

SOUTH AFRICA

PATHWAYS TO GENDER-INCLUSIVE ECONOMIC DEVELOPMENT IN SUB-SAHARAN AFRICA: A SECTORAL ANALYSIS

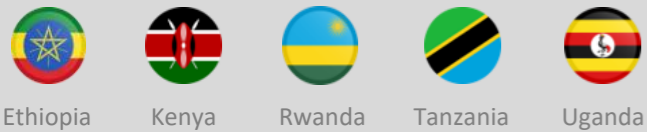


STEERING COMMITTEE

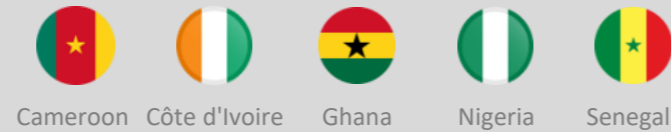


SUB-SAHARAN AFRICAN COUNTRIES COVERED BY THE PATHWAYS STUDY

EAST AFRICA



WEST AFRICA



SOUTHERN AFRICA



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Euromonitor International & Kore Global (2023) Pathways to Gender-Inclusive Economic Development in Sub-Saharan Africa: A Sectoral Analysis (2023)



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RESEARCH BACKGROUND AND FRAMEWORK

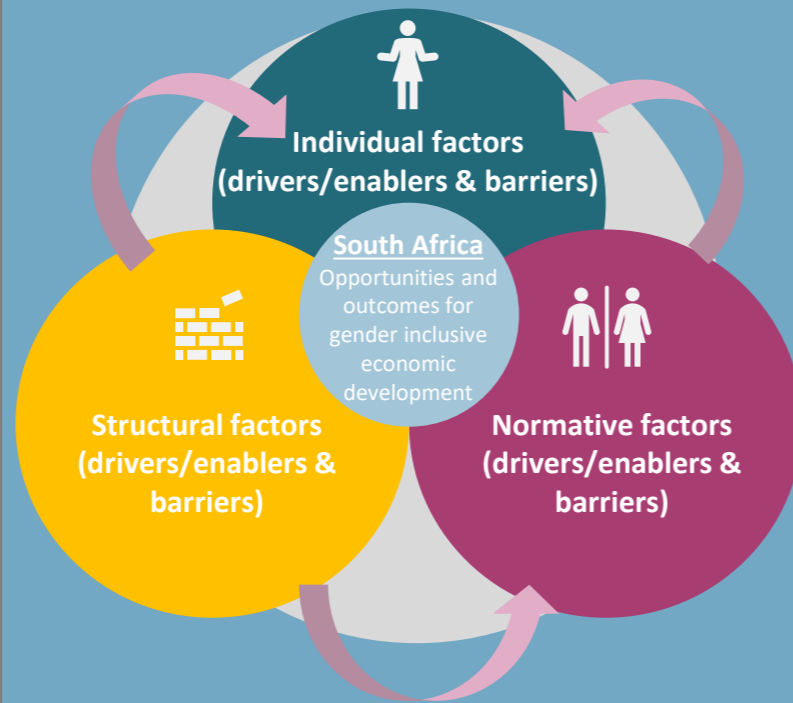


The Pathways SSA Gender Study explored opportunities for women's economic empowerment (WEE) in 13 African countries across West, East and Southern Africa

RESEARCH OBJECTIVES

- 1 Identify sectors with the highest potential for growth and for women's economic empowerment
- 2 Understand women's roles, as well as drivers, barriers, and economic opportunities in priority sectors
- 3 Tailor and propose sector-specific recommendations to each country's and sector's context

RESEARCH FRAMEWORK



The research framework identifies factors that influence women's economic participation at three levels

- **Structural factors:** policies, regulations, and laws that either directly or indirectly impact women's economic empowerment
- **Normative factors:** social and cultural norms that shape women's economic participation (i.e., unpaid care work and violence against women)
- **Individual factors:** women's access to human, social, and economic capital (i.e., education, training, land, financial resources, and digital technology)

TARGET SECTOR SELECTION






RESEARCH PROCESS





South Africa boasts a diversified economy, compared with neighbouring SSA economies, and structural reforms for higher and inclusive growth after a decade of stagnant economic growth are currently underway

<p>In 2019 the services sector was the largest employer at 69% of the full-time labour force</p> 	<p>South Africa's population is young and rapidly urbanising</p> 	<p>South Africa falls within the "high human development" category</p> 
<p>Agriculture is a modest employer, accounting for just 5.8% of the total South African full-time labour force. The Special Economic Zone (SEZ) programme supports economic diversification.</p>	<p>With a population of 60.1 million expanding at an annual rate of 1.6%, South Africa is a relatively young country dominated by female-headed households, which represent 42% of all households.</p>	<p>South Africa ranked 114 out of 189 countries in the Human Development Index (HDI), 2020. Poverty reduction has stalled in recent years, and the population experiences significant socioeconomic disparities.</p>
<p>Employment & economic participation</p> <p>45% Female labour force participation ⁽¹⁾</p>	<p>Demographic trends</p> <p>29% Of population aged under 14 ⁽⁴⁾</p>	<p>Human development</p> <p>20% Of women lived below poverty line in 2019 ⁽⁷⁾</p>
<p>10% Informal sector's share of female employment ⁽²⁾</p>	<p>2.4 Births per woman ⁽⁵⁾</p>	<p>87% Of women are literate ⁽⁸⁾</p>
<p>22% Of businesses owned by women ⁽³⁾</p>	<p>67% Share of urban population ⁽⁶⁾</p>	<p>15% Of women have unmet needs for modern contraception ⁽⁹⁾</p>

Sources and links: (1) World Bank (2021), (2) Statistics South Africa (2021), (3) Mastercard Foundation (2019), (4) World Bank Open Data (2019b), (5) World Economic Forum (2021), (6) World Bank Open Data, (7) UN Women, (8) World Economic Forum (2021), (9) FP (2020)



COUNTRY-LEVEL DRIVERS & BARRIERS FOR WEE



At the international level, South Africa has ratified all major conventions on women's rights, including the International Labour Organization's convention on the elimination of violence and harassment in the workplace

Policy environment for women's rights

- The National Development Plan (NDP) 2030 has a focus to provide jobs for unemployed women/ youth
- Programmes aimed at WEE include: (i) Technology for Women in Business (TWIB), (ii) Women Enterprise Coaching Program (WECP), and (iii) Isivande Women's Fund to provide affordable finance
- Job creation initiatives
- Government aims for 40% of public procurement to go to women-owned businesses.

Spotlight:

Women Empowerment and Gender Equality (WEGE)

The 2021 strategy is aimed at ensuring women's active participation in the energy sector. Recommended actions include developing partnerships with international organisations with focus on women. The strategy commits to carrying out a detailed study every three years to measure women's participation in the energy sector.⁽¹⁾

Key ratifications & commitments



(View full list of ratifications [here](#))

+ LEGISLATIVE DRIVERS

- Constitution protects the rights of all citizens, and promotes equal protection, benefit of the law, and freedom from unfair discrimination based on gender, sex, pregnancy and marital status
- Multi-sector 2015-2020 Strategic Plan and National Gender Policy Framework for Women's Empowerment and Gender Equality (2016) articulates constitutional, legislative and legal mandates associated with advanced socioeconomic gender empowerment
- In 2019 the Cabinet approved the Gender Responsive Planning, Budgeting, Monitoring, Evaluation & Auditing Framework (GRPBMEAF)



LEGISLATIVE BARRIERS

- While gender equality targets are included in national development plans and supportive policies, this has not yet translated into creation of permanent and secure employment opportunities
- Although in 2021 the President launched a special Gender-Based Violence and Femicide (GBVF) Response Fund with ZAR128 million (USD8.8 million) pledged by the companies and organised business, budgetary constraints and lack of cooperation among government departments have undermined the progress of the initiative.

MEASURES ADDRESSING GENDER-BASED VIOLENCE AND HARASSMENT IN THE WORKPLACE IN SOUTH AFRICA

The government has taken several steps to address gender-based violence and harassment (GBVH) in the workplace. This includes the 2022 Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, which provides guidance to employers and employees (in both formal and informal employment) on the elimination and prevention of harassment as a form of unfair discrimination in the workplace.

Furthermore, initiated in August 2020, the Amendment Bill to Criminal Law (Sexual Offences and Related Matters) Amendment Act 2007 recognises sexual intimidation as an official offence.⁽²⁾



Legislative environment for women's rights

At the legal level, South Africa performs well on laws for women's empowerment and gender equality.

Sources and links: (1) Department: Mineral Resources and Energy, Department of South Africa (n.d.), (2) Mather, N. (2022 -a)





Women are increasingly represented in politics, although social factors continue to limit their decision-making power both at home and in the workplace

LEADERSHIP IN DECISION MAKING


Trade unions have historically had high levels of female participation and follow gender equality principles.

Women made up 45% of the Congress of South African Trade Unions (COSATU) membership in 2011 and had a strong presence at union meetings and in shop floor leadership.^(1.a.) In 2018, COSATU elected its first female president and achieved 50/50 gender parity in its leadership structures. ^(1.b.)


At the level of the household, women generally enjoy strong decision-making status and actively engage in intra-household level decisions. ^(1.c.)

These are governed by demographic and socioeconomic factors such as age, marital status, level of education and income. However, men continue to dominate decisions around employment income and opportunities.

Women are still disproportionately burdened with unpaid care work relative to men. An analysis of leisure time found that women have 37 minutes less leisure time per day than men, with negative implications for their productivity and wellbeing.



Gender-based violence curtails mobility by impacting women's ability to travel safely, particularly when dependent on public transport. Women from low-economic households may also be forced to travel further to access work opportunities.




71% Of women's productive time is spent on household production at all ages⁽²⁾

Female migrants are additionally vulnerable, given their engagement in informal cross-border trade and undocumented status⁽⁴⁾

Women are well represented in politics, despite lack of legislated quotas for the Upper / Lower Houses of Parliament. The African National Congress and Economic Freedom Fighters political parties introduced voluntary quotas of at least 50%.



Deep-seated patriarchal norms are a significant driver of gender-based violence, and women are at risk of experiencing violence at home and in the workplace.



53% Limpopo province's proportion of women in its legislature, the highest in the country⁽³⁾

20-50% Estimates range of women having experienced intimate partner violence at some point in their life ⁽⁵⁾




Sources and links: (1.a.) Buhlungu, S., & Tshoedi, M. (Eds.). (2013), (1.b.) Mahlakoana, T. (2018), (1.c.) Guvuriro, S., & Booyesen, F. (2021), (2) Smith, C. (2019), (3) Khumalo, S. (2019), (4) International Labour Organization (2021), (5) Sere, Y., Roman, N. V., & Ruiter, R. A. C. (2021)



INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT IN SOUTH AFRICA



Advocating for improved access to education systems for Black African girls, as well as gender-focused initiatives enabling women to participate in professional networks, can significantly contribute to achieving WEE

<p>Women in Science, Technology, Engineering and Medicine (STEM)</p> <p><i>Formalised affirmative action has enabled marginalised groups to access courses such as medicine and engineering through a quota system.</i>^(1.a.)</p> <p><i>An example of good practice includes the development of the Women in Technology Role Model database (South Africa) by AfChix. AfChix is an Africa-based women in technology group that is creating and promoting a publicly-available database of female experts, role models, professionals, entrepreneurs and innovators.</i></p> <p><i>The aim is to ensure more women are recognised for their achievements and to break down social norms about women and girls in STEM subjects.</i>^(1.b.)</p>	<p>Improvements in access to domestic assets</p> <p><i>Rural electrification in South Africa has resulted in reduced use of firewood as the main fuel for cooking. As a result, it has also reduced women's unpaid burden of fetching firewood. Furthermore, community level electric water pumps have reduced travel time to wells and nearby water bodies.</i>^(2.a.)</p> <p><i>Women in South Africa are increasingly getting access to digital technologies, although a digital gender gap persists. Just over half of all women (51%) regularly use the internet compared to 55% of men. Most women (83%) own a mobile phone compared to 89% of men.</i>^(2.b.)</p>	<p>Human capital</p>  <p><i>Significant progress has been made in enabling girls' access to education. However, the historical triple marginalisation of Black African women on the basis of class, race and sex has resulted in very few gaining access to higher education.</i></p>	<p>Women entrepreneurs face a lack of access to skills and knowledge for starting a business⁽³⁾</p>
		<p>Social capital</p>  <p><i>Women's lack of access to professional networks can hinder their economic opportunities. Women are directly or indirectly excluded from male-orientated social clubs and activities, where much professional networking takes place.</i></p>	<p>Migrant women often remain marginalised and have severed ties with supportive kinship and social networks⁽⁴⁾</p>
		<p>Economic capital</p>  <p><i>Strikingly, South Africa is the only country in the region where more women than men own a bank account. However, this may be due to women's higher rate of receiving government subsidies and grants, which requires women to have a bank account.</i></p>	<p>70%</p> <p>Of women own a bank account⁽⁵⁾</p>

Sources and links: (1.a.) Akala, B. (2019) (1.b.) Kuroda, R., Lopez, M., Sasaki, J., & Settecase, M. (n.d.), (2.a.) Dinkelman, T. (2011), (2.b.) Gilbert, P. (2020), (3) World Bank (2022), (4) Myroniuk, T. W. (2016), (5) World Bank (2022)



FOCUS SECTORS FOR WEE

Clothing, textiles, footwear and leather (CTFL) forms the most labour-intensive manufacturing sub-sector in South Africa, while it largely remains low technology. Crucially, household spending on clothing and footwear is anticipated to increase by 25% by 2025, thus presenting opportunities for the sub-sector's employees.

National frameworks and policies for the CTFL sub-sector

- Clothing & Textiles Competitiveness Programme (CTCP)
- Skills Development Support, and Value Chain Alignment (VCA)
- Retail Clothing, Textiles, Footwear and Leather (R-CTFL) Master Plan



Key challenges for the CTFL sub-sector

- 1 Competition from cheaper imports means the majority of purchases (55%) are of imported products, rather than domestically-manufactured goods (6)
- 2 Increasing costs for manufacturers, quality and delivery pressures, outdated production processes and equipment
- 3 Low performance / productivity from manufacturers, poor quality of finished products
- 4 Lack of skills among workers, lack of social security and poor working conditions for workers

Spotlight: The government's R-CTFL Master Plan



The R-CTFL Master Plan aims to increase employment in the sub-sector to at least 121,000 net new jobs by 2030, including 70,000 in upstream formal manufacturing.(6) The number of jobs has declined by 2% a year, even when the sub-sector was reporting growth in production.(5) Between 2008 and 2017, it lost approximately 40,000 formal jobs (from 280,000 to 240,000)(5).



ECONOMIC PROFILE

3%

Sub-sector's contribution to national GDP (1)

8%

Sub-sector's contribution to manufacturing GDP (2)

4,500

Registered CTFL manufacturers including mostly SMEs (3)

85%

Of the market is controlled by the 20 largest companies (4)

235,000

People employed in CTFL manufacturing both formally and informally as at 2019 (7)



THE MANUFACTURING SECTOR IN SOUTH AFRICA

Clothing, Textiles, Footwear, Leather (CTFL)

Image credits: Apparel Resources

Women in the CTFL sub-sector

In contrast to other manufacturing sub-sectors, the majority of workers in the clothing-textiles-footwear-leather manufacturing industry are Black African women, with most working in the clothing segment of the sub-sector. There are opportunities in leadership roles, and women dominate in the ownership of small businesses.



Image credits: LSE Blogs

Informal workers generally work long hours for lower pay without benefits

Women are represented at management level in many factories

WOMEN'S REPRESENTATION

71% Of CTFL workers were women in 2014 (1)

82% Of women in CTFL manufacturing work within the clothing segment (2)



Overall, almost a third (31%) of manufacturing workers are women, although men dominate in most other manufacturing sub-sectors. For example, only 17% of employees in metal manufacturing are women.(5)



Wages are lower in the female-dominated CTFL sub-sector than other male-dominated manufacturing sub-sectors. The majority of informal workers in the CTFL sub-sector are women. The sub-sector has largely informalised its labour force by subcontracting work to reduce costs. Only formal employees are covered by legal protection and wage legislation.



Informal workers are often home-based workers and are harder to track and protect. They generally work very long hours for lower pay than formal workers and without benefits. These informal jobs are characterised by limited job security, as the work is order driven.

SPOTLIGHT – OPPORTUNITIES FOR WOMEN IN LEADERSHIP ROLES

- The CTFL sub-sector offers opportunities for women in leadership.
- The government's R-CTFL Master Plan aims to support the development of Black African and female senior management, as well as attracting investment for inclusion of Black-owned SMEs.
- Pathways Study interviewees confirmed that women are represented in management in many factories.
- Furthermore, case studies of three clothing manufacturing firms in the Western Cape found that women were represented in the companies' management structures.



- Men are more likely to be enterprise owners, while women dominate in smaller businesses.
- Pathways Study interviewees suggest that while men still tend to hold much of the economic power in terms of owning medium and large formal businesses, the proportion of women-owned SMEs in the CTFL sub-sector is on the rise.

Real estate comprises real estate development / construction, property management and real estate agency services. Real estate agency services encompass sales and rental activities across land ownership, residential housing, office space, retail space and industrial zones. These property stakeholders offer a range of services including sales, lettings and property management. Most workers within construction are engaged in informal employment.

Key stakeholders supporting women in the real estate sector

- Women's Property Network (WPN)
- South African Women in Construction (SAWIC)
- National Construction Incubator (NCI)



Key challenges for the real estate sector

- 1** In housing construction, about two thirds of employment is informal, and only 8% of workers are skilled or highly-skilled formal workers.
- 2** The construction industry was not classified as essential (except for urgent maintenance) during COVID-19, hence work on sites was suspended during lockdowns and as a result few companies are currently hiring.
- 3** The construction sub-sector has been underperforming in the last decade due to declining investment.

Spotlight: The housing rental market



The informal rental market is growing rapidly, often being the only choice for vulnerable populations (e.g., migrants, informal workers, female-headed households). For example, homeowners convert and rent a portion of their dwelling, operating outside the regulatory framework. It is estimated that 25% of households (3.6 million) live in rented accommodation. The rental market supported 150,000 workers in 2016, with the majority (84%) formally employed.



ECONOMIC PROFILE

US\$361 billion

Value of the South African property market in 2016 (1)

4%

Construction sub-sector's contribution to GDP (2)

1.3+ million

People employed by the construction sub-sector(3)

300,000

People employed in housing construction in 2016 (4)

THE REAL ESTATE SECTOR IN SOUTH AFRICA

Development / construction and property management / agency services

Image credits: Property24

Women in real estate

Women's representation in the real estate sector has increased significantly in the last decade, although few occupy managerial positions. Women dominate in residential real estate, mainly in administrative and lower-level roles, while men tend to dominate in commercial real estate activities.



Image credits: Property Professional

Women are excluded from key real estate decisions including urban planning

Lew Geffen Sotheby's is the only big real estate agency company with a female leader



DEVELOPMENT / CONSTRUCTION

The construction sub-sector is largely male dominated with eight times as many men than women employed. Although the majority of employees (88% of almost 1.4 million people) are men, women's representation has increased by 60% in the last decade. Only 8% of women work in managerial roles. Nearly half (48%) of enterprises are women-led, namely mostly very small enterprises.⁽¹⁾



PROPERTY MANAGEMENT / AGENCY SERVICES

Key roles in this segment are largely dominated by men, particularly leadership / management roles and commercial real estate. Women are employed in property management / agency services, although mostly in lower-paid and lower-skilled roles.⁽²⁾

"Higher up the ladder, you'll start seeing that the number of women is shrinking significantly." - Representative, Professional Association

SPOTLIGHT: Violence Prevention through Urban Upgrading (VPUU) programme ⁽³⁾



In Khayelitsha, an informal settlement in Cape Town, the Violence Prevention through Urban Upgrading (VPUU) programme undertook a street improvement project to provide a safe pedestrian route for women.

Through participatory design and development with local leadership and municipal departments, a high-crime area was transformed into a sustainable, multifunctional public space.

Women were involved in project design and implementation, as well as engaged in the project's long-term sustainability through maintenance opportunities. Strategies such as tree planting, high-quality overhead lighting and easy-to-maintain materials have led to a 30% increase in pedestrian activity.

"The absence of women, girls, and sexual and gender minorities in planning and design decisions leads to assumptions around their needs and the encoding of traditional gender roles within the built environment."
- World Bank (2020)

The wholesale and retail trade (WRT) sector includes household furniture, appliances & equipment, pharmaceuticals, food & beverages, tobacco, textiles, clothing & footwear. WRT has been key to aggregate employment growth post-apartheid, while technology has provided opportunities for improved efficiency.

Key challenges for the wholesale and retail trade sector

- 1** The sector suffers from skills gaps for higher-skilled positions (such as retail managers) and in rural areas
- 2** As employers adapt to technological advances, IT skills are increasingly becoming a priority area
- 3** Retail has been moving towards shopping centre- or mall-based retailing, with negative implications for informal and micro retail traders
- 4** Large supermarkets influence suppliers' standards and pricing, while high-quality and cost-competitive products involve additional costs for suppliers, making it harder particularly for smaller suppliers.

Spotlight: WRT employment requirements



- WRT is a key employer of unskilled and semi-skilled labour – at the lower end of the spectrum in the formal sector, inter-personal skills and basic computer and numeracy skills are required;
- In the self-employed segment and middle-to-upper skilled roles, financial literacy and basic accounting become key requirements;
- Pathways Study interviewees highlighted gaps in financial literacy.



SECTOR PROFILE

21%

Sector's share of active labour force employment (1)

87,000

Wholesale and retail enterprises (2)

88%

Small-scale enterprises (3)

70%

Of food sales controlled by 4 large corporate supermarket retailers (Shoprite, SPAR, Pick n Pay and Woolworths) (4)



Women in WRT

The wholesale and retail trade sector stands out as the second largest employer of women in South Africa, accounting for nearly one third of all employment of semi-skilled women in the country. Whilst most are employed in low- or semi-skilled roles, women are also represented in higher-level jobs including top management.



Image credits: Shoprite Holdings

Nearly half of unskilled workers are women, and the majority are Black

Lower-skilled roles for women include cashiers, shelf packers and food handlers

WOMEN'S EMPLOYMENT

22.1%

Of employed women work in WRT (1)

40%

Of unskilled WRT workers are women (2)

The provinces of Gauteng, Western Cape and Kwa-Zulu Natal together make up 76% of the total national WRT sector workforce.

SELF EMPLOYMENT⁽³⁾



- Over half of self-employed women work in WRT
- 51.8% of self-employed women and 62.7% of informal self-employed women work in WRT

Self-employed women often employ one or two additional staff members, generally as an on-seller within their business.

Many women run “Spazas” (home-based shops) and offer convenience shopping to surrounding households. They are generally run informally and often by women in combination with their household and childcare responsibilities.

Street hawkers are more likely to be women who have limited family support and tend to move around on foot.

Spotlight: Women are represented in higher-level jobs⁽⁴⁾

- Almost half (44.9%) of professionals in WRT are women
- 23.6% of top management employees are women
- 52% of all women workers are employed in service and sales positions



However, Black African women are typically less represented in managerial and professional positions

- 66.4% of top management employees are White, 15.1% Black Africans
- Professional positions employ 40.2% of Black Africans, 37.4% of White

CROSS-SECTORAL DRIVERS & BARRIERS FOR WEE




At a structural level, greater focus on equitable wage systems and improved access to managerial positions, whilst providing for greater protection of informal workers, can significantly contribute to WEE

Progress has been made in terms of promoting women's representation in the workplace, notably thanks to setting gender targets within key sectors. Enhancing equitable wage systems and raising sectoral standards to benefit women would help further their economic empowerment.


Key drivers

- 1 GOVERNMENT LAWS & POLICIES PROMOTING REPRESENTATION
- 2 GENDER TARGETS IN SECTOR-WIDE PLANS AND OBJECTIVES
- 3 EXISTING LABOUR LAWS
- 4 MORE EQUITABLE WAGE SYSTEMS
- 5 EXISTING INITIATIVES TO RAISE SECTOR STANDARDS

Sector-level success cases

PROUDLY SOUTH AFRICAN (PSA) INITIATIVE 

The PSA initiative supports local industry, including garment manufacturing, and establishes standards on fair labour. Companies meeting the standards can display the campaign's logo. In some cases, buying companies set up their own complaints procedures and codes of conduct for local suppliers with independent audits. These internal policies are generally compliant with labour laws and provide minimum standards for working conditions.⁽¹⁾

GENDER DIVERSITY IN CONSTRUCTION 

The Western Cape Department allocated 50% of the Human Settlement Development Grant (HSDG) to sector contractors with Historically Disadvantaged Individual (HDI) status and enterprises with women and youth representation. It also partnered with South African Women in Construction (SAWIC) to drive female recruitment in the industry.⁽²⁾

Key barriers

- 1 LIMITED LABOUR LAW PROTECTION FOR INFORMAL WORKERS
- 2 WHITE- AND MALE-DOMINATED MANAGEMENT STRUCTURES
- 3 GENDER PAY GAP
- 4 WEAK AND FRAGMENTED LABOUR INSPECTION UNDERMINES LABOUR RIGHTS AND WORKING CONDITIONS
- 5 HEALTH & SAFETY ISSUES
- 6 LOW WAGES AND LIMITED JOB SECURITY (ESP. INFORMAL AND MIGRANT WORKERS)

Many South African women are informal workers and therefore typically suffer from limited labour law protections. Furthermore, they are impacted by the gender pay gap, as well as a white- and male-dominated working environment at the managerial level. Low wages and limited job security further impact WEE.

Sector-level examples of barriers

TEMPORARY WORKERS AT A DISADVANTAGE 

The average construction worker works 45 hours a week. Full-time employees get 15 days of annual leave and sick leave. Maternity leave is provided following a continuous work period of two years. Temporary workers usually get unpaid sick leave.⁽³⁾

SHIFT TO CASUAL EMPLOYMENT 

Some large retailers now only employ casual workers. Merchandising is increasingly centralised and labour-saving technologies are leading to job losses. Casual workers do not receive healthcare, education opportunities or minimum wages.⁽⁴⁾

Sources and links: (1) Molapo, T. (2014), (2) Shall, S. (n.d.), (3) Melton, C. (2021), (4) W&R SETA (2020)



Targeted initiatives aimed at helping women balance work with home responsibilities, whilst advocating to reduce discrimination in the recruitment for managerial positions, rank among core strategies to achieve WEE

Progress has been made in addressing gender-based violence to some extent, however, more remains to be done to protect women in the workplace. Providing flexible working conditions and enabling women to manage their own time and balance work with their responsibilities at home could significantly drive their economic empowerment.

Key drivers

- 1** INTERVENTIONS AIMED AT REDUCING WOMEN'S UNPAID CARE BURDEN
- 2** FLEXIBLE WORKING CONDITIONS OFFERED BY CERTAIN JOBS & INCOME-EARNING ACTIVITIES
- 3** EXISTING STANDARDISED GUIDELINES ADDRESSING GBV IN THE SECTOR
- 4** WORK WITH LEADERSHIP TO CHANGE ORGANISATIONAL STRUCTURES
- 5** INDUSTRY ACTORS OFFERING SKILLS & DEVELOPMENT OPPORTUNITIES TO WOMEN

Sector-level success cases

WORK WITH LEADERSHIP IN CTFL SECTOR

Work with leadership to shift attitudes can improve the gender-responsiveness of workplaces. The Cape Clothing and Textile Cluster (CCTC) is a not-for-profit initiative set up jointly in 2005 by government and industry and supports the sector in the Western Cape. A 2016 study found that by working with leadership to improve attitudes and knowledge, the initiative has improved the gender-sensitivity of the workplace and overall working conditions.⁽¹⁾

FLEXIBILITY IN REAL ESTATE

Real estate agencies offer flexible working environments for women, and unpaid care responsibilities are often the main driver for women entering real estate employment. The profession allows women to manage their own time and balance work and home responsibilities.⁽²⁾

Key barriers

- 1** GBVH & INTIMATE PARTNER VIOLENCE (IPV)
- 2** UNPAID CARE AND DOMESTIC WORK, ESPECIALLY CHILDCARE
- 3** SUPERVISORS' GENDER-INEQUITABLE ATTITUDES
- 4** GENDER NORMS CONTRIBUTING TO EMPLOYMENT SEGREGATION
- 5** NORMS AROUND WOMEN IN LEADERSHIP

Women's economic empowerment is constrained by factors including gender-based violence, unpaid care work and discrimination in the recruitment for managerial positions. Gender norms are seen to affect women especially within the construction sector, which is still perceived as men's exclusive domain.

Sector-level examples of barriers

GENDER NORMS LIMIT WOMEN'S EMPLOYMENT IN REAL ESTATE

The construction sub-sector has been historically seen as a male domain. This is due to women being perceived as less suitable for positions requiring physical labour and/or technical skills, which deters women from entering the sub-sector. In contrast, property management and agency services are seen as more appropriate for women.⁽³⁾



WOMEN DISCRIMINATED AGAINST IN MANAGEMENT POSITIONS

Qualitative research aimed at retail representatives found that women are still discriminated against in opportunities for promotion and management positions. Women from rural areas are particularly disadvantaged. A lack of role models or mentors contributes to women's lack of progression within the sector. There is also lack of black role models and mentors in the retail sector.⁽⁴⁾



CROSS-SECTORAL INDIVIDUAL FACTORS FOR WOMEN'S ECONOMIC EMPOWERMENT



Gender-focused initiatives aimed at helping women gain business and sectoral skills, whilst raising women's visibility in each individual sector, can contribute to achieving WEE more successfully in the future

Sectoral stakeholders are key entry points for the provision of skills development programmes enabling women to advance their career and earn higher salaries over time. Encouraging private companies to deliver gender-focused health care services within the workplace can further boost productivity and improve employment outcomes for women.

Key drivers

<p>1 HOLISTIC SKILLS BUILDING PROGRAMMES (INCLUDING IN THE WORKPLACE)</p>	<p>2 IMPROVING WOMEN ENTREPRENEURS' ACCESS TO FINANCIAL CAPITAL AND SKILLS</p>	<p>3 HEALTH CARE PROVISIONS IN THE WORKPLACE (INCLUDING SRH SERVICES)</p>
<p>4 RAISING WOMEN'S VISIBILITY IN THE SECTOR</p>	<p>5 IMPROVING ACCESS TO TRAINING AND NETWORKS</p>	<p>6 IMPROVING THE EDUCATION TO WORK TRANSITION</p>

Sector-level success cases

SKILLS DEVELOPMENT OPPORTUNITIES



The Services Sector Education and Training Authority (SSETA) facilitates skills development for employment and entrepreneurship in the services sector including real estate. Special projects benefit disadvantaged groups including women. (1)

HEALTH CARE PROVISIONS TO BOOST PRODUCTIVITY



Qualitative research found that some local factories provide health care and health education to help boost productivity and reduce absenteeism. Health care is largely provided by external providers or health care professional visits.(2)

Key barriers

<p>1 CONSTRAINED EDUCATIONAL ATTAINMENT AND SKILLS GAPS</p>	<p>2 LIMITED ACCESS TO FINANCIAL CAPITAL</p>	<p>3 WEAK SOCIAL CAPITAL</p>
<p>4 INADEQUATE PROVISION OF SEXUAL REPRODUCTIVE AND HEALTH RIGHTS (SRHR)</p>	<p>5 GENDER INEQUITIES IN LAND OWNERSHIP</p>	<p>6 LOW AWARENESS OF AND INFORMATION ON AVAILABLE SCHEMES AND JOB OPPORTUNITIES</p>

Across sectors, women are constrained by a lack of educational qualifications and limited access to financial and social capital to, for example, build their own businesses. Women are further hindered by limited awareness of available schemes or employment opportunities, whilst also suffering from the inadequate provision of sexual reproductive and health rights in the workplace.

Sector-level examples of barriers

UNSKILLED CTFL WORKERS



64% of CTFL workers have limited educational qualifications and most are unskilled when they enter the sub-sector. Only 5% have a post-secondary qualification (compared to 10% in other manufacturing sub-sectors), as new entrants in CTFL are typically young women educated up to Grade 12.(3)

FINANCIAL BARRIERS TO BUSINESS PROSPECTS



Challenges in the WRT value chain for women include access to finance, information and cash-generating assets, cash flow (customers insisting on buying on credit), as well as access to quality merchandise. Women usually have a lack of credit history and lack of assets for collateral.(4)

Sources and links: (1) Department of Higher Education and Training (2021), (2) Vika, L. (2016), (3) TIPS (2017), (4) Pathways study interview with NGO



IMPLICATIONS & PROPOSED RECOMMENDATIONS

Supporting women's access to managerial positions by notably redistributing household care and domestic responsibilities is pivotal to driving South Africa's economy and creating new economic opportunities for men and women in the future.

CROSS-SECTORAL PROPOSED RECOMMENDATIONS



Proposed recommendations are for consideration by policymakers, private sector and community leaders, as well as programmers and researchers engaged in WEE-focused programmes and initiatives

Proposed Policy / Advocacy Recommendations

Address key policy gaps to improve protection of the informal workforce and improve the implementation of existing WEE-related commitments, legislation and programmes	
Undertake community-level sensitisation, capacity building and advocacy around existing legislation to strengthen women's rights	
Advocate to remove gender-based barriers to finance and promote women-friendly financial services	

Recommended Strategies

<ul style="list-style-type: none"> Work with government to extend labour rights provisions to informal workers Support employers' gender- & inclusion-benchmarking initiatives Undertake initiatives targeted at reducing gender pay gaps
<ul style="list-style-type: none"> Capacity building of key duty bearers to reduce bias against women Prioritise female-headed households Focus on young women/adolescent girls to enable long-term change Strengthen behaviour-change communications on gender equity
<ul style="list-style-type: none"> Engage women in the design of financial services and products Introduce legal and regulatory frameworks that enable women to access credit and criminalise discriminatory practices.

Proposed Research, Monitoring and Evaluation Recommendations

	Commission and undertake research and evaluations to address research gaps including studies to understand the impact of existing programmes
	Include measures of key factors enabling or constraining WEE, including gender-specific measures focused on women's capabilities and agency, household relations and gender norms and attitudes
	Disaggregate results by sex and include disaggregated targets. When possible, programmes and research should be further disaggregated by income, age, race, disability, migratory status and geographic location
	Commission mixed-method research and evaluations on these issues to understand how and why change happens, and to better understand women's lived realities through participatory qualitative research
	Support participatory qualitative research to enable women to tell their own stories to better understand women's lived realities and propose more context- cognisant, non-linear and tailored solutions
	Monitor, track, mitigate against signs of potential backlash during programme implementation, including increased rates of violence against women

Proposed Programming Recommendations

Assess and address women's and girls' unpaid care and domestic work burden	
Work with and grow women's collectives to build social, human and economic capital, and to tackle normative barriers	
Work with women and girls holistically to improve their human capital and wellbeing	

Recommended Strategies

<ul style="list-style-type: none"> Assess which project activities increase women's workload Work with the private and public sectors to ensure that households have access to energy, water, hygiene and sanitation facilities
<ul style="list-style-type: none"> Support the formation of new, women-led cooperatives Build women's business skills & increase access to information and finance Ensure that all work to support cooperatives includes a focus on supporting women's access to lucrative markets
<ul style="list-style-type: none"> Ensure education to employment pathways for adolescent girls and young women are clearly determined and accessible Leverage and strengthen TVET efforts that target women Target Black African women, female-headed households and other marginalised groups





SECTOR-LEVEL PROPOSED RECOMMENDATIONS*

Strengthening existing gender-related commitments, and working closely with employers to promote gender-sensitive and safe workplaces, is at the forefront of key strategies to achieve WEE

Recommendations for the Manufacturing (CTFL) sector

Recommendations for the real estate sector

Recommendations for the wholesale and retail trade sector

1

Strengthen the CTFL sub-sector's commitments to gender equality

2

Work with employers to promote gender-sensitive and safe workplaces

1

Support multi-stakeholder initiatives to create opportunities for women in the real estate sector

2

Work with employers in the real estate sector to promote gender-responsive workplaces

1

Support multi-sectoral gender-focused initiatives to promote economic opportunities for women in the value chain

2

Work with employers to promote gender-responsive workplaces

3

Support women-owned small independent retailers (formal and informal)

3

Design and implement holistic skills building and vocational training to improve women's opportunities in CTFL sub-sector

4

Address research gaps and build evidence of what works

3

Support holistic skills training for women entrepreneurs in the sector

4

Address research gaps and build evidence of what works

4

Implement holistic skills building and vocational training to improve employment opportunities

5

Address research gaps and build evidence of what works

* **NOTE:** Please see Appendix for detailed, sector-level recommendations.



APPENDIX

Detailed sector-level strategies for proposed recommendations – Manufacturing sector

1. Strengthen the CTFL sub-sector's commitments to gender equality

- Work with the government to improve implementation of policies and laws in relation to labour rights and decent work within the CTFL sub-sector, including extending labour rights and regulations to the sub-sector's largely informal employment base.
- Advocate for ratification of the ILO Violence and Harassment Convention (No. 190).
- Work with the government to support gender-responsive post-pandemic recovery efforts targeted at the CTFL sub-sector to build better resilience to future shocks. This should include extending labour rights to informal workers, a regulatory framework that incentivises formalisation of the workforce, and market-orientated skills-building programmes targeted at women.
- Work with key international and domestic buyers and sector associations to raise gender-related standards (e.g., by leveraging the Clean Clothes Campaign and other gender benchmarking initiatives such as the World Benchmarking Alliance's Gender Benchmark).
- Target efforts to build political will to commission and disseminate research on the economic impact of gender-related challenges in the sub-sector, such as the impact of gender-based violence and harassment on productivity and absenteeism.
- Build on and expand initiatives such as the ILO and World Bank's "Better Work" initiative, to improve working conditions for women in the value chain and that promote mutual accountability and transparency in the sub-sector, involving government regulators, brands, factories, workers and consumers. Such sub-sector-wide initiatives should include assessments, training, advocacy and research designed to improve gender-related policies, attitudes and well as behaviours. Use and disseminate results of the work to influence and improve government policies and regulation of the sub-sector, including inclusion of gender-related targets within sector-specific plans and monitoring and accountability systems.
- Work with unions, including SACTWU and employee associations, to enable meaningful engagement of women workers in any agreement, and work with them to advocate for improvements in wage standards and benefits, for example a minimum living wage for the sub-sector and improvement in provisions for informal workers.

2. Work with employers to promote gender-sensitive and safe workplaces

- Leverage existing international standards and benchmarks such as the World Benchmarking Alliance's Gender Benchmark to incentivise companies to improve their commitments on gender.
- Support employers to undertake gender-based assessments and develop gender-related targets and plans. Facilitate effective engagement with employees and key stakeholders on gender issues, and work with employers to adopt gender-sensitive policies and provisions ensuring non-discriminatory recruitment and promotion practices, allowing flexible work arrangements, offering extended maternity and paternity leave, enforcing sexual harassment disciplinary processes, ensuring gender-equal remuneration, and safe and affordable transport.
- Work with CTFL employers to adapt and roll out CARE's GBVH guidelines for businesses in the South African context to address gender-based violence and harassment in garment supply chains (See case study below).
- Work with employers to strengthen GBVH "no-tolerance" policies, communication, enforcement, and accountability mechanisms. Couple efforts to improve policies with awareness-raising and educational campaigns in the workplace and local communities (for example, to address the issue of harassment experienced on the way to work).
- Through monitoring and spot checks, ensure that health and safety processes are in place, and that there is a focus on ensuring awareness of safety practices among workers.
- Sponsor and support women-led informal CTFL firms to formally register and provide women entrepreneurs with skills in financial literacy and management, business development, networking and mentoring opportunities.

3. Design and implement holistic skills-building and vocational training to improve women's opportunities in the CTFL sub-sector

- International and local NGOs can build on the experience of initiatives in other regions (such as CARE International's work with garment factory workers in Asia and Latin America) to work with South African companies to deliver factory-based, holistic gender interventions using financial skills and SRHR as an entry point to tackle other issues affecting women's lives including links to GBV referrals and services.
- Focus on leadership skills and career progression opportunities, work alongside companies to promote hiring of women in management and senior leadership, internships, leadership programmes, and mentoring and networking opportunities.
- Support initiatives that link skilled candidates to job opportunities, improve initiatives' work by providing incentives such as "awards for results" and monitoring of gender targets and number of people obtaining jobs.
- Support holistic training programmes focusing on both hard and soft skills development for women entrepreneurs in the sub-sector.
- Design and implement training or other initiatives to support women workers' agency and awareness of labour rights. This can be done in partnership with unions and collective actors.

4. Address research gaps and build evidence of what works

- Commission and undertake research on women's working conditions and broader needs in the CTFL sub-sector. This should include research on the prevalence and dynamics of gender-based violence and harassment in the CTFL sub-sector to inform advocacy and programming.
- Commission and undertake research with marginalised groups (such as Black African women, single mothers, and women with disabilities) to understand different barriers and challenges and to design inclusive interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment as well as related outcomes linked to experience of gender-based violence and sexual and reproductive health to provide an accurate picture of the impact on any intervention on women's lives.
- Ensure meaningful participation of women in the design of all WEE interventions, including through participatory methods.

Detailed sector-level strategies for proposed recommendations – Real estate sector

1. Support multi-stakeholder initiatives to create opportunities for women in the real estate sector

- Financial institutions could design joint venture products to finance women-led companies and collectives in real estate development. These should be targeted at entities with (the potential to obtain) construction contracts but lack adequate capital/financing.
- Work with key stakeholders including SAWIC and WPN to raise the profile of women in the real estate sector constructively and positively. For example, work in schools and communities to raise awareness of opportunities for women in the sector through the promotion of role models and by tackling misconceptions and stereotypes.
- Work with real estate employers to tackle gender discrimination in the sector through gender-responsive policies and plans.
- Support TVET initiatives targeting women with career-relevant training programmes that link trainees with paid internships and job opportunities.
- Work with universities and employers to support scholarships or paid apprenticeships, or other forms of on-the-job training, for women and other unrepresented employees.
- Work with key stakeholders including SAWIC and WPN to facilitate networking opportunities and promote mentorship schemes linking new entrants with senior women leaders in the industry.
- Advocate for and support the implementation and monitoring of government laws and policies promoting gender representation and diversity in employment and procurement for construction projects, including due diligence processes to roll out improved standards along the value chain.

2. Work with employers in the real estate sector to promote gender-responsive workplaces

- Work with sector stakeholders, including employers and business associations, to challenge attitudes towards gender roles and stereotypes in the sector.
- Support and incentivise construction companies to use existing tools developed by the World Bank and other actors to self-assess gender and GBVH risks of construction projects and put in place sufficient mitigating measures.
- Promote gender-sensitive workplaces and organisational cultures, including specific work targeting senior leadership, and risk and mitigation of gender-based violence and harassment.
- Advocate for real estate companies to adopt minimum basic entry pay, and/or work with employers to offer bursaries for women from marginalised groups to join the workforce for example through paid internships.
- Support gender-benchmarking initiatives including gender pay gap assessments to incentivise employers to adopt more gender-responsive policies.
- Support establishment and roll out of gender equality and inclusion policies, including childcare provisions, and flexible work opportunities (leveraging the flexibility already offered by some real estate roles to expand to other more male-dominated areas of the sector including senior leadership positions).
- Advocate for the inclusion of women professionals in urban planning and design programmes – both by private and public entities, to improve the integration of women-focused initiatives in urban planning efforts and execution/development. This will help ensure that services and provisions that cater to women's specific and contextual needs are addressed.

3. Support holistic skills training for women entrepreneurs in the sector

- Invest in vocational training programmes and organisations, focus on sector-specific skills, business and financial skills, as well as networking opportunities.
- Provide bursaries for relevant studies and qualifications.
- Ensure sufficient outreach to ensure schemes and opportunities are inclusive of women from marginalised communities and rural communities.
- Improve women's access to financial services through linking up with low-cost loans and financial products aimed at women entrepreneurs in the real estate sector.
- Work with financial providers to tailor products and services to women's needs, including utilising mobile money lending, and tailor communication and marketing strategies to reach Black African women specifically to ensure they are not left out.
- Leverage existing initiatives delivered by SAWIC and WPN linking women with networking opportunities and mentorship schemes.

4. Address research gaps and build evidence of what works

- Commission and undertake primary research with women in the sector to understand gender-related barriers and opportunities. This should include mixed-method research with different sub-groups of women to understand different barriers and challenges faced within different parts of the real estate sector and to design inclusive interventions.
- Work with SAWIC and WPN to undertake action research with women in the sector to understand entry points and gather evidence on what works to economically empower women through targeted interventions.
- Evaluate interventions and include outcomes and indicators related to women's economic empowerment as well as related outcomes linked to experience of gender-based violence and sexual and reproductive health to provide an accurate picture of the impact on any intervention on women's lives.

Detailed sector-level strategies for proposed recommendations – Wholesale and retail trade sector

1. Support multi-sectoral gender-focused initiatives to promote increased economic opportunities for women in the value chain

- Develop supermarket-led initiatives to increase engagement of women-led and Black African-owned businesses in the value chain. These initiatives should target and provide capacity building support and opportunities to women-owned enterprises.
- Work with business associations to support women-owned businesses with professional networking and mentoring opportunities.
- Work with large retailers and other buyers to implement downward supply chain initiatives, particularly to support small suppliers, women-owned and Black-owned businesses, as well as suppliers from rural areas and townships.
- Work with women owners of “Spaza” shops and other informal home-based enterprises to collectivise through cooperatives, and support women through these cooperatives to improve their human, social and financial capital through market-based interventions.

2. Work with employers to promote gender-responsive workplaces

- Promote gender-sensitive workplaces and organisational cultures, including specific work targeting senior leadership as well as support establishment and roll out of gender equality and inclusion policies, including childcare provisions, flexible work opportunities as well as inclusive training and career progression opportunities.
- Work with employers to promote zero tolerance towards gender-based violence and harassment in the workplace, ensuring appropriate reporting and referral mechanisms are in place for survivors, and policies and procedures are rolled out through due diligence processes to downward partners.
- Support diversity-, equity- and inclusion (DEI)-focused interventions with employers to promote more inclusive and equitable workplaces.
- Support the roll out of gender and DEI-benchmarking initiatives in the sector including gender pay gap assessments to incentivise employers to adopt more gender-responsive and inclusive policies, procedures and behaviours.

3. Support women-owned small independent retailers (formal and informal)

- Support women to organise in retail and trade cooperatives, for better price setting, market opportunities and linkages, and access to training (including business skills, financial management and leadership).
- Support small and informal retailers with financing targeted at securing competitive and reliable supply of goods.
- Work with financial providers to tailor products and services to women’s needs, including utilising mobile money lending, and tailor communication and marketing strategies to reach women and Black African retailers.
- Collaborate with financial institutions and key retailers to develop financing support for screened and approved women retailers to benefit from invoice discounting facility arrangements for entities with which they have confirmed supply orders.
- Create opportunities for women entrepreneurs to build professional networks through business-to-business linkages.
- Assist women-owned informal businesses with formalising their businesses.
- Implement household-level interventions to improve relationship dynamics, mitigate against backlash from women’s increased earnings, promote gender-equitable household decision-making and prevent intimate partner violence.

4. Implement holistic skills building and vocational training to improve women’s employment opportunities in the sector

- Invest in holistic vocational training programmes focusing on sector-specific skills to address gaps including financial management, product knowledge, marketing and sales, communication, merchandise negotiation, conflict management, buying, pricing, time management, customer relations, ICT and life skills. Ensure targeting of Black African women and other marginalised groups through quota systems, scholarships, paid apprenticeships and targeted outreach.
- Targeted interventions to address skills gaps in rural areas. These should be aimed at equipping rural women with skills needed for higher-skilled roles such as retail managers (IT skills, leadership and management skills) and linking graduates with employment opportunities.
- Focus on skills for roles and areas where women are less represented, work alongside companies to promote hiring of women and for mentorship opportunities. Support initiatives that link skilled female candidates to job opportunities where opportunities for career advancement exist.

5. Address research gaps and build evidence of what works

- Commission and undertake research on gender-related barriers for women’s economic empowerment in the sector, including much needed research on the prevalence and dynamics of gender-based violence and harassment in the sector.
- Commission and undertake research with marginalised groups (such as Black African women, young women and women with disabilities) to understand different barriers and challenges women face, and to design inclusive interventions.
- Evaluate interventions and include indicators and outcomes related to women’s economic empowerment as well as related outcomes linked to experience of gender-based violence and harassment and sexual and reproductive health, to provide an accurate picture of the impact of any intervention on women’s lives.
- Ensure meaningful participation of women in the design of all interventions, including through participatory methods.

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