
	Male	5 487 000	1 982 000	7 469 000
Coloured	Female	689 000	232 000	920 000
	Male	788 000	263 000	1 052 000
Indian	Female	195 000	36 000	231 000
	Male	319 000	43 000	362 000
White	Female	837 000	67 000	904 000
	Male	1 090 000	57 000	1 148 000

The table indicates that as of August 2013:

- 32.13 percent of African women in the economically active population were unemployed compared to 26.54 percent of African men;
- 25.22 percent of Coloured women in the economically active population were unemployed compared to 25 percent of Coloured men;
- 15.58 percent of Indian women in the economically active population were unemployed compared to 11.88 percent of Indian men; and
- 7.41 percent of White women in the economically active population were unemployed compared to 4.96 percent.

When women's unemployment figures are considered by race, it is clear that the unemployment rate is highest amongst African women (32.13 percent), and lowest amongst white women (7.41 percent). White men were the least likely to be unemployed.

4.3. Employment by industry and sex 2014

Most women who were employed in Quarter 2 of 2014 were involved in trade or in community and social services (including government). Men outnumber women in every sector of industry with the

²⁹ South African of Race Relations (2013). Page 240.

³⁰ Ibid. Page 240.



exception of community and social services and private households, and 'other'. Table 5 indicates the employment of South Africans by sex and industry as at Quarter 2, 2014.³¹

Table 5: Employment of South Africans by sex and industry, Quarter 2, 2014³²

Industry	Number of women	Number of men	Percentage women
Agriculture	207 000	463 000	30.86
Mining	75 000	344 000	17.9
Manufacturing	567 000	1 177 000	32.49
Utilities	25 000	94 000	21.19
Construction	124 000	1 057 000	10.49
Trade	1 499 000	1 679 000	47.15
Transport	173 000	775 000	18.27
Finance	838 000	1 173 000	41.65
Community and social services (including government)	2 115 000	1 416 000	59.9
Private households	1 004 000	286 000	77.83
Other	2 000	1 000	50

4.4. Women's employment by occupation 2014

Women outnumber men in the occupations of clerks, technicians, and domestic work. In all other fields men outnumber women. Of all domestic workers in South Africa, 95.98 percent are women. This is significant given the high dependency ratio and low sectoral wage determination for this occupation category.

Table 6: Women's employment by occupation, Quarter 2, 2014

Occupation	Number of females	Percentage of total occupation group
Manager	404 000	31.37
Professional	396 000	42.95
Technician	885 000	55.59
Clerk	1 164 000	70.5
Sales and services	1 110 000	48.71
Skilled agriculture	19 000	32.76
Craft and related trade	197 000	11.32
Plant and machine operator	159 000	12.63
Elementary	1 315 000	40.04
Domestic work	978 000	95.98

³¹ Ibid.

³² Statistics South Africa (2014).



In particular, women make up very small percentages in the craft and related trade sectors, and in the plant and machine operator categories. This is indicative of an overall workforce that remains male, and in which women are not accessing equal opportunities to work in all occupations.

4.5. Nature of women's work contract or agreement

Temporary or contract work is obviously less secure than permanent employment. As of Quarter 2, 2014, 967 000 women were working under a contract of limited duration, and a further 1 388 000 were working in contracts of an unspecified duration. A total of 3 516 000 women were working in permanent posts.³³ Therefore, of the 5 871 000 women considered, 59.89 percent were in permanent positions.

In comparison, 1 035 000 men were working in positions of limited duration, and a further 1 483 000 were working under contracts of an unspecified duration. A total of 4 607 000 men were working under contracts of a permanent nature.³⁴ Therefore, of the 7 125 000 men considered, 64.66 percent were in permanent positions.

Men therefore continue to have a higher chance of securing permanent and meaningful employment than women.

4.6. Employment equity

The 2012 women in leadership census suggests that women encounter a glass ceiling within businesses and are underrepresented at management levels. Only 3.6 percent of Chief Executive Officers are women and 5.5 percent of Chairpersons are women.³⁵ These low levels indicate that entrenched sexism still forms a barrier to women's economic empowerment.

Data from employment equity reports received from large employers with 150 or more employees and small employers with fewer than 150 employees in 2012 reveal significant gender disparity at top management and senior management level. In addition, it is quite clear that white men continue to make up the highest percentage of people at top management and senior management level. 80.2 percent of top management positions are held by men.³⁶ 69.2 percent of senior management positions are held by men.³⁷ 57.9 percent of mid-management positions are held by men.³⁸ 57.1 percent of junior management

³³ Statistics South Africa (2014).

³⁴ Ibid.

³⁵ Businesswomen Association of South Africa (2012).

³⁶ Ibid.

³⁷ Ibid.

³⁸ Ibid.



positions are held by men.³⁹ Table 7 indicates employment equity employment by occupation, race and sex as of 2012.⁴⁰

Table 7: Employment equity by race and sex, 2012⁴¹

	African		Coloured		Indian		White		Foreign Nationals	
	M%	F%	M%	F%	M%	F%	M%	F%	M%	F%
Top management	8.8	3.6	3.2	1.5	5.7	1.6	59.8	12.8	2.7	0.4
Senior management	12.3	6.1	4.5	2.6	6.6	2.9	43.8	18.6	2.0	0.5
Professionally qualified and experienced specialists, and mid-management	18.0	16.1	5.1	4.3	5.3	3.7	27.7	17.5	1.8	0.6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	31.9	23.3	6.4	5.5	3.3	2.5	14.3	11.2	1.2	0.3
Semi-skilled and discretionary decision making	46.6	26.7	6.2	6.7	1.7	1.6	3.1	4.5	2.7	0.2
Unskilled and defined decision making	52.5	31.5	5.7	5.3	0.6	0.4	0.8	0.4	2.8	0.4

It is clear that white males and females occupy the highest percentage of top management, senior management and professionally qualified positions, indicating that both racial and gender transformation at these levels has been weak. Women's employment equity also remains racialised at the top and senior management levels, where white women hold a significant percentage of the positions. This improves slightly for African women at the professionally qualified level, where African women occupy 16.1 percent of those positions, and white women occupy 17.5 percent. However, the representation of Indian and Coloured women at all three levels is low. Whilst the percentage of Indian women in the population is small (2.4 percent), coloured women make up more of the population than white women, and thus there is a need for further gender and racial equity in these posts.

Males hold the highest percentage of top management positions in every sector. Table 8 indicates employment equity top management employment by sex and industry in 2012. This specific focus on the very top levels of business paints a picture of the private sector as poorly transformed, allowing few opportunities for women to advance.

³⁹ Ibid.

⁴⁰ South African Institute of Race Relations (2013). Page 254.

⁴¹ Ibid.



Table 8: Employment equity top management employment by sex and industry, 2012⁴²

Sector	Female %	Male %
Agriculture	15.6	84.4
Mining and quarrying	11.7	88.4
Manufacturing	15.1	85.0
Electricity, gas, and water	20.3	79.7
Construction	14.1	85.9
Retail and motor trade/repair services	18.3	81.7
Wholesale trade/commercial agents/allied services	18.6	81.4
Catering/accommodation/other trade	29.2	70.7
Transport/storage/communications	20.1	80.0
Finance/business services	24.0	75.9
Community/social/personal services	31.0	69.0

A lack of women's representation at the top levels of the private sector is a global challenge. Only 24% of senior management roles are held by women globally.⁴³ This result has been stagnant since 2007.

4.7. Income

Monthly income comparisons between men and women also indicate a significant gender gap with men earning more than women in all categories. The 2011 statistics are detailed in Table 9 below.

Table 9: Monthly earnings by sex, 2011⁴⁴

	Amount in Rands		
	Bottom 5%	Median	Top 5%
Male	800	3 466	22 000
Female	500	2 500	16 500
Both sexes	600	3 000	20 000

The annual average income figures indicate an even more significant gap between men and women. When the 2001 and 2011 annual income figures of men and women are compared, it is clear that the annual average income of a female in 2011 remains only slightly higher than the annual average income of a male in 2001.⁴⁵ These amounts are detailed in Graph 1, below.

⁴² South African Institute of Race Relations (2013). Page 255.

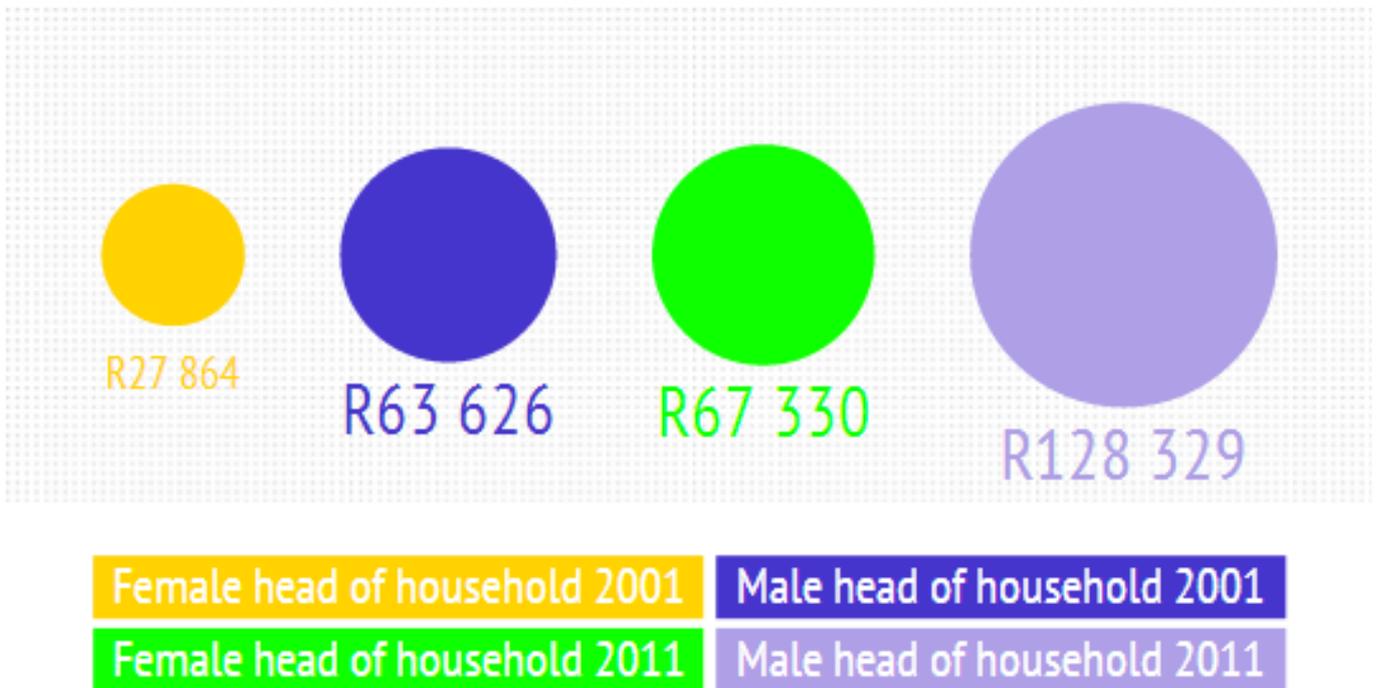
⁴³ Grant Thornton International Ltd. (2014).

⁴⁴ Statistics South Africa (2011).

⁴⁵ Statistics South Africa (2012).



Graph 1: Annual average income by sex 2001 and 2011



5. Impact of unemployment or economic insecurity

Access to economic empowerment is critical for women to have access to other constitutional rights such as health, dignity, freedom of movement, and housing. It gives women the ability to exit violent relationships, access good healthcare, take care of families,⁴⁶ and avoid hunger. It also builds women's confidence and ensures that young women are able to look up to female business leaders, and have access to business networks that are supportive.

In order to fully empower women economically, employment conditions that support mothers, and single mothers especially, must be considered by Government. More than seven million children in South Africa are living with their mothers only, whereas less than a million are living with their fathers only.⁴⁷ The significant burden of household maintenance and child-care has significant implications for women's entry, and permanence in the labour force. In addition, gender inequality in income affects families and children.

⁴⁶ The World Bank (2007).

⁴⁷ Thorpe, J (2014).



The United Nations report on MDG progress (2013) noted that household poverty is one of the most important factors keeping children out of school.⁴⁸ Within this context however, girls are more likely to be out of school than boys. Sub-Saharan Africa has the highest rate of children leaving school early in the world.⁴⁹ A recent study indicated that child support grants can significantly reduce teenage girls' risk of contracting HIV, because it makes them half as likely to engage in transactional sex with older partners.⁵⁰

Economic insecurity puts women at a greater risk of violence, and makes it more difficult for them to leave abusive relationships. An estimated 54 percent of domestic violence cases in South Africa are withdrawn by the victim because of her economic dependence on the perpetrator.⁵¹ The economic empowerment of women is thus of critical importance in preventing gender-based violence, and in providing women with exit options before or if a relationship becomes violent.⁵²

6. Recommendations

- That the status of the WEGE Bill be clarified, and that the Department of Women in the Presidency further clarify how they will address the concerns already raised in public hearings during 2013.
- That the Department of Labour clarify how it will improve conditions for women workers including the consideration of extending paternity leave for ordinary South Africans in line with the extended paternity leave provided for adoptive parents in the public service.⁵³
- That the Department of Labour provide details on the challenges it faces in implementing PEPUDA and the Equality Act, as well as strategies to address these challenges in the Medium Term period, as well as how it will meet the targets set in the MTSF 2014 – 2019.
- That Parliament consider reintroducing the Women's Budgeting initiative, as gender responsive budgeting has been shown to bridge the gap between women's and men's experiences of National expenditure.

7. Conclusion

Whilst the legislative framework in South Africa is strong, it is clear that gender inequality persists in terms of employment. The social effects of women's unemployment are long lasting, and it is therefore critical that the recommendations in

⁴⁸ The United Nations (2013).

⁴⁹ Ibid.

⁵⁰ Green, A (2013).

⁵¹ The Parliamentary Monitoring Group (2012).

⁵² Thorpe, J (2013)

⁵³ Currently in the public service, adoptive fathers are granted 45 days paid paternity leave, whereas biological fathers are only granted 5 days paid paternity leave.



this paper be considered for implementation and that the relevant Departments make clear the manner in which they will address economic inequality and the empowerment of women.

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