

THE ROLE OF WOMEN IN THE
URBAN ECONOMY

BY

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**THE ROLE OF
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IN THE URBAN
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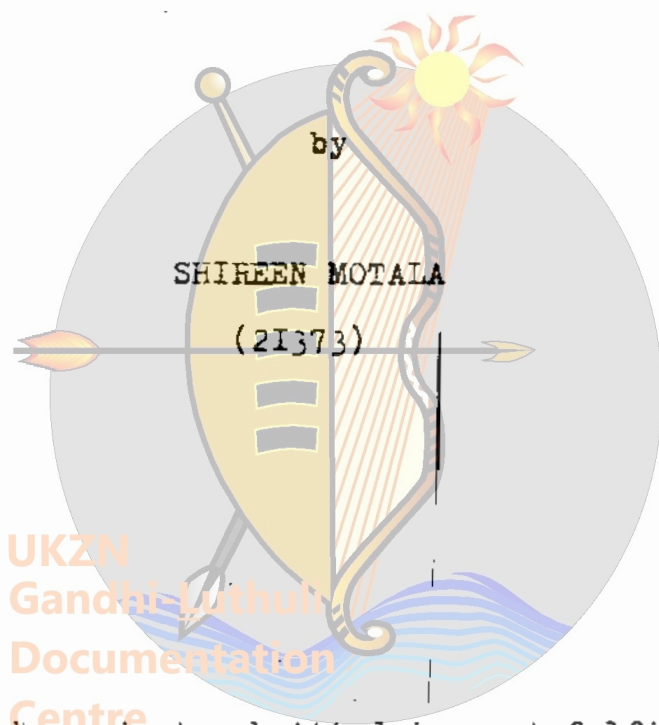
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THE ROLE OF WOMEN IN THE URBAN ECONOMY:

A CASE STUDY OF GARMENT WORKERS IN DURBAN.

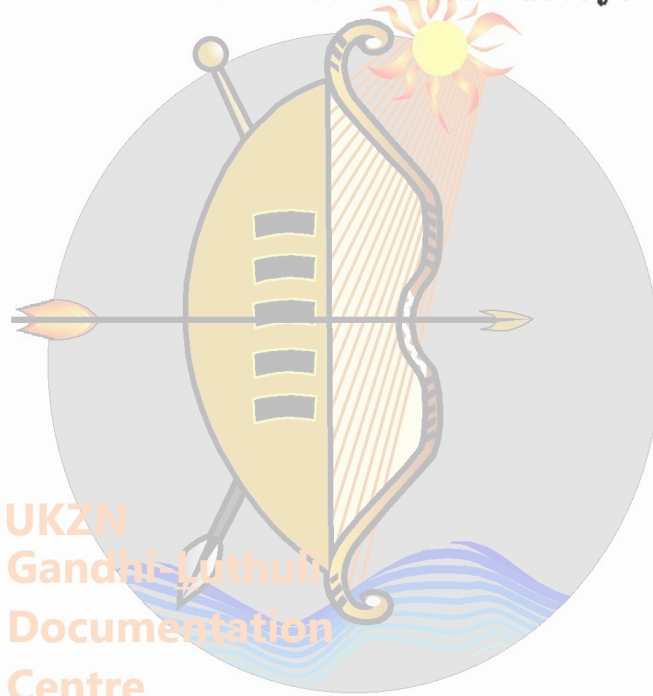


A research project submitted in part fulfilment of the requirements for course III in the department of Geography at the University of Durban Westville, 1987.



A B S T R A C T

In this project an attempt is made to assess the role of women in an urban area. More specifically, women in the garment industry were chosen for the study. The research revealed that the role of women is totally underestimated and this correlates very closely with results obtained in other studies as illustrated in the literature survey.



We were invisible
We were unheard
and we know why

You talked of authentic development
They were words, words, empty words
Your authenticity was "he" not "she"
It was all so tragic and absurd

In the countries where we are working
We work with women with their feet on the ground
Your words are coming from Ivory towers
In their world you don't make a sound

Let's make it "her" and "she"
and "you" and "me"
Together we'll hold up half the sky
Let's make it "her" and "she"
And "you" and "me"

We'll all be visible
We'll all be heard
So let's all try

Anne K. Bernard: Women
the Unknown Quantity.

A C K N O W L E D G E M E N T S

To my lecturer, Mr Soni, for all his guidance and assistance. I would like to take this opportunity to thank him for his encouragement and for the fact that he gave his undivided attention at all times.

To the respondents, for answering my questionnaires. Without their assistance this project would not have been possible.

To my parents for their assistance, encouragement and concern.

To my friend Casim for assistance rendered.

To all my other friends for their encouragement and concern.

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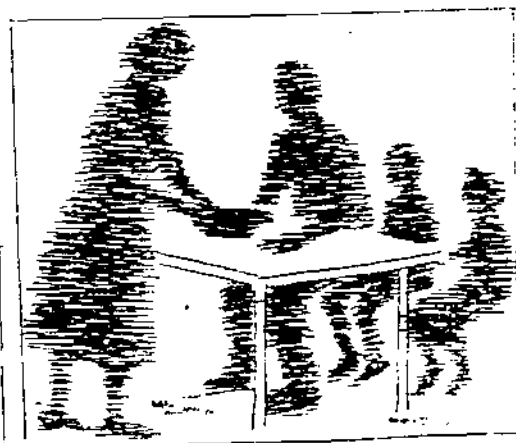
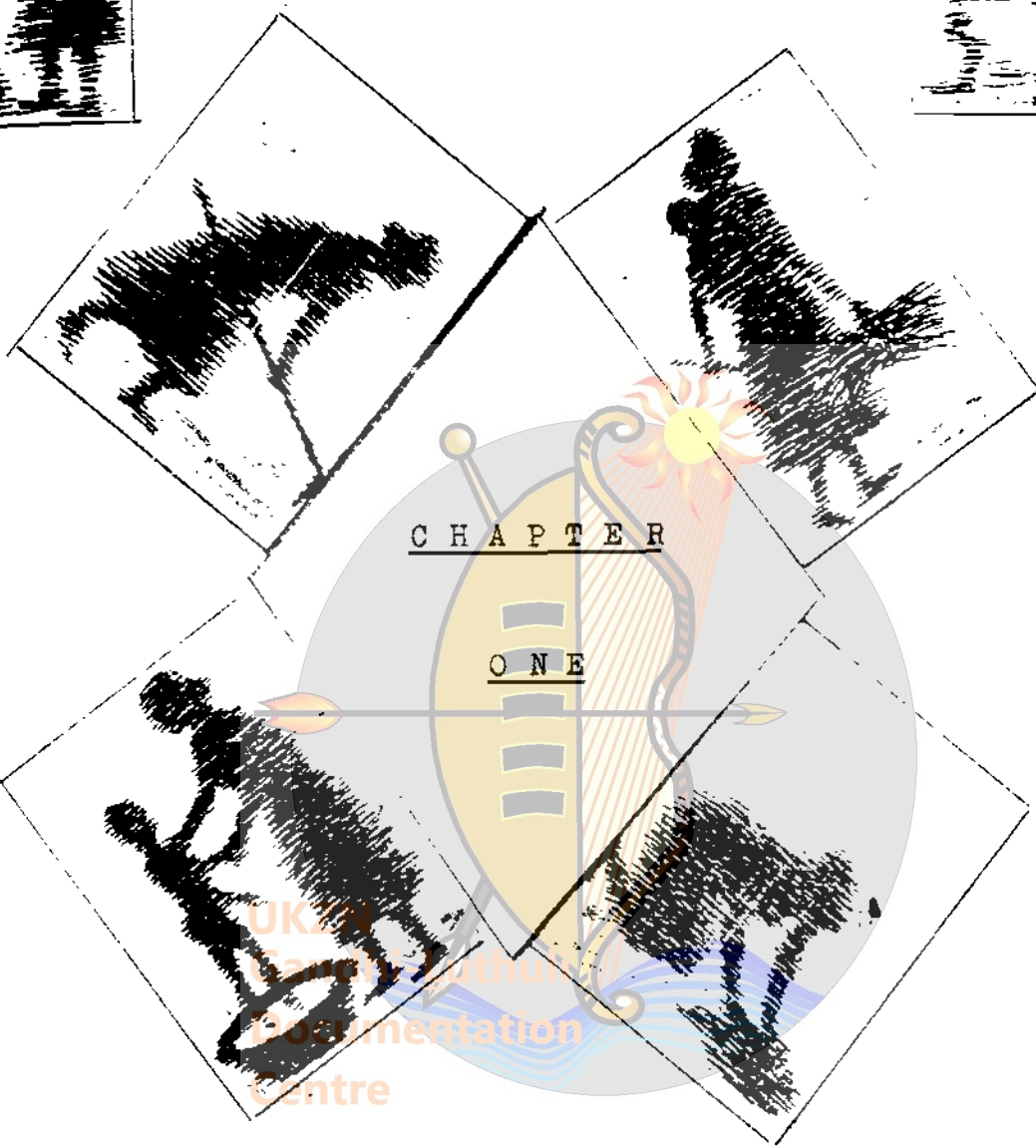
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CHAPTER IGEOGRAPHICAL RELEVANCE OF THE STUDY

"Over the past decade one of the most notable features of social science literature has been the emergence of a scholarly body of writings focussed around issues specifically relating to women. Only recently and somewhat reluctantly have geographers begun to probe the implications of the gender roles of men and women" (Bowlby et al; 1982). A flurry of papers dealing with the so-termed "geography of women" has emphasized starkly both the gender blind nature of much geographic theory and that empirical research is remarkably silent on the specific position of "half the human in human geography" (Monk and Hanson; 1982).

As the growing volume of literature on women in developing countries demonstrates women's role in economic development has been ignored and neglected with very unfortunate results; not only has women's position in society often declined as a result of development (Boserup; 1970), but economic development has not proceeded as fast or as successfully as it might have done had women been fully intergrated into both the planning and implémentation of development projects.

Because womens work is often subsistence orientated

and not paid, their labour is not counted. This has had serious consequences; not only for women in terms of their self-worth and dignity, and in the lack of help given to enable them to be more productive, but also for the country, because women are regarded as consumers rather than productive members of society and their full resources are not tapped. Development therefore fails to reach its fullest potential; an aspect that all geographers should hope to attain.

Within economic geography women-related research is an underdeveloped area. It is hoped that this study is a step towards alliviating this problem and furthermore that the study is "rectificatory" in nature to address empirical questions specifically concerning the geography of women in the urban economy.

In the light of the above the main aim of this study is to investigate the role of women in the urban economy with special reference to the factory workers in the central business district.

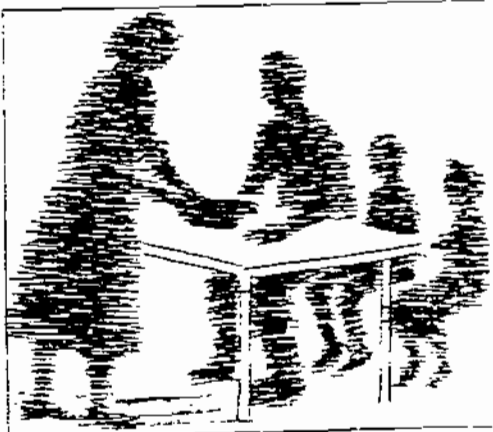
Chapter one introduces the research priority in geography. The literature survey is the main context of chapter two. Chapter three deals with the research methodology of the study. Chapter four contains the empirical analysis and the final chapter presents a summary, synthesis and conclusion.



CHAPTER

TWO

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CHAPTER 2

The role of women has been neglected and to some extent ignored. This has led to stereotyped images which reflect women's role in society as passive.

"Women, whether part of the formal labour force or remaining in the home, are producers. Some pay taxes directly, all are consumers of public sector services, and in almost all democratic countries, they have the use of a vote" (Drake and Horton; 1983). There is a definite sexist bias prevalent which has led to a great deal of inequalities leading to the subordination of women. Society should be made aware of these limits that undermine our understanding of the field and also distorts so many of the perceptions and conclusions reached. These should generate a concern among geographers. It should be the geographers concern to try and promote a more just and prosperous society.

URBANISATION OF WOMEN

In a paper presented by the World Bank (1980) it was noted that although urban migration in Africa has been predominantly male, in the 1960-1970 decade there was a sharp increase in the proportion of female urban migrants which has continued while the proportion of female migrants who come as economic dependants remained high, the pull of the city as a source of employment and education contributed to the increase in the number of female migrants. The resulting change in the sex ratio completely changed the social structure of the cities. The influx of such large numbers of women into the urban economy has great implications for labour utilization.

In South Africa the type of work women do is changing. In the last century women were employed on farms and in rural areas. But since the beginning of the century many more have moved to the urban areas being drawn into the industrial economy, in factories commerce and other services. Technological developments has played a significant role in displacing the rural women work force, hence contributing to the process of urbanization.

EMPLOYMENT OF WOMEN AND THEIR PARTICIPATION IN ECONOMIC
DEVELOPMENT

"Women, as the saying goes, hold up half the sky" (Bernard; 1986). Yet the role of women in economic development has been ignored and neglected with very unfortunate results. Discrimination and oppression of women is an issue that should be raised by geographers throughout the world.

In South Africa two sets of forces fundamentally determine the economic situation of women, a system of racial domination and a system of sexual domination. Discrimination on the basis of sex is widespread in South African society (Cock; 1980, Bozzoli; 1983).

"A whole network of constraints operate effectively to limit the activities of women, particularly at the level of legal rights and employment (Van der Horst; 1975 Cock et al; 1980). The womens situation in the employment market consists basically of low-skilled and poorly paid activities generally in a sector experiencing difficulties. Their access to more responsible and more highly skilled posts is inhibited by various factors. Martin and Rogerson (1986) conceptualize these inhibitory factors in terms of

"sex bars". It is stated that the operation of a set of sexual bars on women assures their situation of dependancy, a primary commitment to the home and that those venturing out to seek a place in the wider world find it already occupied and extraordinarily well protected by a long established system of male privilege. The sexual division of labour channels women into those occupations deemed as "womens work". In addition to this individuals in both groups are operating under constraints imposed upon them by traditional concieved gender roles. The constraints of patriarchy, involving women's dependant or subordinate situation, female subservience and male domination. This patriarchal system proclaims wifehood and motherhood as the supreme female virtues. These values are evidently embedded in the South African society and is played up by the media "which project the imperitive for a 'caricatured machismo' on the part of the South African male to compliment 'the sweet-smelling fluffy feminity of the women who wait behind while they finish, winning yacht races, rounding up cattle or flying to the moon" (Bozzoli; 1983)

"These patriarchal values are responsible for the reluctance of industrial management to invest in the skill advancement of women whose labour is believed to be discontinuous and of shorter duration than that of males (Van der Horst: 1975, Stone; 1975).

The loosening of the hold of traditional sex roles on behaviour patterns is not yet evident. However women's work in maintaining households and bringing up children should be taken into consideration and recognised as vital to the economy as any other task. Another factor that inhibits employment opportunities contributing to low wages and unskilled labour force, is the acquisition of education by women. Previously females were brought up to fulfil a stereotype role of housewife and mother. The result was that little attention was paid to their school education and in particular their vocational training so that they received lower wages. Although the situation appears to be changed as the training of females has greatly improved, this development principally affects the younger generation of women only. Education holds the latent promise of improved life chances. Another view as presented by the World Bank (1980) in their Tanzanian studies is that although education is important, its importance in facilitating access to the labour market depends on employer's preference and the past job experience and the who is looking for employment. Few women are to be found at managerial and decision-making levels, despite the fact that girls actually spend more time in schools and perform better than boys up to secondary level. At university level the

female enrolment is almost as high as that of the males. The different courses followed by boys and girls in the education system and then in the allocation of jobs especially in the technical and vocational skills, could be attributed to sex role stereotyping. "Womens work" ie. teaching, nursing, secretarial and service jobs, are judged suitable generally by men ie. fathers, husbands, employers and male trade unionists. Nonformal education is also focussed simple on helping women improve within the limited range of activities to which they are suited, by virtue of their sex. These discriminatory attitudes are reflected in institutional practices and laws which work against women. "Protective legislation makes it possible for women to be denied work on the grounds of their sex. Furthermore this discriminatory legislations serves to maintain women in a subordinate and dependant situation. The system of racial domination which operates in South Africa is pepetuated by these legislations which are both discriminatory and oppressive towards women. "Bolstered by a powerful mesh of political and ideological structures the racial division of labour takes precedence over the sexual division of labour in determining the role of women in the industrial fabric of South Africa, past and present" (Stone 1975; Yawitch 1979; Cock 1980).

Educational opportunities as dictated by ideology has led to the masses of the black population of South Africa forming part of the unskilled low earning work force paralleling the existence of the "sex bars" discussed earlier. A series of job colour bars were introduced as early as the 1920's which hindered the occupational advancement of women. This industrial colour bar restricted skilled, higher earning jobs to whites only. This job reservation legislation was introduced in 1957 and strongly influenced patterns of industrial employment in the country. "Only recently have certain much publicised but largely cosmetic changes been introduced in the face of international pressure against South Africa's racially discriminatory industrial labour legislation" (Rogerson; 1982).

The Black population has been confronted with this discriminatory legislation which includes the recently abolished notorious 'pass laws' and 'influx control' which restricted their entry and movement within the so-called white urban areas of South Africa. Since the implementation of the pass laws there has been increasingly strict measures to control the rights of African women to live and work in urban areas. The replacement of influx control by so-called 'positive strategies' with activities such as the

expansion of some industrial activities through the programme of decentralization at locations within the impoverished Bantustans is just another means for the ruling ideology to exploit the spatial division of women's employment in South Africa. The policy of decentralization encourages capital to take advantage of cheap pools of labour imprisoned in Bantustans by influx control and the notorious programme of population removals. In a study carried out by Green and Hirsch in 1982 it was noted that the number of women employed in Bantustan industry outstripped the number of men. Thus the exploitation of Black women in circumstances of devisory wage levels, long working hours and miserable work environments is clearly evident.

"As a product of the structure of racial domination emerge a hierarchy of women in South Africa with Whites being dominant, the race categories of Coloureds and Asians occupying an intermediate status, and Black women relegated to the most inferior situation" (Horrell, 1965). Thus the oppression of Black women in South Africa is in double jeopardy on grounds of both race and sex.

Another legislation that should be considered is one that makes provision for the expectant mother in the labour force. Adequate maternity leave with a job back guarantee should be provided. Equal rights for

II

women in industry, employment and society should be the subject of discussion since women make a substantial contribution to economic and social life. This contribution should be matched by adequate social security and pensions for women.

"Prejudice and discrimination against women is not usually practiced with deliberate and malicious intent. A great deal of discrimination is unconscious and not restricted to men: many women see themselves as second class citizens accepting their inferior status as natural law. If women are to be equal partners in development, there is need for programs for raising the levels of consciousness of everyone in the society about women on the barriers that inhibit their full involvement in the process of development" (Antrobus; 1978). Gender plays an important role in determining how men and women participate in economic, social and political activities. But too often in development planning it is women who are seen as the problem rather than the gender relations in which they are enmeshed. One view taken is that there is a lack of the viewpoints and participation of women in development planning and that women must formulate their own yardsticks and do not persist in measuring

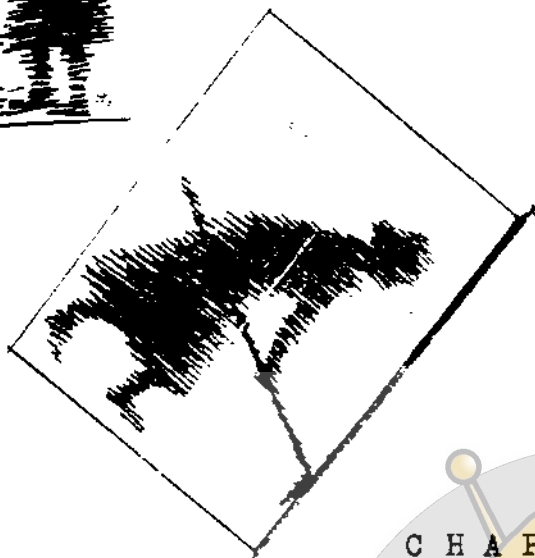
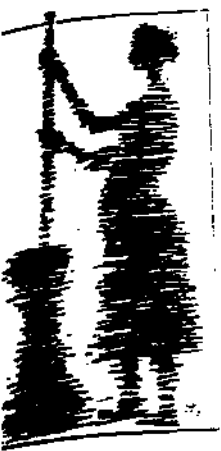
themselves against male standards. Continual criticism has been made of government or agency planning that limit women to their biological and family service roles, and see women as passive recipients of social welfare, by emphasizing only family planning, health, nutrition, education, childcare and crafts for self-employment. These fields should no longer be limited to women only.

Another view is that men must be included in women's development process. It is mens image of women, and womens image of themselves in relation to men that constitutes a major part of the inequality between them.

WOMENS PROBLEMS ARE NOT WOMEN'S ALONE, BUT STEM FROM THE TOTAL COMMUNITY.



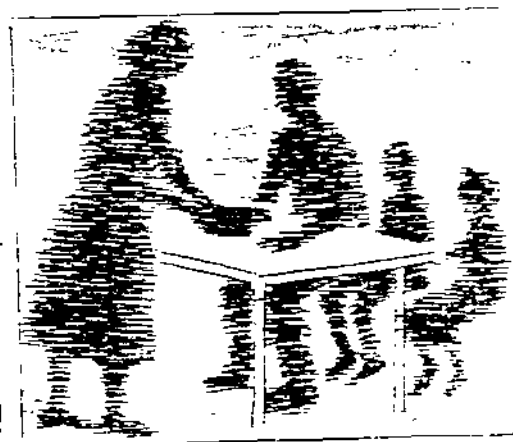
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CHAPTER

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CHAPTER 3

3.1. AIM OF THE STUDY

The inequalities, discrimination and exploitation concerning women, in the urban economy in today's society is quite blatant. Society should be made aware of this. The aim of the study is to investigate the role of women in the urban economy.

In this respect the following aims of the study have to be taken into account:

- a) To review pertinent literature in order to reveal the findings of other researchers in the field (see chapter 1).
- b) To analyse the attitudes of male and female employees towards the role of women in the urban economy.
- c) To illustrate and reveal the inequalities, discrimination and exploitation experienced by women in the urban economy.

3.2. PROCEDURE IN THE PRESENT STUDY/METHODOLOGY

The purpose of the present study is to investigate the role played by women in the urban economy.

3.2.1. Choice of locale

It was decided by the researcher to locate the study to the Durban, central business district area, as the area was within reasonable travelling distance of the researcher's home and place of work.

(see appendix C).

3.2.2. Sampling

The respondents employed in the selected institutions/factories were selected through the process of random sampling. The respondents were Indian to avoid differences as a result of racial differentiation due to the apartheid system in South Africa. In other words in order not to compound the data obtained respondents were selected from garment industries and were from the Asian race category.

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3.2.3 Choice of Method For Gathering Data

The data in this study represents the results of an anonymous questionnaire administered to a randomly selected population.

The researcher used the questionnaire method since this method continues to be, if properly constructed

and administered, the best available instrument for obtaining information from widely spread sources.

A single set of questionnaires were used in this study. A copy of the questionnaire is annexed as Appendix B, page 36.

Accompanying each questionnaire was a covering letter (annexed as Appendix A, page 35), setting out the topic of the research and asking for the co-operation of the respondents.

The questionnaires were left with the respondents, for fourteen days to be completed, after which they were collected personally by the researcher. The completed questionnaires were checked for errors and omissions were rectified immediately.

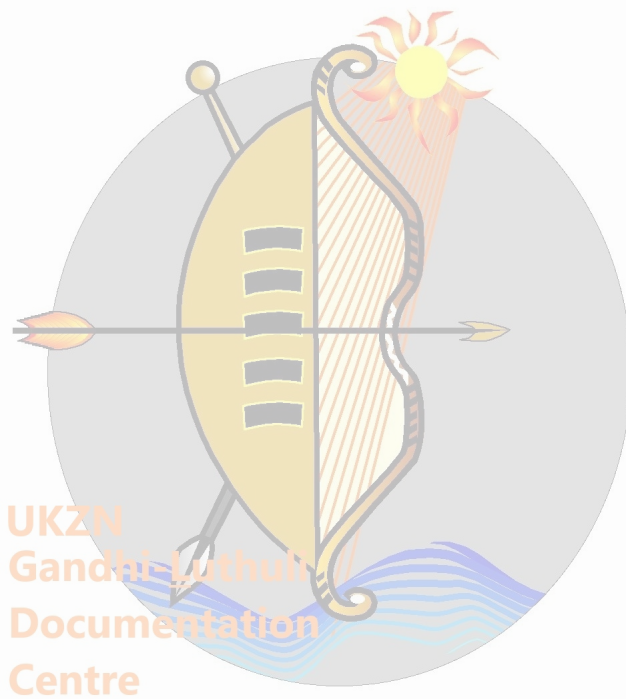
Most of the questions were of the closed form, requiring respondents to place a cross (X) opposite one of the several possible answers.

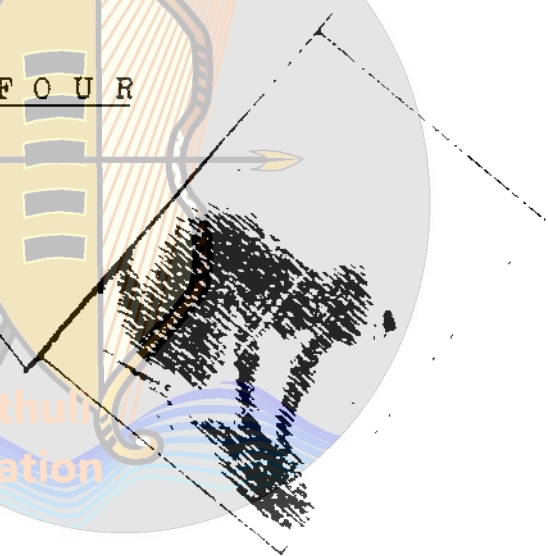
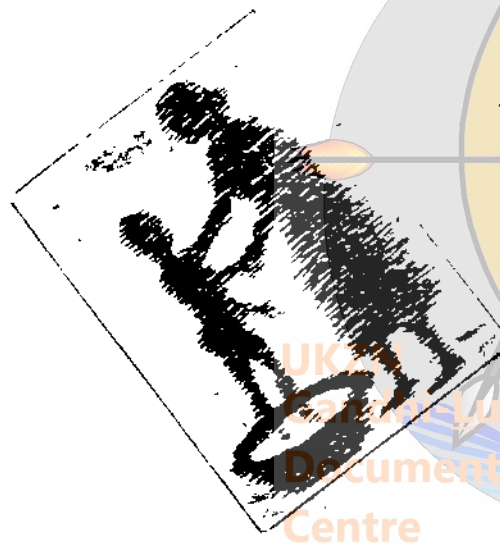
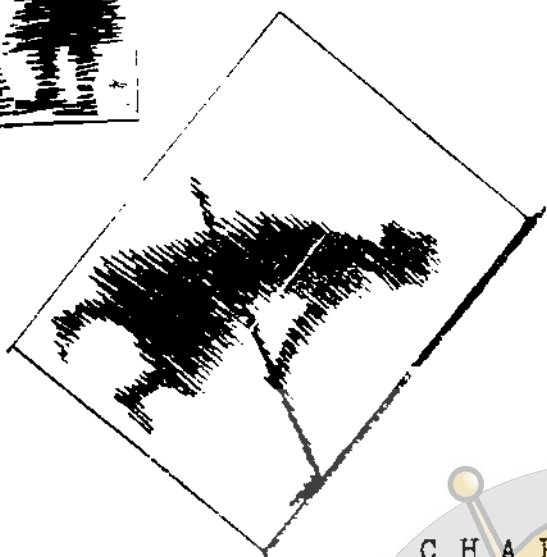
It appeared that the respondents followed the instructions and comprehended the questions satisfactorily as there were a negligible number of errors in answering the questions.

3.2.4. Replies

The general administration of questionnaires were as planned.

A total of forty questionnaires were despatched (twenty for male respondents and twenty for female respondents). There was a hundred percent response from the respondents.

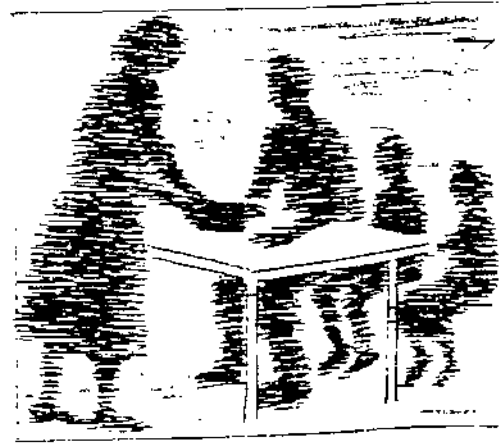




CHAPTER

FOUR

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CHAPTER 44.I. ANALYSIS OF DATA4.I.I. INTRODUCTION

In this chapter the results of the empirical research study is presented.

Firstly, the socio-economic characteristics will be examined in order to ascertain whether these characteristics are discriminatory and devisory in nature, especially in the sphere of labour, wages and general work conditions.

Secondly, the activity patterns of women are examined and compared to that of males.

Thirdly, the attitudes of males and females towards the role of women in the urban economy is examined, revealing their opinions of what they regard as "womens work".

Finally, other economic characteristics such as job satisfaction, social benefits, pension and participation in trade unions, are examined.

4.I.2. SOCIO-ECONOMIC CHARACTERISTICSTable 4.I: Age structure of female respondents

| Age cell size | Frequency | Percentage |
|---------------|-----------|------------|
| 15 - 20 | 1 | 5 |
| 21 - 26 | 12 | 60 |
| 27 - 32 | 4 | 20 |
| 33 - 38 | 1 | 5 |
| 39 - 44 | 2 | 10 |
| 45 - 50 | 0 | 0 |
| 50+ | 0 | 0 |
| | 20 | 100 |

From the table it is observed that 60% of the women in the sample population fall between the age group of 21 - 26, 20% within the 27 - 32 age group and 10% within the 39 - 44 age group.

Table 4.2: Educational achievements of female respondents

| Education | Frequency | Percentage |
|-----------|-----------|------------|
| secondary | 15 | 75 |
| tertiary | 5 | 25 |
| | 20 | 100 |

75% of the sample population obtained a secondary level of education whereas the remaining 25% obtained tertiary education. The high educational achievements obtained by women respondents should be noted.

Table 4.3: Earnings of female respondents

| Earnings cell size | Frequency | Percentage |
|--------------------|-----------|------------|
| 200 - 300 | 3 | 15 |
| 300 - 400 | 6 | 30 |
| 400 - 500 | 2 | 10 |
| 500 - 600 | 3 | 15 |
| 600 - 700 | 3 | 15 |
| 700 - 800 | 0 | 0 |
| 800 - 900 | 1 | 5 |
| 900 - 1000 | 0 | 0 |
| 1000+ | 2 | 10 |
| | 20 | 100 |

The majority of the women in the sample population ie. 30% earn between 300 rands and 400 rands. 15% earn between 200 to 300 rands, 500 to 600 rands and 600 to 700 rands respectively. 10% earn between 400 to 500 rands and 1000+ rands each.

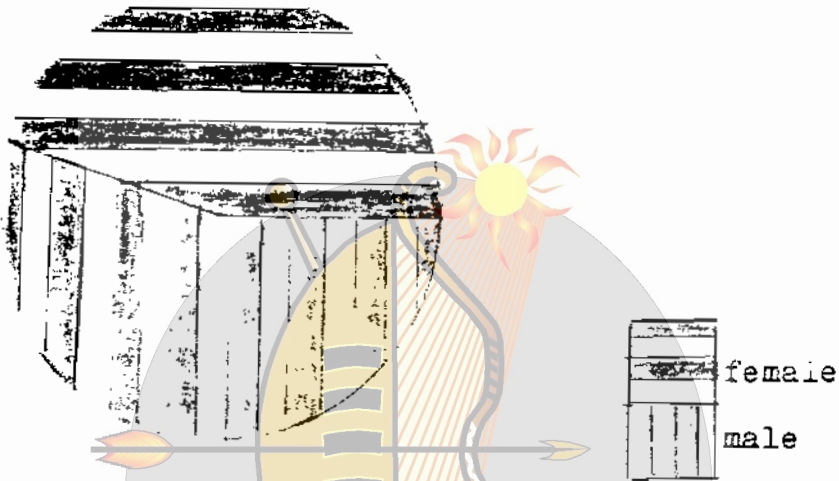
Table 4.4: Earnings of male respondents

| Earning cell size | Frequency | Percentage |
|-------------------|-----------|------------|
| 200 - 300 | 2 | 10 |
| 300 - 400 | 1 | 5 |
| 400 - 500 | 4 | 20 |
| 500 - 600 | 1 | 5 |
| 600 - 700 | 1 | 5 |
| 700 - 800 | 7 | 35 |
| 800 - 900 | 0 | 0 |
| 900 - 1000 | 2 | 10 |
| 1000+ | 2 | 10 |
| | 20 | 100 |

The majority of the men of the sample population ie. 35% earn between 700 - 800 rands. The higher amount of earnings obtained by men compared to women should be taken into account.

20% earn between 400 -500 rands and 10% earn between 200 - 300 rands, 900 - 1000 rands and 1000+ each. Finally 5% earn between 300 - 400 rands, 500 -600

Pie Graph: Average earnings (per month) for male and female respondents



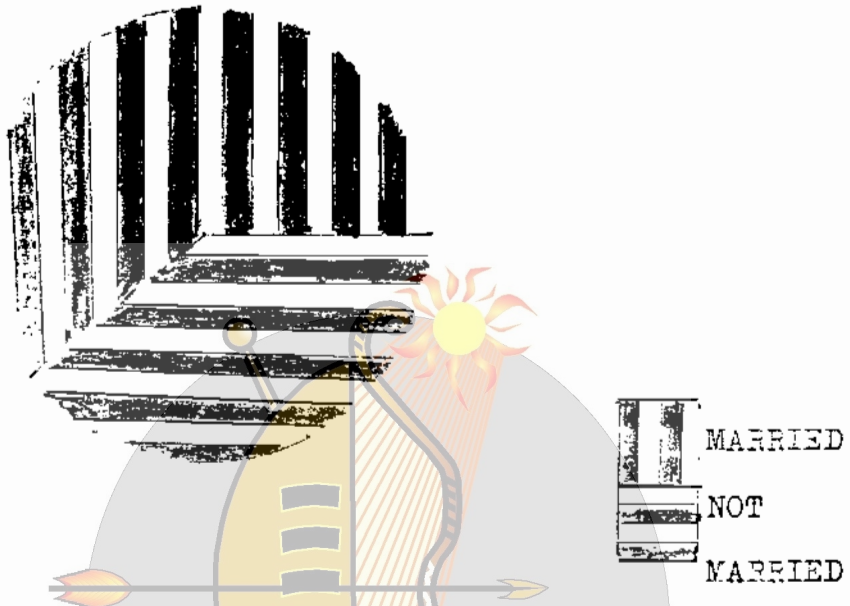
AVERAGE FEMALE EARNINGS: R510,00

AVERAGE MALE EARNINGS : R650,00

When comparing the average male and female earnings it is clearly observable that males performing the same task obtain considerable more remuneration than the females.



"THE MAIN DIFFERENCE BETWEEN THE MALE AND THE FEMALE, GUY, IS THAT THE FEMALE GETS PAID LESS."

Pie Graph: Marriage status of female respondents

60% of the sample population are married. The remaining 40% are single.

Of the 12 women that are married, 100% have children and dependants to take care of.

38% of the 8 women that are not married have dependants to support.

Table 4.5: Number of children and dependants of the female respondents

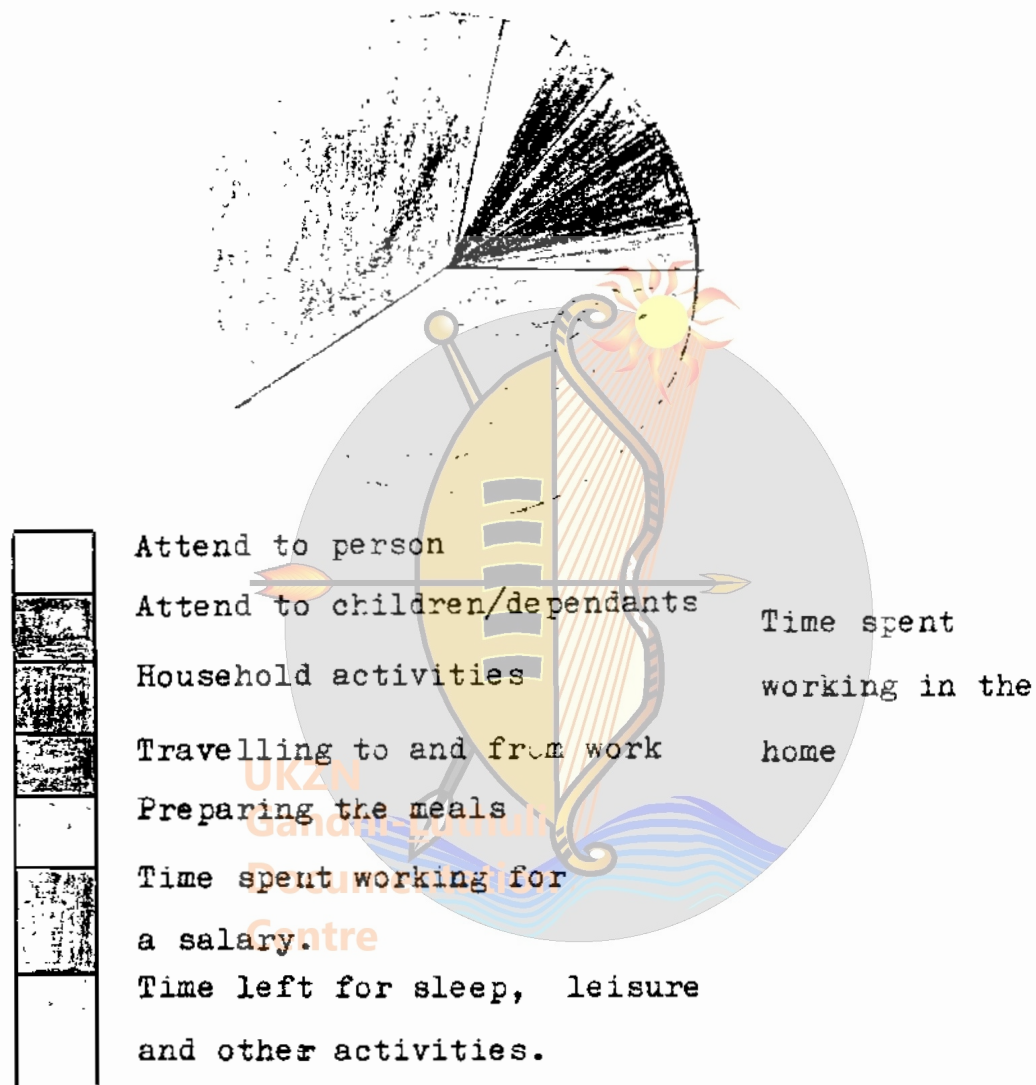
| no. with or without children | Frequency | Percentage |
|------------------------------|-----------|------------|
| With | 12 | 60 |
| Without | 8 | 40 |
| | 20 | 100 |

60% of the total sample population have children and dependants to take care of.

4.1.3. ACTIVITY PATTERNS OF THE RESPONDENTS

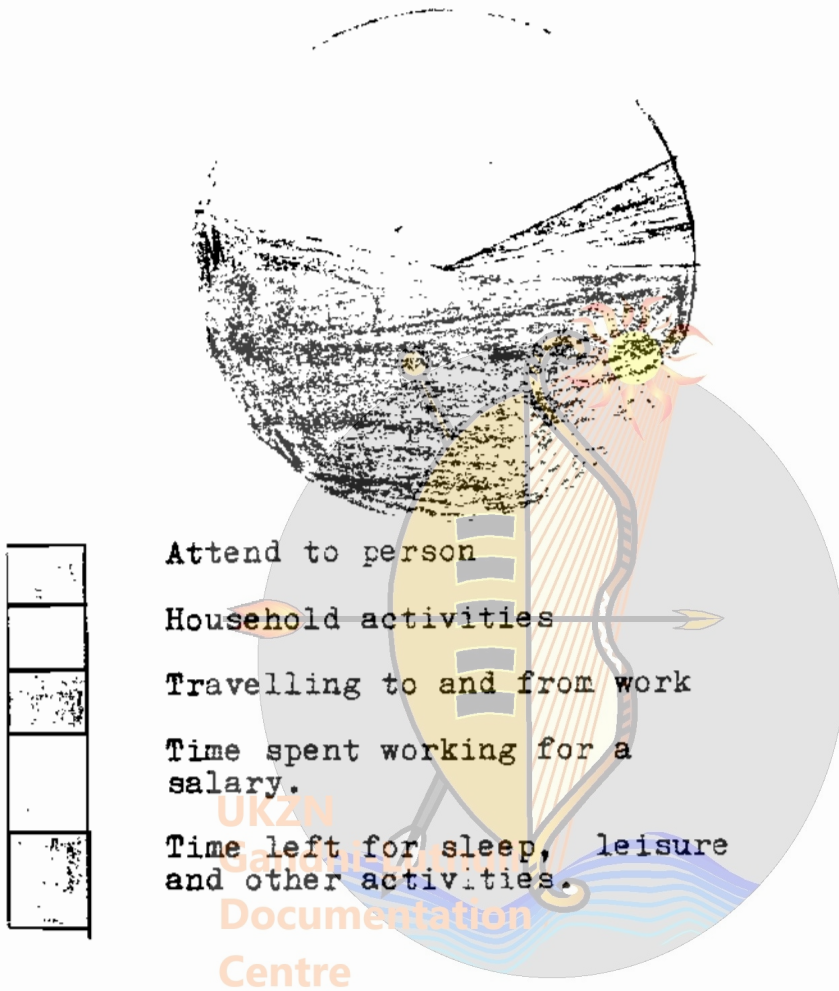
Pie Graph: Female activity patterns in one day

Mean time spent working for a salary is 9 hours.



Of the 24 hours of the day 9 hours is spent working for a salary. 5 hours is spent working in the home. Therefore 14 hours of the 24 hours is spent working. The remaining 10 hours is used for leisure, sleep and other activities — some of these activities mentioned were attending prayer meetings, sewing, knitting, preparing food; snacks etc to sell in order to supplement income etc.

Pie Graph: Mean activity patterns of male respondents
during one day



Of the 24 hours in a day approximately $1\frac{1}{2}$ hours is spent attending to person, in household activities and travelling to and from work, per person. 9 hours is spent working for a salary and the remaining 13.5 is used for sleep and other activities.

10.5 hours of the day concerns work activities.

It is noted that 100% of the male respondents do not attend to children or participate in preparing the meals. It is also noted that only 20% perform household activities viz. shopping for household items eg. groceries, repairing items around the house etc.

COMPARISON OF MALE AND FEMALE ACTIVITY PATTERNS

Out of the 24 hours in the day the female respondents work for approximately 14 hours within the home and for a salary. The average time spent working by the male respondents is 10.5 hours.

Therefore the female respondents work for an extra 3.5 hours per day compared to the male respondents. The contribution made by females to the urban economy should thus be recognised as significant and important for the development of the urban economy.

Table 4.6: Rating of job satisfaction by female respondents

| Job ratings | Frequency | Percentage |
|--------------|-----------|------------|
| Good | 11 | 55 |
| Satisfactory | 9 | 45 |
| Poor | 0 | 0 |
| | 20 | 100 |

55% regard their jobs as good.

45% regard their jobs as satisfactory.

Table 4.7: Rating of relationship with employer by Female respondents

| Ratings | Frequency | Percentage |
|--------------|-----------|------------|
| Good | 9 | 45 |
| Satisfactory | 10 | 50 |
| Poor | 1 | 5 |
| | 20 | 100 |

50% regard their relationship with their employer as satisfactory. 45% regard their relationship as good. However 45% of the total female sample population admitted to experiencing problems at work.

Table 4.8: Amount obtaining social benefits, pensions etc.

| | Frequency | Percentage |
|-----|-----------|------------|
| Yes | 2 | 10 |
| No | 18 | 90 |
| | 20 | 100 |

100% of the sample population think that benefits obtained are not adequate.

It is obvious from the above table that the minority, ie. 10% obtain social benefits, pension, insurance etc.

Table 4.9: The number that obtain maternity leave with a job back guarantee.

| | Frequency | Percentage |
|-----|-----------|------------|
| N/A | 6 | 30 |
| Yes | 8 | 40 |
| No | 6 | 30 |
| | 20 | 100 |

For 30% of the sample population this benefit is not applicable as they are not married. Of the remaining 70%, 40% obtain maternity leave with a job back guarantee and the remaining 30% do not.

MEMBERSHIP AND PARTICIPATION IN TRADE UNIONS

In this study there is 100% non participation and membership in Trade Unions. The lack of participation should be taken into consideration as one of the measures that should be taken to provide a more just and prosperous society is to promote the participation of women in the representative social bodies like Trade Unions. This is important so that account is taken of the legitimate interests of women when legislation is drafted or implemented, or financial or social pacts and collective agreements negotiated.



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Table 4.10: What the female respondents regard as
"WOMENS WORK"

| | Frequency | Percentage |
|---|-----------|------------|
| A Career women | 6 | 30 |
| B Housewife | 5 | 25 |
| C Mother | 4 | 20 |
| D No distinction between men & womens work. | 5 | 25 |
| | 20 | 100 |

CAREER WOMEN: Those that are employed as one of the foll:-

Secretary

Clerk

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Teacher

Designer

Model

Manageress

Police women

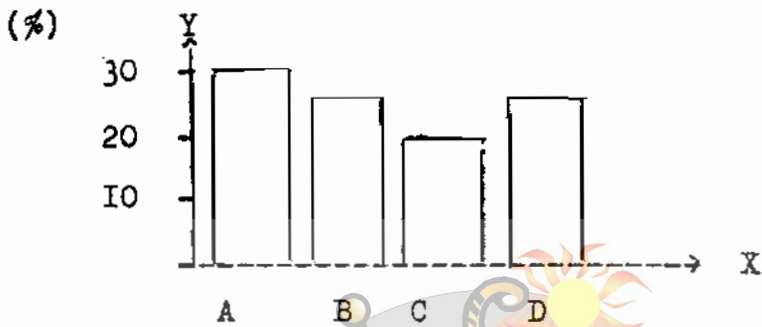
Receptionist

Sales lady

Machine Operator

Nurse ...

**Bar Graph: What the female respondents regard as
"WOMEN'S WORK"**



The attitudes towards "womens work" is clearly emphasized by the bar graph as 30% regard being a career women with sex role stereotyped ideas such as being a secretary, nursing, teaching etc. , as womens work.

25% regard being a housewife as womens work and 20% regard being a mother as womens work. The remaining 25% stated that there is no differentiation between women and mens work.

**Table 4.II: What the male respondents regard as
"WOMENS WORK"**

| | Frequency | Percentage |
|--|-----------|------------|
| Career women | 0 | 0 |
| Housewife | 13 | 65 |
| Mother | 7 | 35 |
| No distinction between male & female work. | 0 | 0 |
| | 20 | 100 |

Sex role stereotyping is blatant in the attitudes towards "womens work" as 65% rated being a housewife as the most important womens work and 35% regard being a mother as womens work.

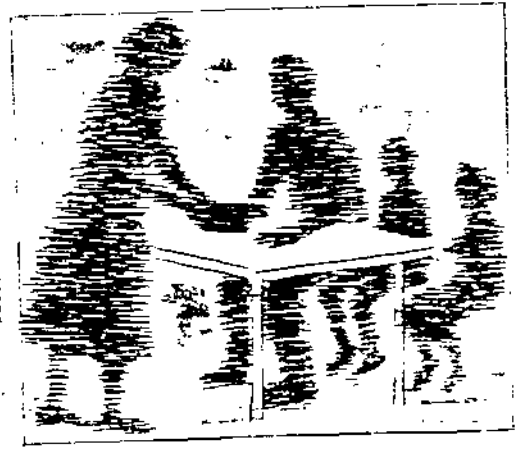
None of the respondents suggested that the women should have a profession or work outside the home.



CHAPTER

FIVE

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CHAPTER 55.I. EVALUATION5.I.I Earnings

The findings in this study corresponds to that of Van der Horst et al (1980), who postulate that the womens situation in the employment market consists basically of low-skilled and poorly paid activities. Despite the fact that a high educational level is attained, women in this study receive low wages and even lower wages when compared to those received by men performing the same task. Discriminatory attitudes of the employer are reflected in their differentiated practices which work against women.

It could therefore be hypothesized that women are generally discriminated against especially on the sphere of labour, wages and general work conditions.

5.I.2. Activity patterns and attitudes towards
"womens work"

It was established earlier that women generally put in more work in one day than men. Yet the role of women on economic development has been ignored and neglected with very unfortunate results. The patriarchal values mentioned by Van der Horst and

Stone (1975), which are responsible for the reluctance to invest in the skill advancement of women whose labour is believed to be discontinuous and of a shorter duration than that of males, is thus negated by the research findings in this study.

However the loosening of the hold of traditional sex roles on behaviour patterns is not yet evident.

Womens work in maintaining households and bringing up children should be taken into consideration and recognised as vital to the economy as any other task.

It is further postulated that although women spend more hours in employment (both at work and at home), they are not given credit for economic and social potential.

The sexual division of labour which channels women into those occupations deemed as "womens work" is very evident in data obtained. Both males and females are operating under constraints imposed upon them by traditional conceived gender roles. Both sexes are operating under the constraints of patriarchy.

This patriarchal system proclaims wifehood and motherhood as the supreme female virtues. A pleasing factor however is that 25% of the female sample

population stated that there is no differentiation between male and female work. However as noted by Peggy Antrobus (1978), there is need for progress for raising the levels of consciousness of everyone in the society about women and the barriers that inhibit their full involvement in the process of development.

It is further contended that the current division of labour based on these , is discriminatory and has no bearing whatsoever on the capabilities of the female lot.

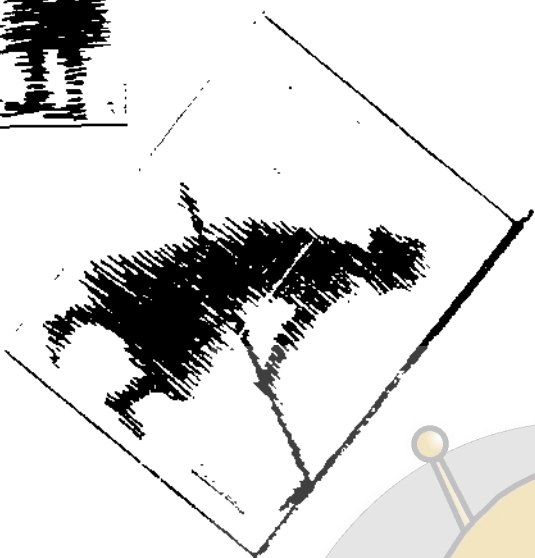
5.I.3. Social benefits

It has been established in this study that women make a substantial contribution to economic and social life. However these contributions are not matched by adequate social security, pensions, maternity leave and other benefits for women.

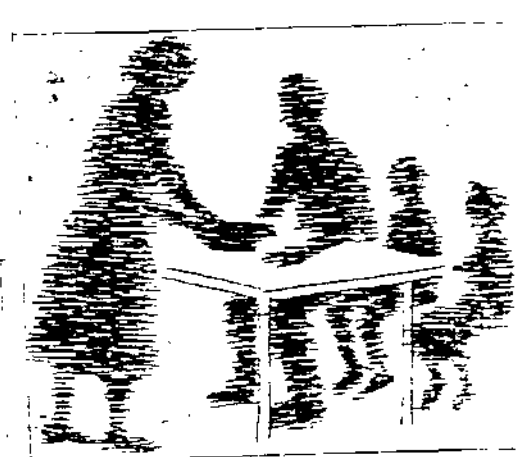
Thus it has been established that the role of women in the urban economy has been grossly neglected.

5.2. CONCLUSION

The extent to which women are involved in the decision making about the development is minimal and it is time that women are asked what kind of world they want. The answer would probably be that they want a world where inequalities based on class, gender and race is absent from every country, and from the relationship among countries. They want a world where basic rights and where poverty and all forms of violence are eliminated. Each person will have the opportunity to develop his and her full potential and creativity, and women's values of nurturance and solidarity will characterize human relationships. In such a world women's reproductive role will be redefined: child care will be shared by men, women and society as a whole. They want a world where the massive resources now used in the production of the means of destruction will be diverted to areas where they will help to relieve oppression both inside and outside the home. The technological revolution will eliminate disease and hunger and give women means for the safe control of their fertility. Finally they would ask for a world where all institutions are open to participatory democratic processes, where women share in determining priorities and making decisions.



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APPENDIX A

35

QUESTIONNAIRE TO DETERMINE THE ROLE OF WOMEN ON THE
URBAN ECONOMY

Dear Sir/Madam

I am at present engaged in a research project on the role of women in the urban economy.

In order to do this I shall need your co-operation. It would be appreciated if you would complete the questionnaire at your earliest convenience and as accurately as possible.

All information you supply will be treated as strictly confidential. You and your place of employment will not be identified.

Most of the questions merely require a cross (X) in the appropriate space except where something else is required.

THANK YOU FOR YOUR CO-OPERATION.

Sincerely

S MOTALA (MISS).

APPENDIX B

SOCIO-ECONOMIC CHARACTERISTICS

1. Profession: -----

2. Age:

| | |
|---------|--|
| 15 - 20 | |
| 21 - 26 | |
| 27 - 32 | |
| 33 - 38 | |
| 39 - 44 | |
| 45 - 50 | |
| 50+ | |

3. Education:

| Primary | Secondary | Tertiary |
|---------|-----------|----------|
| | | |

4. Earnings:

| | | | |
|---------|--|-----------|--|
| 200-300 | | 700-800 | |
| 300-400 | | 800-900 | |
| 400-500 | | 900- 1000 | |
| 500-600 | | 1000+ | |
| 600-700 | | | |

5. Are you married:

| Yes | No |
|-----|----|
| | |

6. How many children do you have:

7. Childrens sex and age structure:

| Age | M | F |
|---------|---|---|
| 6 | | |
| 6 - 11 | | |
| 15 - 20 | | |
| 21 - | | |

8. Are there any other dependants:

| | |
|-----|----|
| Yes | No |
| | |

ACTIVITY PATTERNS

From the time you get up what do you do and how long does it take you to do these things?

TIME

Attend to person (ie. bathing, dressing etc.)

Attend to children/dependants:

Household activities (cleaning house etc.)

Travelling to and from work:

Preparing the meals:

Other (specify):

| | |
|--|--|
| | |
| | |
| | |
| | |
| | |
| | |

10. Approximately how many hours do you work for a salary?

| | |
|---------|--|
| 7 hours | |
| 8 hours | |
| 9 hours | |
| 10+ | |

11. How would you rate your job:

| | | |
|------|--------------|------|
| Good | Satisfactory | Poor |
| | | |

12. How would you rate your relationship with your employer:

| | | |
|------|--------------|------|
| Good | Satisfactory | Poor |
| | | |



I3. Do you experience any problems at work?

| Yes | No |
|-----|----|
| | |

Reason _____

I4. Do you obtain social security, pension, insurance etc :

| Yes | No |
|-----|----|
| | |

I5. Do you think these benefits are adequate:

| Yes | No |
|-----|----|
| | |

I6. Do you obtain maternity leave with a job back guarantee:

| Yes | No | N/A |
|-----|----|-----|
| | | |

I7. Are you a member of a Trade Union?

| Yes | No |
|-----|----|
| | |

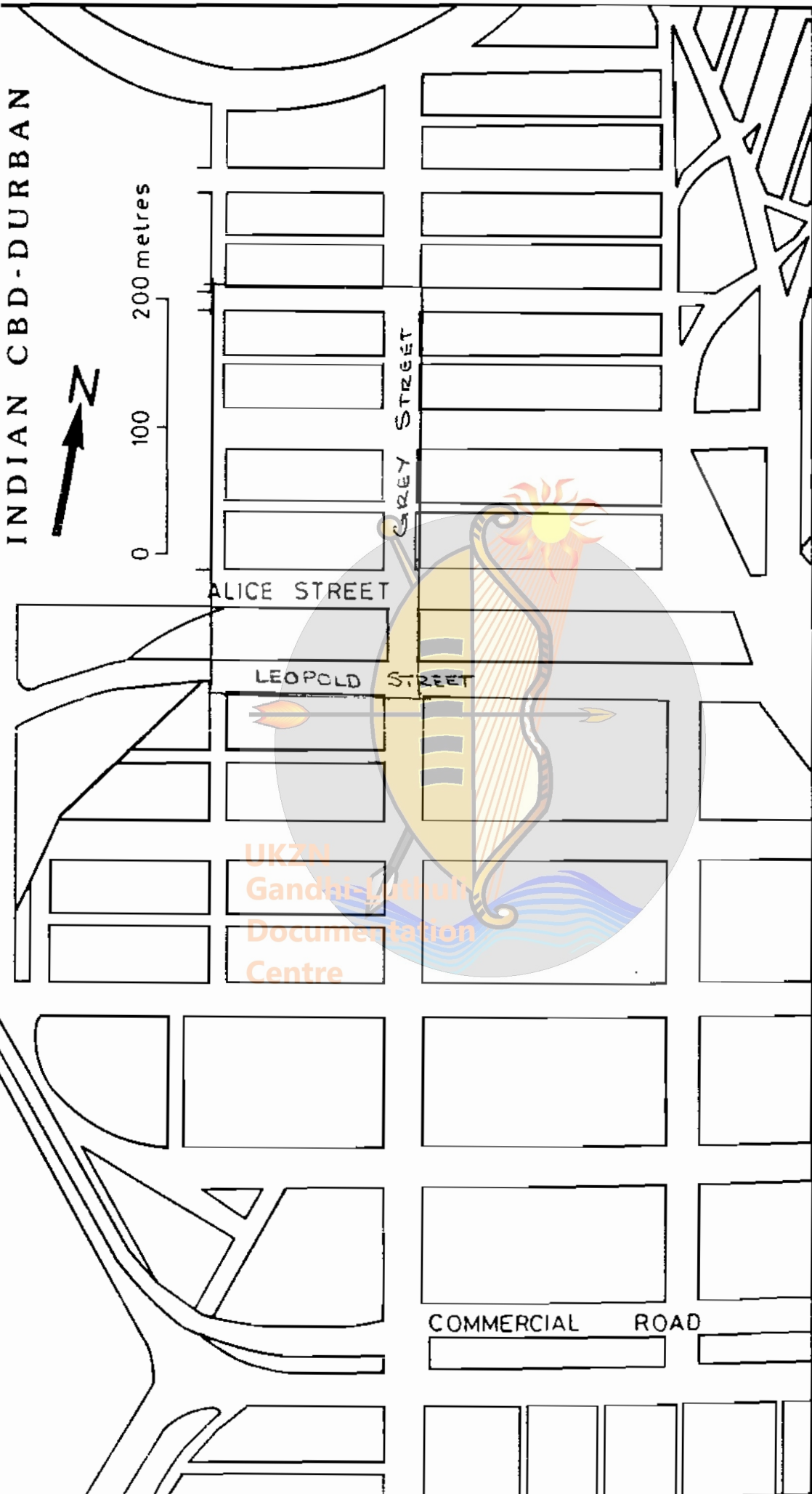
I8. Do you actively participate in this Trade Union?

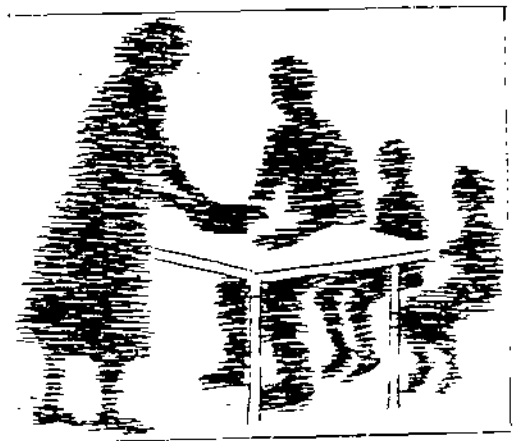
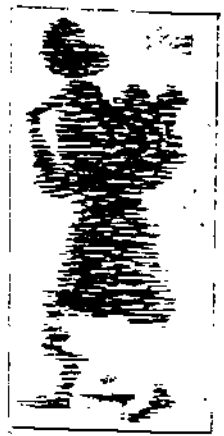
| Yes | No |
|-----|----|
| | |

I8. What would you regard as "womens work" (please list in rank order):

- I. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

APPENDIX C : MAP OF LOCALE





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