

Women in the Eastern Cape Labour Market

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During 1Q2010, the Eastern Cape economy grew by 3.5% but lost 20302 jobs with 59455 people added to the pool of unemployed

Between 1Q2000 and 1Q2010, 28% of jobs for women were lost

On average, between 1Q2000 and 1Q2010, female employment declined by 0.5%

In the last decade, the number of female discouraged work seekers has been consistently higher than that of male

This report focuses on the status of women's employment, unemployment, and related gender inequality. The data used in this report is from the Statistics South Africa Labour Force Survey. It compares the first quarter of 2000 (1Q2000) with the first quarter 2010 (1Q2010), two recovery periods after the economic meltdowns of 1998 and 2009. During 1Q2010, the Eastern Cape economy grew by 3.5% but lost 20302 jobs and in total, with 59455 people added to the pool of unemployed.

Gender and Labour market trends in the Eastern Cape: 1Q2000 – 1Q2010

	1Q2000 (Number)		1Q2010 (Number)		% Change: 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Number of people employed	715,108	869,212	617,370	625,666	-13.7	-28.0	54.9	50.3
Number of people unemployed	266,328	333,125	255,969	271,975	-3.9	-18.4	55.6	51.5
Discouraged work seekers	116,146	139,742	188,177	166,583	62.0	19.2	54.6	47.0
Population working age (15-64)	1,624,357	2,064,560	1,870,692	2,162,506	15.2	4.7	56.0	53.6
Labour force	981,436	1,202,337	873,339	897,641	-11.0	-25.3	55.1	50.7
Unemployment rate	27.1	27.7	29.3	30.3	2.2	2.6		
Labour force participation rate	60.4	58.2	46.7	41.5	-13.7	-16.7		
Labour absorption rate	44.0	42.1	33.0	28.9	-11.0	-13.2		
Employment rate	72.9	72.3	70.7	69.7	-2.2	-2.6		

Table 1. Source: Own calculations derived from Statistics South Africa Labour Force Survey

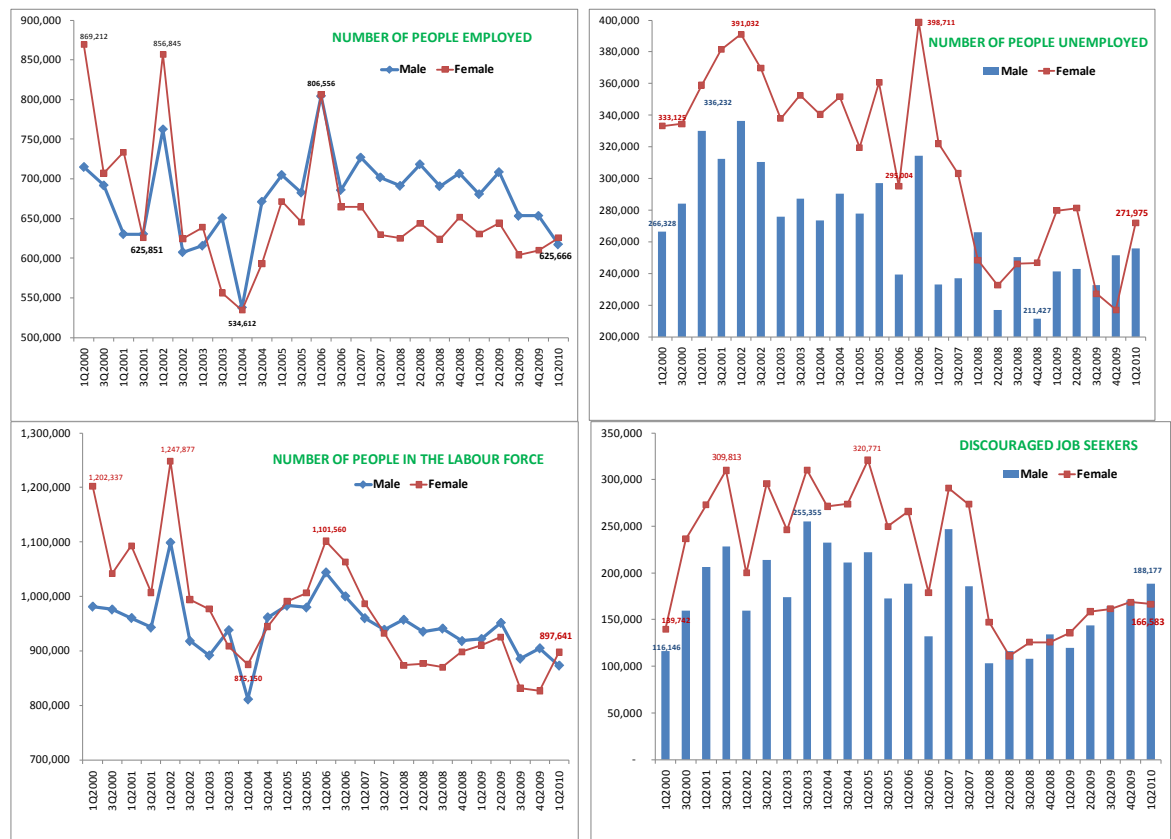


Figure 1. Source: Own calculations derived from Statistics South Africa Labour Force Survey

In 1Q2000, women were well represented in the Eastern Cape labour market with a share in employment of 54.9%, unemployment of 55.6%, discouraged job seekers of 54.6% and labour force of 55.1%. In 1Q2010, all these female ratios have significantly dropped to 50.3%, 51.5%, 47.0% and 50.7% respectively (See Table 1).

According to the South African mid-year population estimates, the Eastern Cape population has grown from 6.3 million in 2000 to 6.7 million in 2010. Between 2000 and 2010, the male population grew faster (by 7.5% for the Eastern Cape and 9.8% for RSA) than their female counterpart (3.8% for the Eastern Cape and 8.3% for RSA). The female population ratio in the Eastern Cape dropped from 52.6% (51.1% for RSA) in 2000 to 51.7% (50.8% for RSA) in 2010.

Where do women work?

Employment by sector	Number of people employed 1Q2000		Number of people employed 1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Agriculture	33,657	31,688	36,938	24,204	9.7	(23.6)	48.5	39.6
Mining								
Manufacturing	49,715	45,570	89,404	47,250	79.8	3.7	47.8	34.6
Electricity	9,417	3,489	1,692	850	(82.0)	(75.6)	27.0	33.4
Construction	44,277	1,739	88,792	17,173	100.5	887.8	3.8	16.2
Trade	89,512	171,383	136,408	161,603	52.4	(5.7)	65.7	54.2
Transport	34,014	12,692	60,840	12,313	78.9	(3.0)	27.2	16.8
Finance	31,896	27,064	53,037	59,914	66.3	121.4	45.9	53.0
Government	91,666	135,551	123,979	204,253	35.3	50.7	59.7	62.2
Private households	27,036	156,035	25,646	98,106	(5.1)	(37.1)	85.2	79.3
Total	411,191	585,212	616,738	625,666	50.0	6.9	58.7	50.4

Table 2. Source: Own calculations derived from Statistics South Africa Labour Force Survey

Two industries (Government and Trade) account for more than half of total employment. Women are under-represented in Construction and Transport (16%), but the number of women employed in construction has increased 9-fold from 1739 people in 1Q2000 to 17173 people in 1Q2010 (Table 2).

Which institutions employ women?

Employment by Institution	Number of people employed 1Q2000		Number of people employed 1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
National/provincial/local government	98,533	113,475	101,519	150,925	3.0	33.0	53.5	59.8
Public entities (e.g. Eskom, Telkom)	15,715	8,623	3,038	7,715	(80.7)	(10.5)	35.4	71.7
Private enterprise	217,917	169,732	480,034	358,676	120.3	111.3	43.8	42.8
Non-profit organisation (NGO/CBO)	7,713	7,227	2,297	8,169	(70.2)	13.0	48.4	78.1
Private household	27,036	156,035	25,646	98,106	(5.1)	(37.1)	85.2	79.3
Total	366,913	455,092	612,534	623,591	66.9	37.0	55.4	50.4

Table3. Source: Own calculations derived from Statistics South Africa Labour Force Survey

Public entities in the province employed 80.7% fewer males in 1Q2010 than they did in 1Q2000, and as a result, they have doubled their female ratio to 71.7% in 1Q2010. Between 1Q2000 and 1Q2010, the female employment growth rate of 33.0% has grown 10 fold in national/provincial/local government compared to their male counterparts (3.0%).

Are women employers?

Main work	1Q2000		1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Working for someone else for pay	383,522	459,679	506,983	530,660	32.2	15.4	54.5	51.1
An employer	83,795	137,764	45,042	11,020	(46.2)	(92.0)	62.2	19.7
Own account worker (self employed)	244,629	264,391	64,148	75,981	(73.8)	(71.3)	51.9	54.2
Helping without pay in a business	7,730	10,248	1,197	8,004	(84.5)	(21.9)	57.0	87.0
Total	719,676	872,083	617,370	625,666	(14.2)	(28.3)	54.8	50.3

Table4. Source: Own calculations derived from Statistics South Africa Labour Force Survey

During 1Q2010, almost 85% of total employed people worked for someone else for pay. This is followed by self-employed people (12%). Between 1Q2000 and 1Q2010, the number of self employed man and woman declined by over 70% and this could be attributed to the recession in 2009. During the same period, female employers also dropped by 92.0%. Table 4 shows that Employers (80%) in the Eastern Cape are predominantly male (80%).

Large % of women work in private households (79%), government (62%), trade (54%) and finance (53%) sectors

The private sector accounts for 67.8% of total employment but it employs fewer women (43%) than men

There is a very significant share of women employed in NGOs (78.1%) and public entities (71.7%)

For every ten employers in the Eastern Cape, only two are women

87% of volunteers helping in a business without pay are women

Looking at women's professions, Table 5 shows that women are under-represented in senior management (28.1% in 1Q2010) but well-represented in clerical (75.6%) and domestic workers (94.8%). In 1Q2010, only 15.4% of plant and machine operators were female.

A gendered labour market persists. Women dominate in low pay and low status professions such as clerks (75.6%) and domestic workers (94.8%)

Of every 10 senior officers and managers in the province, 3 are women

Female unemployment increased from 27.7% in 1Q2000 to 30.3% in 1Q2010

Young women (15-34 years) have higher unemployment rates than men in the same age group

In 1Q2010, there were about 1.1 million new female entrants wanting to enter the labour market for the first time

In which professions are women employed?

Employment by profession	Number of people employed 1Q2000		Number of people employed 1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Legislators, senior officers and managers	43,275	21,705	65,805	25,721	52.1	18.5	33.4	28.1
Professionals	18,052	24,977	29,063	35,991	61.0	44.1	58.0	55.3
Technicians and associate professionals	37,141	76,448	64,208	95,189	72.9	24.5	67.3	59.7
Clerks	15,805	54,911	32,673	101,202	106.7	84.3	77.6	75.6
Service workers & market sales workers	72,442	71,472	91,248	89,245	26.0	24.9	49.7	49.4
Skilled agricultural & fishery workers	263,933	286,107	5,132	3,175	(98.1)	(98.9)	52.0	38.2
Craft and related trades workers	80,033	18,770	89,680	18,582	12.1	(1.0)	19.0	17.2
Plant and machine operators	49,401	14,061	75,311	13,660	52.4	(2.9)	22.2	15.4
Elementary occupations	120,495	156,718	159,007	147,739	32.0	(5.7)	56.5	48.2
Domestic workers	13,815	144,044	5,245	95,163	(62.0)	(33.9)	91.2	94.8
Total	714,393	869,212	617,370	625,666	(13.6)	(28.0)	54.9	50.3

Table5. Source: Own calculations derived from Statistics South Africa Labour Force Survey

Turning to gender and the status of unemployment in the Eastern Cape, Figure2 shows that the unemployment rate is higher among youth and females than males.

Gender and unemployment in the Eastern Cape: 1Q2000-1Q2010

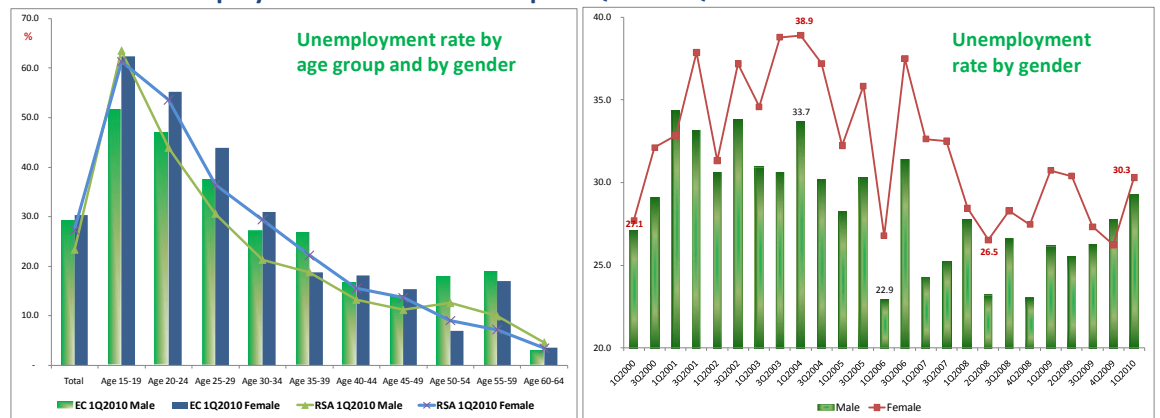


Figure2. Source: Own calculations derived from Statistics South Africa Labour Force Survey

The female/male unemployment ratio confirms that female unemployment is still a major challenge in the province. During 1Q2010, the percentage of female underemployed was 69.3%. Female long-term unemployment stood at 53.6% and female short-term unemployment at 57.4%.

Unemployment status in the Eastern Cape

Unemployment status	1Q2000		1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Job loser	98,566	122,180	100,440	64,625	1.9	(47.1)	55.3	39.2
Job leaver	8,605	21,790	16,408	24,310	90.7	11.6	71.7	59.7
New entrant	599,061	780,825	828,331	1,062,857	38.3	36.1	56.6	56.2
Re-entrant	42,287	56,660	120,953	120,886	186.0	113.4	57.3	50.0
Last worked >5 years ago	147,207	159,913	187,189	264,162	27.2	65.2	52.1	58.5
Total	895,726	1,141,367	1,253,321	1,536,839	39.9	34.6	56.0	55.1

Table6. Source: Own calculations derived from Statistics South Africa Labour Force Survey

Table 6 breaks unemployment down into 5 categories, and shows that more than half of the unemployed have never been employed. Given the low labour force absorption capacity for females, the share of female new entrants into the labour market exceeds that of males. There is obvious frustration and discouragement for those who last worked more than five years ago, but still face ESKOM tariff hikes and rising living costs which only push them into greater poverty.

The number of men who are not looking for work for home-care reasons has increased from 7935 in 1Q2000 to 28227 in 1Q2010 (a 256% increase)

What should be done:

- *Encourage women to register in science and engineering subjects*
- * Support women in the workplac.*
- *Encourage women's involvement in sectors and professions that are predominately occupied by men*
- *Abolish cultural & traditional practices that promote discriminatory harmful attitudes to women*

Agriculture sector has the highest employment multipliers in the Eastern Cape

Table 7 lists reasons why people are inactive. In 1Q2010, 'studies' was the main reason provided by both sexes (485660 people). Home-care was the second most common for females (359758 people).

Reasons why people are not looking for work

Reasons for being inactive	1Q2000		1Q2010		% Change 1Q2000-1Q2010		Female/Male ratio	
	Male	Female	Male	Female	Male	Female	1Q2000	1Q2010
Scholar/student	383,524	395,100	485,660	444,481	26.6	12.5	50.7	47.8
Home-maker	7,935	141,360	28,227	359,758	255.7	154.5	94.7	92.7
Health reasons	93,366	100,343	181,117	157,143	94.0	56.6	51.8	46.5
Too young/old/retired	31,923	76,803	51,396	104,126	61.0	35.6	70.6	67.0
Discouraged work-seekers	116,146	139,742	188,177	166,583	62.0	19.2	54.6	47.0
Total	632,893	853,348	934,578	1,232,090	47.7	44.4	57.4	56.9

Table7. Source: Own calculations derived from Statistics South Africa Labour Force Survey

It is clear from the analysis of ten years of labour market data that women still occupy an inferior position in the labour market. This is reflective of both structural unemployment and persistent gender inequality.

What are the challenges for women trying to gain access to the labour market?

Harmful cultural and traditional practices associated with the following other factors:

- Discrimination against women
- The difficulty women face getting employment in the formal sector
- Difficulties older/mature women face in getting jobs (as opposed to men). The literature shows that the older women are, the lower their chances are of being employed.
- Lack of education, training and experience – especially in the rural areas
- Family responsibilities and commitments
- Early pregnancies, perceptions and stereotypes
- Location: difficulties in finding jobs in rural areas
- Gender bias: for some professions and sectors, employers continue to favour men
- Low self esteem and the lack of support for women in workplaces
- Cultural customs and religious practices forcing women into early marriage

The Eastern Cape Economic Model: Employment Simulations

Employment and poverty alleviation go hand in hand. Key questions are: what happens to labour remuneration when final demand in a sector increases by R1? How many jobs are created in a specific sector when the final demand in that sector increases by R1 million?

Total impact (Direct +Indirect)	Agric.	Mining	Manufact.	Electricity	Construct.	Services	Govt.
Labour remuneration for every R1 increase in final demand	0.57	0.47	0.45	0.56	0.63	0.6	0.69
Number of jobs affected by R1 million increase in final demand	24	6	8	6	16	8	9

The results from the Eastern Cape economic model show that for every R1 increase in agriculture final demand, the total labour remuneration increase by R0.57. They also show that at least 24 jobs are affected by an R1 million increase in agriculture final demand.

ECSECC

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