

**Engendering Statistics: A Country Experience of Measuring Women's  
Participation in South Africa's Labour Market**

Prepared by

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## 1. Introduction

In 2003 when South Africa released the results of Census 2003, an article appeared in a local newspaper titled “*Girl Power on the Rise in South Africa.*” The article based its assertion on increasing education levels of women in South Africa and increasing levels of women in senior positions as illustrated in the Census 2001 results. The truth of the statement notwithstanding, a catchy title of this nature is a function of either how journalists and the general public interpret statistics, or, a function of how Statistics South Africa presented its data to adequately convey the intricacies of the quality of life of men and women in South Africa based on Census 2001. This paradox lies at the heart of why gender statistics are important.

The early years of the 21<sup>st</sup> century have seen great improvement in the absolute status of women globally, with gender inequalities decreasing quite substantially in a number of sectoral areas such as education and health. With few exceptions female education levels in particular have improved. The primary enrollment rates of girls about doubled in South Asia, Sub-Saharan Africa, and the Middle East and North Africa, rising faster than boys' enrollment rates. This substantially reduced large gender gaps in schooling. This trend is also quite markedly revealed in the Millennium Development Goals Report of 2007<sup>1</sup>. At a global level, women's life expectancy increased by 15-20 years in developing countries notwithstanding the effects of HIV and AIDS. With greater investments in girls and women and better access to healthcare the expected biological pattern in female and male longevity indicates that women are living longer than men on average. Similarly, more women have joined the labor force with rising percentages of women's labor force participation which is narrowing the gender gap in employment and the gender gap in wages.

Gender inequality undermines the effectiveness of development policies in developmental states like South Africa in very fundamental ways. Yet often it is the very essence of gender inequality that more often than not lies at the periphery of policy dialogue and decision-making, both in national and international arenas. The neglect can be attributed to a number of reasons. First,

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<sup>1</sup> United Nations (2007) The Millennium Development Goals Report. New York.

reluctance within policymaking circles to deal with issues viewed as inextricably associated with societal norms, religion, or cultural traditions. Second, misguided belief that gender gaps should be addressed by advocacy instead of policy. Third, an inherent blurred understanding of the nature the nature of gender disparities and the costs of those disparities to people's well-being and countries' prospects for development<sup>2</sup>.

## **2. Gender and Development : The Linkages of Measurement**

*“No data, no visibility - no visibility, no priority”*

The United Nations has recognized women's central role in development and the importance of understanding the gender-differentiated effects of development planning. The World Conference on Human Rights, 1993, emphasized that equal enjoyment by women of basic human rights includes 'the integration and full participation of women as both agents and beneficiaries in the development process'. The International Conference on Population and Development (1994) was a ground-breaking event that confirmed women's empowerment and improved status as a critical for economic, political and social development. The Platform of Action of the Fourth United Nations World Conference on Women (1995) noted that the eradication of poverty, social development, environmental protection and social justice 'requires the involvement of women in economic and social development, equal opportunities and the full and equal participation of women and men as agents and beneficiaries of people-centred sustainable development.' It goes so far as to state that women's empowerment and their full social participation are prerequisites for the achievement of equality, development and peace. But more importantly, the Beijing Platform of Action's strategic objective H.3 makes a call to *“generate and disseminate gender disaggregated data and information for planning and evaluation”*.

After several international conferences there is a growing awareness that a system of policy relevant gender statistics needs to be developed for monitoring changes in the situation of women compared to men. Moreover, a set of comparable gender indicators is needed for monitoring

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<sup>2</sup> World Bank (2001) *Engendering Development*. Washington: Oxford University Press

progress in gender equality and for making appropriate cross-country comparisons<sup>3</sup>. The need for gender analysis and for mainstreaming a gender perspective in policy development and in the implementation of programmes was stated in the Platform for Action adopted by the Fourth World Conference on Women in Beijing in 1995 and was reaffirmed by the Special Session of the General Assembly, Beijing+5 in 2000. The Platform urges Governments and international organizations to promote research and dissemination of information on a number of areas of concern and generate and disseminate gender statistics for planning and evaluation.

Making existing statistics readily available to all potential users has always been an important component of the development of gender statistics both at the national and international level. Also, national statistical agencies have increasingly recognized the need for international comparability and for a commonly agreed framework and set of gender indicators to monitor advances.

The way in which data in censuses and surveys are predominantly collected renders women and their concerns, issues and responsibilities relatively invisible. In order to ensure women's equal access to economic resources including land, credit, science and technology, vocational training, information, communication and markets — as declared in the 1995 Platform for Action at the UN World Conference on Women — national capacity needs to be strengthened to produce and disseminate gender statistics and reinforce gender mainstreaming in policy formulation, implementation and monitoring which will give a clearer understanding of the contributions women make to national sustainable development. The importance of generating such disaggregated data can be illustrated by the conclusions drawn from existing disaggregated data in education as an example. According to the UNESCO manual *Gender-sensitive Education Statistics and Indicators - A Practical Guide*<sup>4</sup>:

- *Total fertility rates are highly correlated with female illiteracy and education;*

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<sup>3</sup> ECE (2000) *Gender Statistics for Monitoring Change* Project proposal for discussion at the ECE/UNDP Workshop and the ECE Work Session in Orvieto, 9-13 October 2000

<sup>4</sup> UNESCO (1997) *Gender-Sensitive Education Statistics and Indicators: A Practical Guide*. Paris.

- *The correlation of GNP with GER (gross enrolment rate) is more marked for females than for males and for secondary than for primary education';*
- *There is a negative correlation between the percentage of female teachers and the female illiteracy rate, i.e. countries with high female illiteracy are likely to also have a low percentage of female teachers;*
- *High correlation is found between the percentage of female teachers and the gender parity index for gross enrolment ratios in primary and secondary education;*
- *There is high negative correlation between illiteracy rates and the gender parity index, particularly for primary education.*

The importance of collecting gender-disaggregated data in other areas is similarly important for evaluating the contributions and situation of women, and consequently for devising appropriate national development policies. Differences in gender roles, customs and responsibilities mean that men and women experience differentiated access to education, employment and resources.

Gender

### **3. Engendering Statistics in South Africa: The Paradox of Process and Content**

A plethora of literature exists that is beginning to argue visibly for the mounting need for national statistical offices to produce official gender statistics. In Africa alone, the past five years has seen a revival of gender statistics, taken up by the UN Economic Commission for Africa and endorsed by the 3rd Africa Symposium for Statistical Development which called for the development of a common framework in Africa to ensure comparability of indicators and enable users to easily navigate country and regional websites to locate the desired information to meet regional and national concerns.

A number of countries in the region have already established a gender statistics programme in the national statistical office or have a person who acts as focal point; many offices have developed a work plan and produced one or more issues of a gender statistics publication for wide dissemination. In addition, over the last decade, users-producers seminars and training workshops on gender statistics have been conducted. The efforts to engender statistics in South Africa have followed no different a part.

However, current thinking on engendering statistics within the organization is beginning to suggest that the model used since the outcomes of the Beijing Platform of Action in 1995, may be calling for some renewed thinking within the statistical community on cracking the code of process over content with respect to engendering statistics. The experience of South Africa illustrates a growing argument for more focused discussion on three aspects:

- (i) Engendering how statistics are collected;**
- (ii) Engendering the institutional and legislative arrangements of national statistical offices as official suppliers of gender statistics within a national statistical system; and,**
- (iii) Building national capacity amongst women as professionals in national statistical offices.**

This paper will address the primary issue of engendering statistics in South Africa with respect to the collection, processing, analysis and dissemination of labour statistics. The paper will also look at how Statistics South Africa has used the Time Use Survey to understand the gender specific differences between women and men's work. Attention is also paid to improvements that will be made to the Quarterly Labour Force Survey to correctly capture women and men's work to better improve the description of the labour market and provide a solid basis for promoting equality between women and men. This is motivated by evidence that suggests that not taking gender issues explicitly into account when producing labour statistics tends to result in women being undercounted and misrepresented.

### **Engendering how Statistics are collected in South Africa: the Case of Labour Statistics**

*“In a climate of significant national and global economic restructuring, it is critically important that the nation's work-force attain and maintain a state of technological and scientific readiness that will enable it to thrive in the global economy. To ensure this readiness, it is essential that the potential of all sectors of*

*the population is fully utilized. The potential contribution of women has been and still is undervalued and under utilized”<sup>5</sup>*

In the array of statistics that any one national statistical office may collect, labour statistics are an intriguing set of statistics given their reflection of how explicit gender roles are in national economies in the context of the structural constraints they face and their triple role of being producers, reproducers and managers of their communities. Complete labour statistics should identify, among others, (a) whether work is carried out in combination with domestic chores; (b) multiple activities; (c) the context and location of work activities, e.g., work done at home; (d) whether work is carried out intermittently over the year; (e) subsistence and informal sector activities; (f) total hours worked, including those dedicated to domestic activities; (g) the type of work men and women do, e.g., in management and decision making positions and elsewhere; (h) labour turnover; (i) seeking work behaviour for those not employed; and (j) total income earned.

It is also recognized that the allocation of resources and benefits among the members of a household is far from egalitarian. By resources it is meant anything which people use in order to carry out their various productive or reproductive activities (e.g., human, financial and financial capital, time, equipment, credit, transportation and means to markets, etc.), and by benefits are meant the income accrued from the productive and reproductive outputs; the food and other goods produced by the households themselves; and the status, power or recognition received in a society as a result of the productive or reproductive outputs and activities. The interest here is to analyze (a) what resources are available to men and women; (b) who is able to use, or has access to, these resources; (c) who has control over these resources, i.e., who decides what, how much and in what manner to use them; and (d) what benefits are derived from using these resources.

At the 18<sup>th</sup> International Conference of Labour Statisticians the ILO committed to developing approaches for the measurement of decent work. Decent work is captured under four strategic objectives: fundamental principles and right at work and international labour standards;

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<sup>5</sup> National Advisory Board on Science and Technology (NABST) (1993). Winning with women in trades, technology, science and engineering. Report of the Human Resources Committee. Presented to the Prime Minister of Canada, Ottawa.

employment and income opportunities, social protection and social security, and social dialogue and tripartism (Working Group on decent work, 18<sup>th</sup> International Conference of Labour Statisticians, Geneva, 2008). The measurement of informal employment is key to understanding if any progress is being made towards the achievement of decent work. The concern for decent work is for the most vulnerable workers where more often than not women are trapped in insecure low paying jobs.

This section demonstrates how South Africa has used the Labour Force Survey (LFS) to monitor goal number three of the MDGs. South Africa has been collecting labour market indicators from 1994 to 1999 in the October Household Surveys, from 2000 to 2007 in stand alone bi-annual Labour Force Surveys and from 2008 in the Quarterly Labour Force Survey (QLFS). However, the results that will be shared in this paper will be from the Quarterly Labour Force Survey as it is in this survey that, for the first time in South Africa, informal employment was measured. The other results that are gender specific will relate to status in employment for men and women, labour market status for women involved only in non-market activities in the reference week, participation rates of women by household structure - in particular the number of children under 15 years of age in the household in which the woman resides.

### **Commercialisation and its impact on gender disparities**

The commercialization of some of the work that was traditionally done by women has done very little to promote gender equality. For example in South Africa, women in the rural areas are the ones who traditionally would brew beer. However, when this activity was commercialized and performed in a more urban environment women were immediately marginalized as mostly men were now employed to perform this function. The ownership of the beer brewing plants was predominantly in the hands of men and the operators of the beer brewing machines were also men.

Another example of commercialization is that women who were responsible for producing food for the family by working in their fields in the rural areas, lost out on the benefits of this activity, once a value was attached to the work that they did. The end result has been the wide gap

between male and female commercial farmers with commercial farming favouring more men than women both in ownership of farms and the actual farming itself.

It is clear from these examples above that once some of the non-market activities which were traditionally done by women were commercialized, women did not directly benefit. Instead, rural women still continued with non – market work while the majority of rural men went to urban centres and benefited from the commercialization of non-market activities. It is for this reason that as part of the gender discourse an assessment needs to be done on whether women are beginning to participate in their former traditional activities such as farming which have now been commercialized. At a glance, with just anecdotal evidence, one can deduce that commercialization has widened the gap between men and women. In fact instead of empowering women it has led to more gender disparities. As 2015 approaches it is therefore imperative for South Africa and other developing countries to look into this issue.

### ***The South African experience in using the Labour Force Survey to monitor Goal 3 of MDGs***

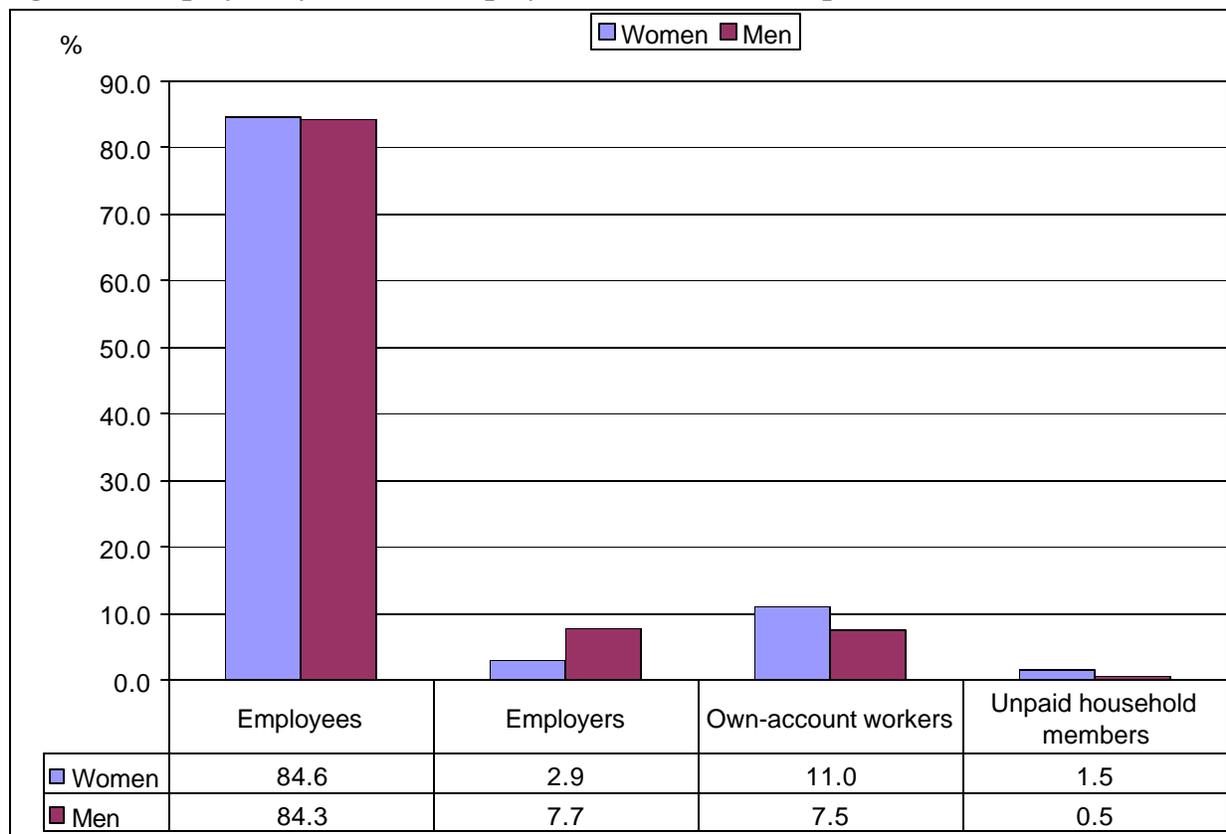
For South Africa the monitoring of this goal is done through gender mainstreaming in the statistical production of the labour force survey. This is done through considering gender based factors by focusing on the relative situation of both men and women. As mentioned in the presentation prepared for the Workshop on Household Surveys and Measurement of Labour Force with Focus on Informal Economy in Maseru, Lesotho, in 2008 the goal of gender mainstreaming in labour statistics is to ensure that labour statistics adequately capture and reflect women's and men's access to and participation in the labour force as well as the outputs and returns from their participation.

In South Africa, therefore, disaggregation by sex is used as a proxy for gender so as to understand gender concerns in the labour force and take into account possible gender biases in the collection, analysis and dissemination of labour market statistics. The Quarterly Labour Force Survey also collects information which explains some gender differences - some of the information is contained in Stats SA publications and some is not. In the next section the QLFS results, (both published and unpublished) focusing on gender differences are presented.

*Results on gender disparities in the Quarterly Labour Force Survey*

*Status in employment*

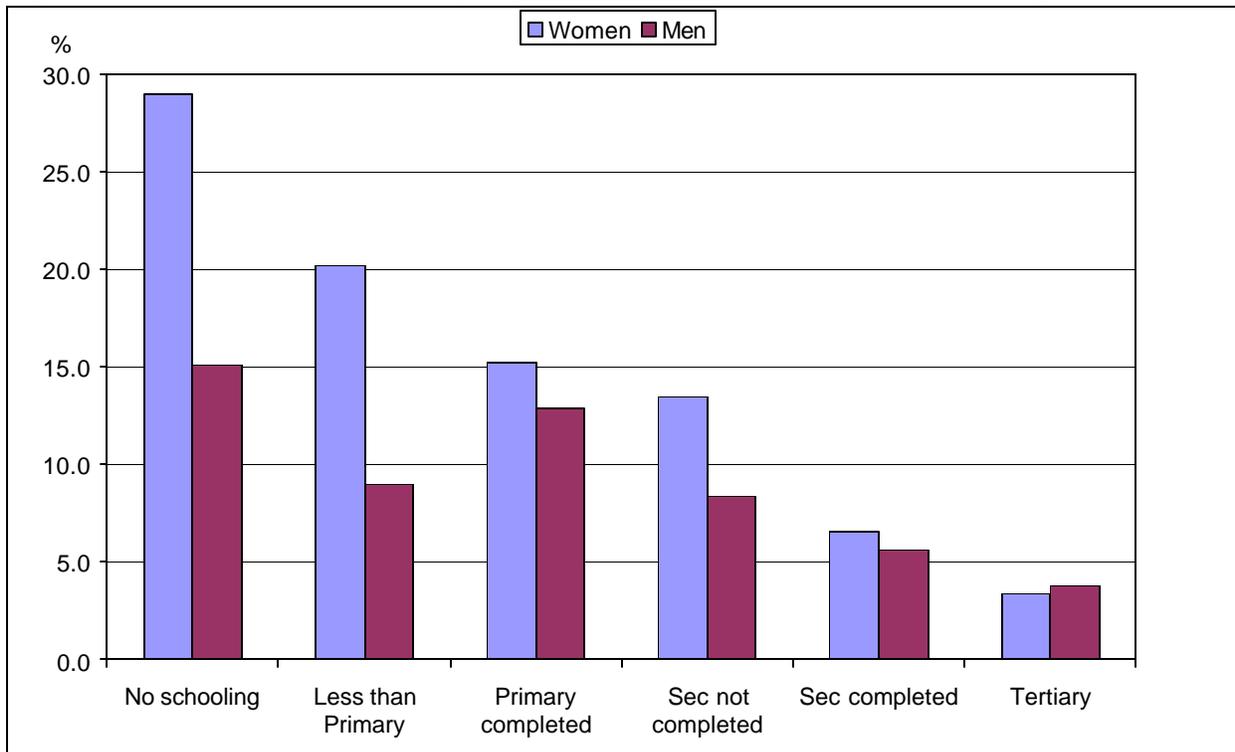
**Figure 1: Employed by status in employment and sex, Jul-Sep 2008**



*Source: Quarterly Labour Force Survey*

As depicted in Figure 1, South Africa is not immune in what is the case in most developing countries which according to the 2008 MDG report is that greater proportions of women than those of men are found to be working as own account workers and as unpaid household members. In direct contrast to this, a higher proportion of men than that of women are employers.

**Figure 2: Own-account workers by highest level of education and sex, Jul-Sep 2008**



*Source: Quarterly Labour Force Survey*

Figure 2 suggests that the disparity between men and women who are own-account workers decreases with education and disappears among those with tertiary education.

### **3.2 Informal Sector**

#### **3.2.1 Definition**

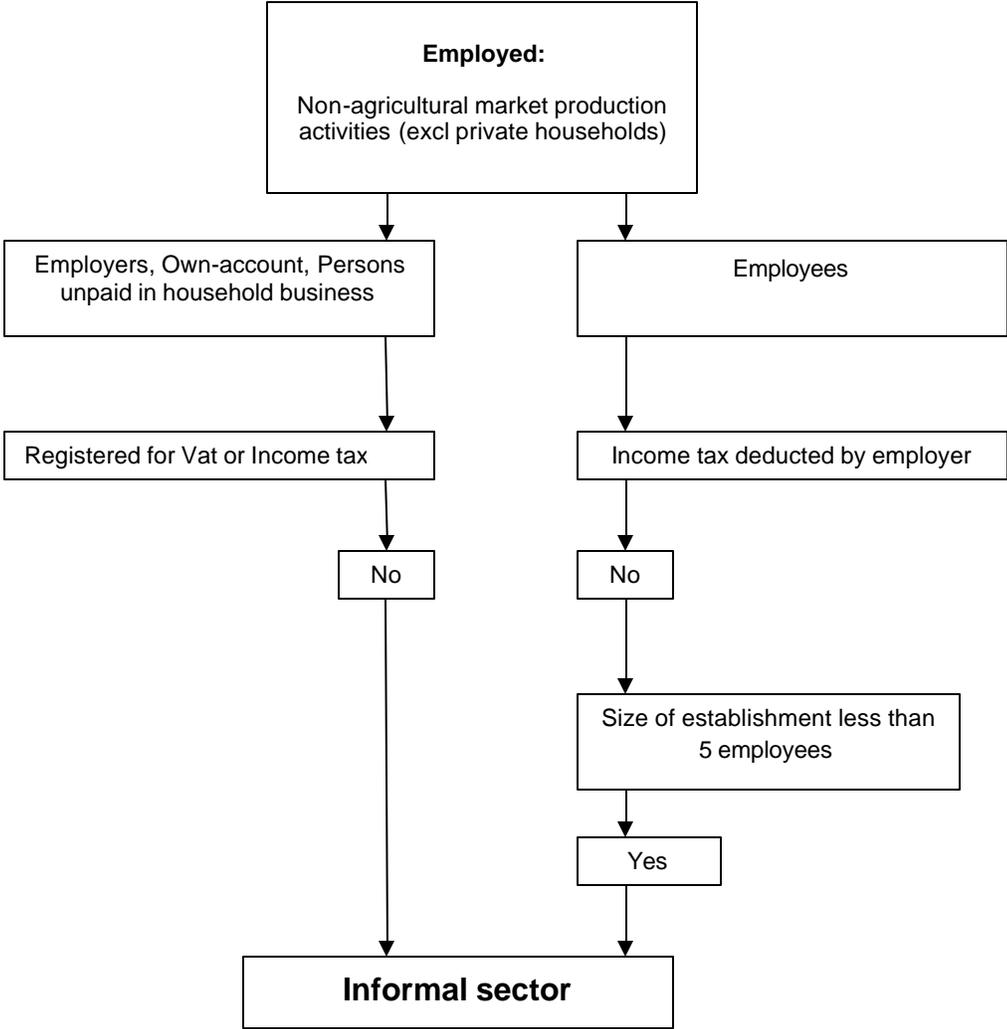
Because of the challenges in the definition of the informal sector it is important that before discussing the results of the informal sector, it is explained how informal sector is defined in South Africa.

The definition that is used in the QLFS is based on a more objective criterion to classify people as being in the informal sector. In essence then, in the QLFS the informal sector is a derived variable. Employers, own-account workers and persons working unpaid in a household business are asked questions on whether their business is registered for VAT or if it is registered for

income tax. If they say “no” to both questions then their business is classified as being in the informal sector. Employees who are not registered for income tax and who work in establishments that employ less than five persons are also regarded as being in the informal sector.

The derivation of informal sector is depicted in the Figure 3 below:

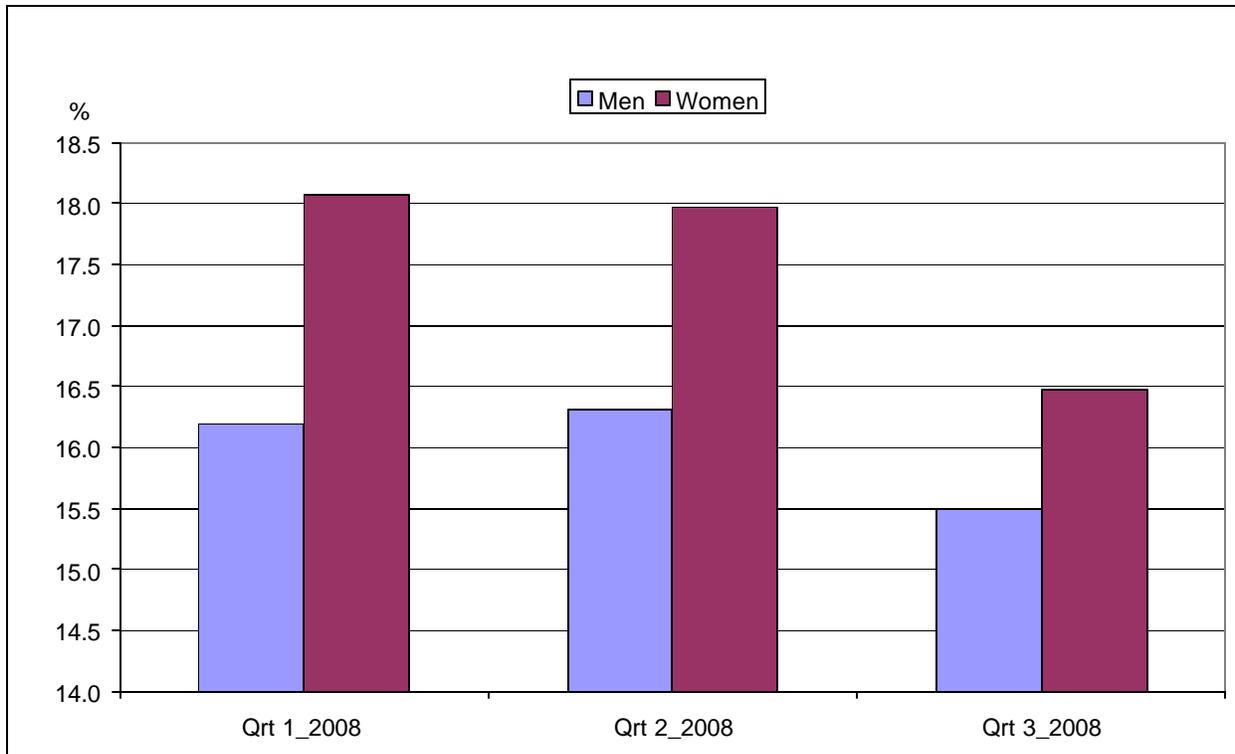
**Figure 3: Deriving informal in the QLFS**



### 3.2.2 Informal sector employment by sex

In South Africa, informal sector accounts for approximately 17% of total employment. In the three quarters of 2008, the proportion of women employed in the informal sector was higher than that of men in all quarters of 2008 as depicted in Figure 4 below.

**Figure 4: Informal sector employment by sex, 2008**



*Source: Quarterly Labour Force Survey*

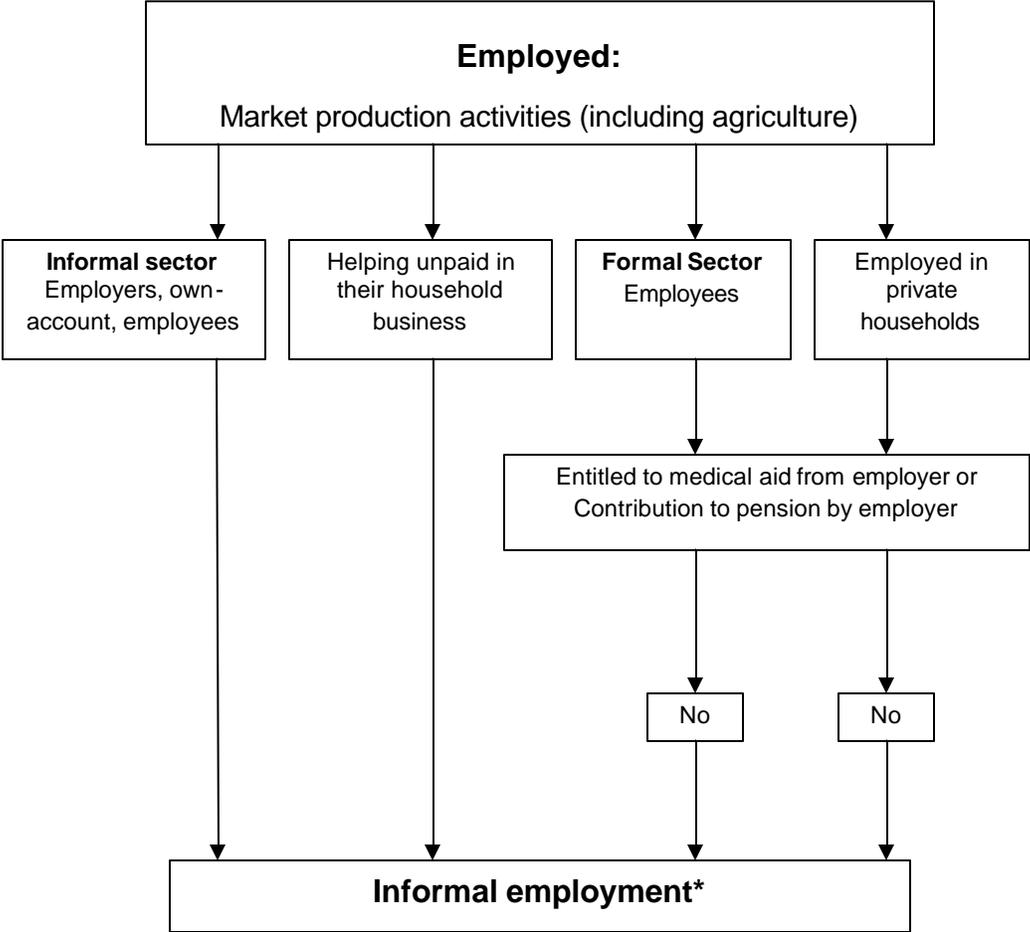
### 3.3 Informal employment

#### 3.3.1 Definition

Statistics South Africa has for the very first time started measuring informal employment. This is another indicator of the differences between men and women's work. This indicator is intended to identify persons who are in precarious employment situations (QLFS Guide, 2008). It includes all persons in the informal sector and persons helping unpaid in their family business. It also

includes employees in the formal sector and persons employed in private households who are NOT entitled to basic benefits such as pensions or medical aid (Figure 5).

**Figure 5: Deriving informal employment in the QLFS**

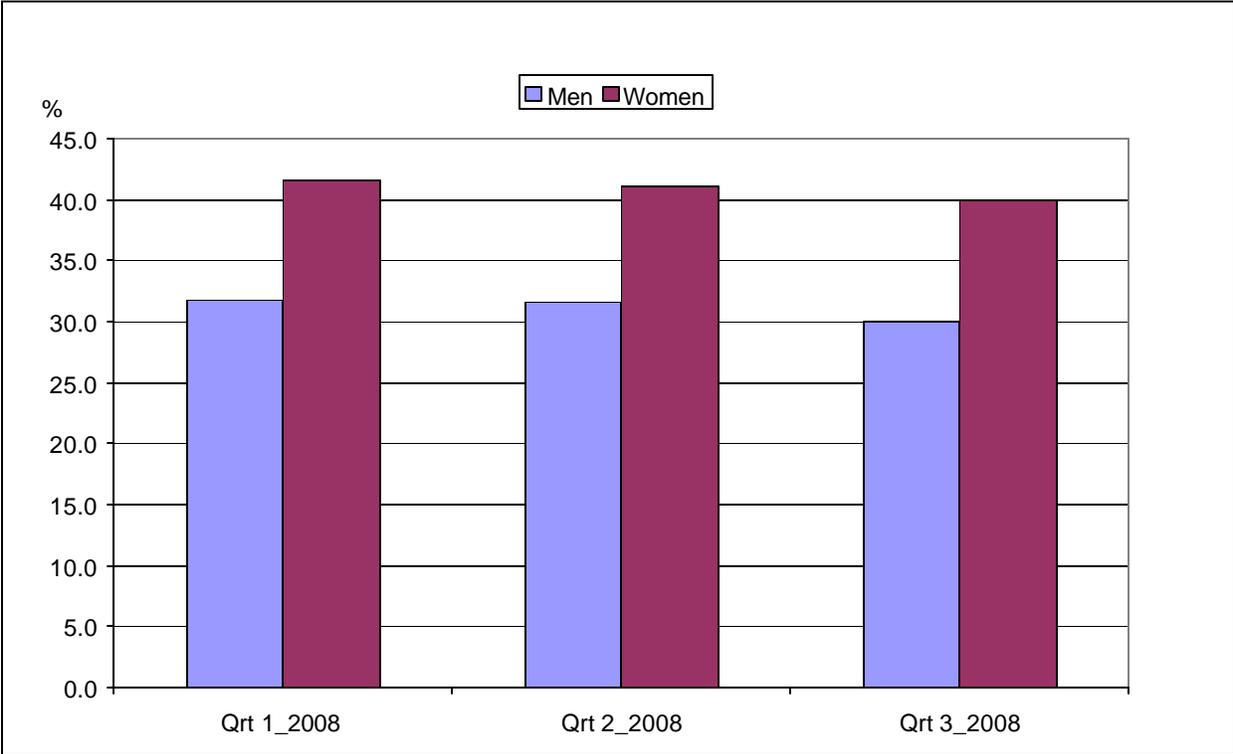


\* Excludes employers and own-account workers who are in the formal sector that do not have either medical aid or pension plans.

**3.3.2 Informal employment by sex**

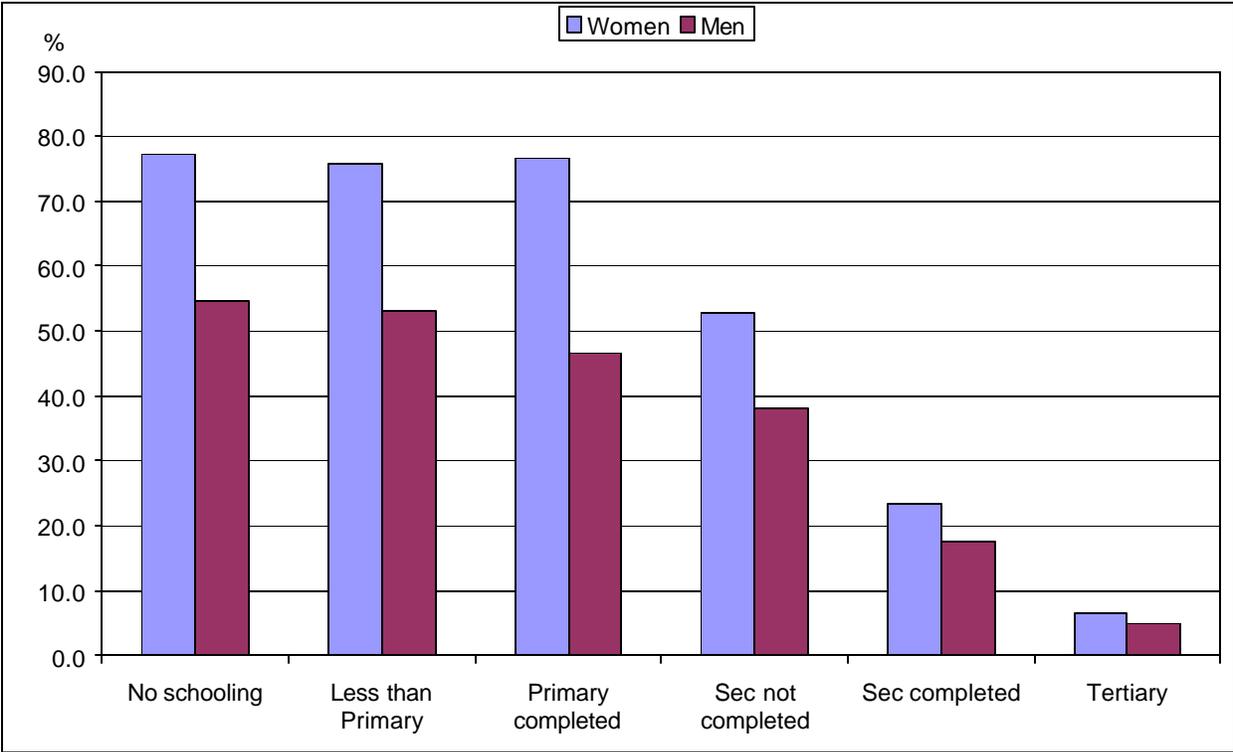
The proportion of persons in informal employment was 36.1% in quarter 1 of 2008 and declined to 34.4% by the third quarter. Figure 6 shows that whereas about 40.0% of employed women lacked adequate employment conditions; among men, relatively fewer (30.%) were in a similar situation.

**Figure 6: Informal employment by sex, 2008**



*Source: Quarterly Labour Force Survey*

**Figure 7: Informal employment by highest level of education and sex, Jul-Sep 2008**



*Source: Quarterly Labour Force Survey*

Figure 7 shows that irrespective of the education level, the proportion of women in informal employment remains higher than that of men even though the proportion decreases with education level.

### 3.4 Engagement in non-market production activities

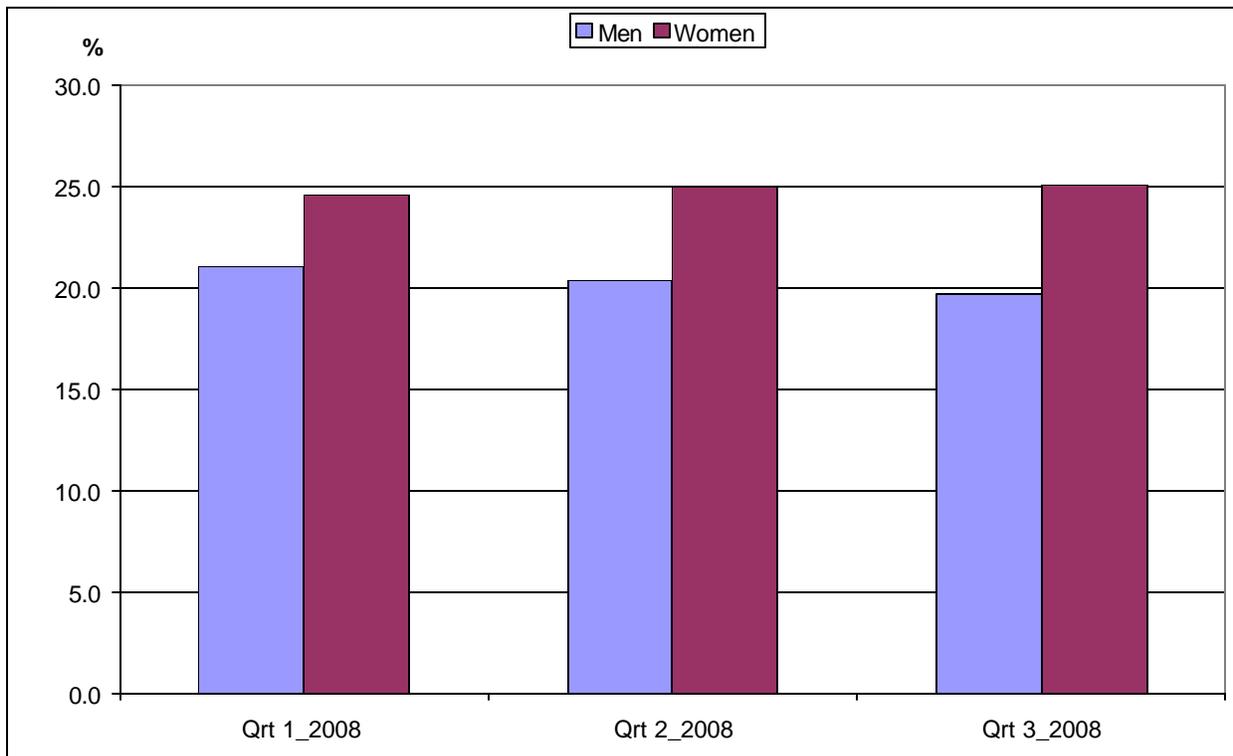
In the newly re-designed Labour Force Survey (QLFS), Statistics South Africa took a decision to only ask questions on non-market activities to those who were not engaged in market activities in the reference week. In doing this therefore only individuals engaged in market activities were classified as employed. Anyone who was engaged only in non-market activities in the reference week was thus taken through to questions on unemployment and inactivity. The question on non-market production was asked as follows:

2.6	In the last week, ....	YES NO
	<p><b>(a1) Did you do any work on your own or the household's plot, farm, food garden, cattle post or kraal or help in growing farm produce or in looking after animals for the household's own consumption?</b>  <i>Examples: ploughing, harvesting, looking after livestock, etc.</i>  <b>(a2) If yes, for how many hours?</b></p>	<p><input type="checkbox"/> 1 <input type="checkbox"/>  2</p>
	<p><b>(b1) Did you fetch water or collect wood/dung for household use?</b>  <b>(b2) If yes, for how many hours?</b></p>	<p><input type="checkbox"/> <input type="checkbox"/>  <input type="checkbox"/> 1 <input type="checkbox"/>  2</p>
	<p><b>(c1) Did you produce any other goods for household use?</b>  <i>Examples: clothing, furniture, clay pots, etc.</i>  <b>(c2) If yes, for how many hours?</b></p>	<p><input type="checkbox"/> <input type="checkbox"/>  <input type="checkbox"/> 1 <input type="checkbox"/>  2</p>
	<p><b>(d1) Did you do any construction or major repair work on your own home, plot, cattle post or business or those of the household?</b>  <b>(d2) If yes, for how many hours?</b></p>	<p><input type="checkbox"/> <input type="checkbox"/></p>
	<p><b>(e1) Did you catch any fish, prawns, shells, wild animals or other food for household consumption?</b>  <b>(e2) If yes, for how many hours?</b></p>	<p><input type="checkbox"/> 1 <input type="checkbox"/>  2  <input type="checkbox"/> <input type="checkbox"/>  <input type="checkbox"/> 1 <input type="checkbox"/>  2</p>
		<p><input type="checkbox"/> <input type="checkbox"/></p>

### 3.4.1 Involvement in non market activities by sex

Even with the exclusion of people engaged in market activities from questions on non-market activities, a greater proportion of women was engaged in these activities than that of men (see Figure 8 below).

**Figure 8: Proportion of persons involved in non-market activities among those employed by sex, 2008**

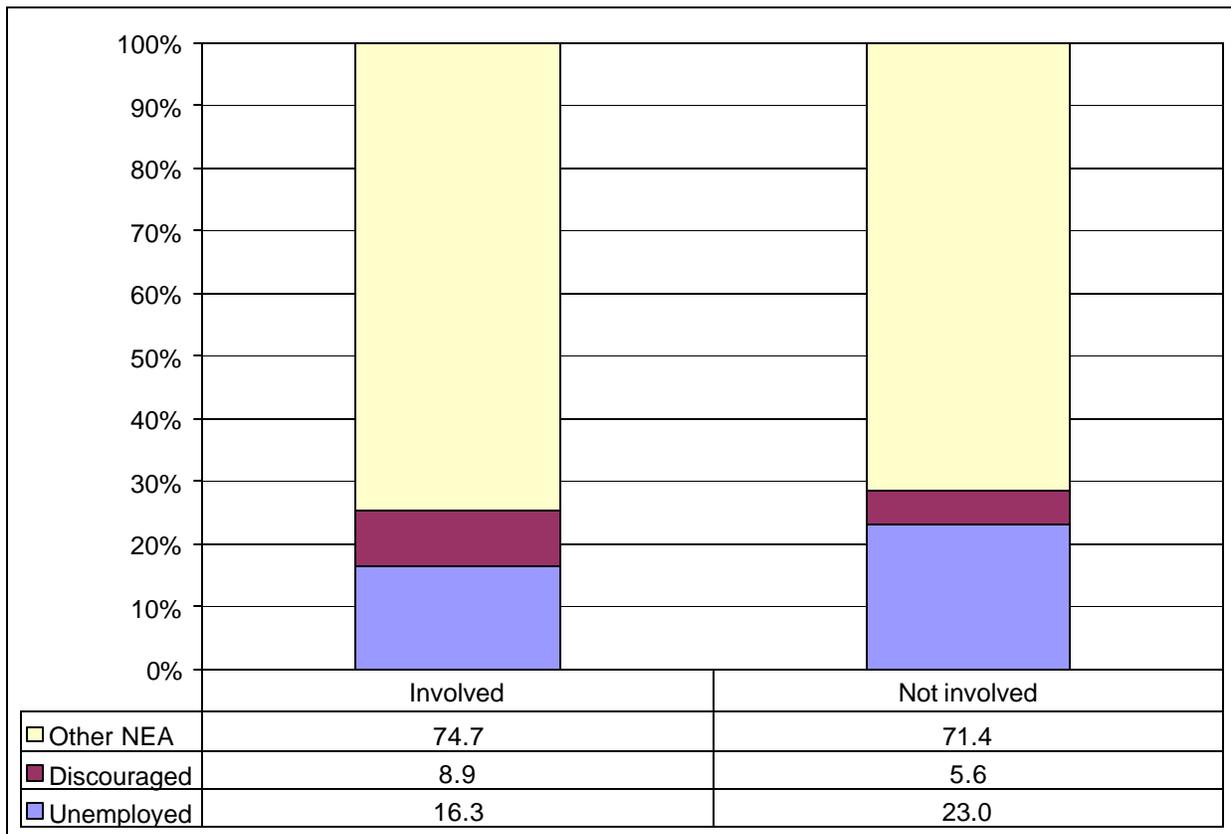


*Source: Quarterly Labour Force Survey]*

### 3.4.2 Involvement of women who are not employed in non-market activities

Figure 9, below, shows that of the women who were not employed in the reference week, the proportion of women who are unemployed is higher for those who are not involved in non market activities than those who are involved.

**Figure 9: Involvement of women who are not employed in non-market activities, Jul-Sep 2008**



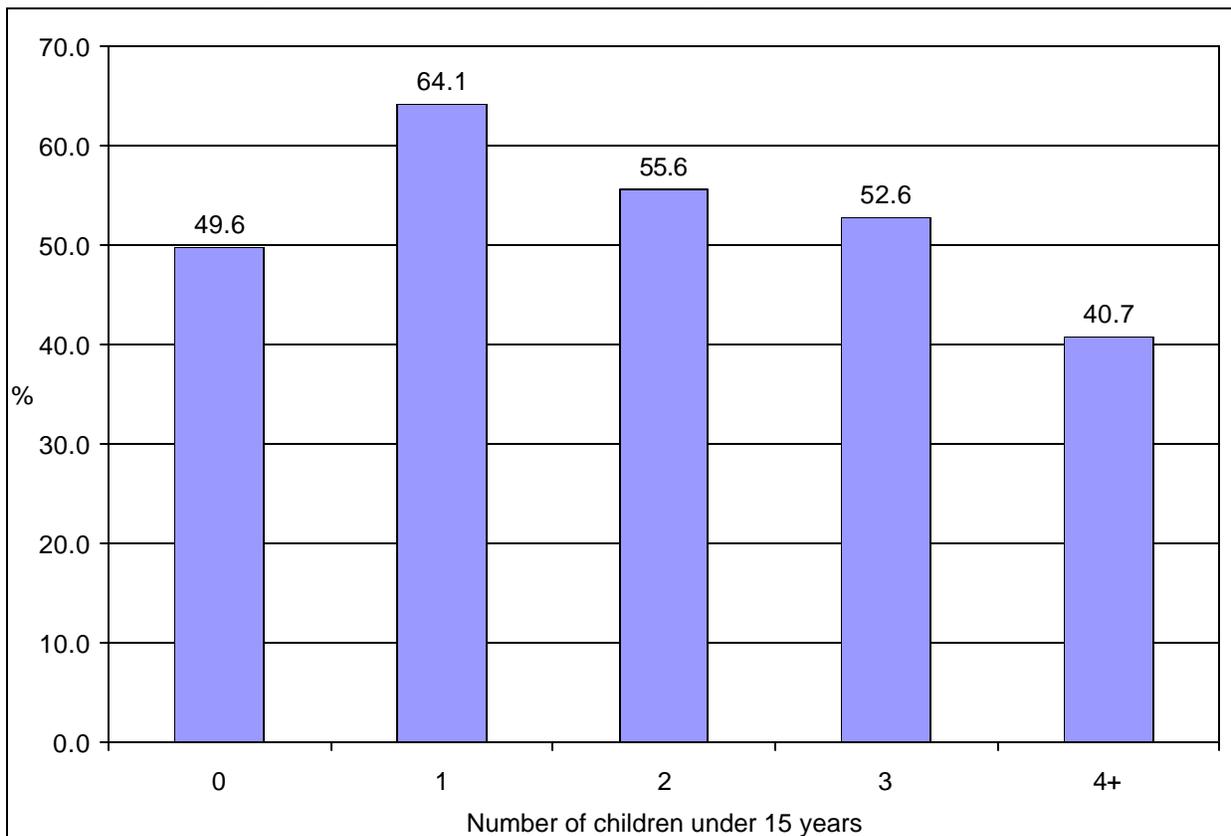
*Source: Quarterly Labour Force Survey*

The results therefore suggest that the involvement of women in non-market activities is likely to lessen their drive to look for paid employment and thereby perpetuated the gender differences in the labour force participation rates.

### 3.5 Labour force participation rates for women from households with children under 15 years of age

Figure 10 shows that, with exception of women from households without children 15 years or younger, the higher the number of children who are under 15 years of age in the household, the lower the labour force participation rate. This suggests that labour force participation rate for women in households with children is low; an indication of the care giving responsibility that women have which negatively affects their labour force participation.

**Figure 10: Labour force participation rate for persons from households with children under 15 years of age by number of children, Jul-Sep 2008**



Source: *Quarterly Labour Force Survey*

## **1. The time use survey**

Statistics South Africa with the financial and technical support from Statistics Norway conducted the very first stand alone Time Use Survey in 2000. The aim of the survey was to address precisely what is seen as a gap in gender issues when only labour force surveys are used as a source of information. The labour force surveys by their very nature are not suitable to cover all the information that is needed to accurately portray women and men's work.

There were three important reasons why South Africa conducted a Time Use Survey. The first one was the need for valuation of unpaid work; the second was that the survey would provide more in-depth information on the informal economy and other forms of economic activities. The third one was to inform government policy more broadly across a whole range of gender issues.

### **4.1 Lessons from the Time Use Survey**

The survey successfully measured the time spent by different individuals. It provided new information on the division of both paid and unpaid labour. In the Time Use Survey the definition of work went beyond work as outlined in the SNA production boundary, it included activities that are carried out in the general production boundary. For the first time the time spent by men and women taking care of the young, the sick and their families could be quantified.

An attempt was made to value the unpaid work that is done predominantly by women but this attempt resulted in the compilation of satellite accounts as was initially envisaged. What the exercise did show however was if unpaid work which includes looking after children, cooking and cleaning and home were to be valued the contribution that women would make to the economy would rival that of men.

The major lesson that was learnt was that the survey provided a platform within which gender specific differences between men and women could be measured and understood. The results of the time use survey are available on the Statistics South Africa website on [www.statssa.gov.za](http://www.statssa.gov.za).

## **2. Improvements to be made in the QLFS**

In September of 2009 the QLFS questionnaire will be re-organised and the question on engagement in non market activities will be asked of everyone who is in the working age population (15 years and above) irrespective of whether they were engaged in market production activities in the reference week or not. The list could be increased to include other activities which women are likely to be involved in at home. This will provide a better portrayal of non market production activities that men and women who are classified as employed in South Africa are also engaged in. The results of this change in the questionnaire will be available at the end of February in 2010. The decision not to ask the question of everyone in the working-age population was in retrospect a step backwards in terms of gender mainstreaming in South Africa as it led to an inadequate portrayal of activities that fall within the SNA production boundary for men and women.

An attempt will be made by Statistics South Africa to use industry by sex as a proxy for understanding if more women are making inroads into activities such as commercial farming, which were traditionally women's responsibilities before the commercialization era but have in recent times been taken over by men.

A thematic report on gender issues using the QLFS data will be done once in two years. In this report information such as marital status by status in employment and labour force participation by age of youngest child and other gender related variables will be analysed.

While a lot of work has been done in South Africa on gender mainstreaming, a lot more needs to be done to improve the coverage of gender issues. One such improvement will be the incorporation of the time use module in the QLFS once in five years from 2012.

## **Way forward for Statistics South Africa**

### **6.1 Establishment of gender statistics focal points**

Statistics South Africa will include as part of the newly established Household Labour Market Statistics a component on gender statistics. Coupled with this will be the appointment of a champion for gender issues and the establishment of a reference group on gender issues which will be made up of gender researchers, policy makers and statisticians. This group will, in line with international standards, develop a coherent framework of gender statistics. The gender statistics component will use not only the Quarterly Labour Force Survey but any other survey within Statistics South Africa that includes enough questions to be able to do gender analysis.

### **6.2 Monitoring of goal 3 of MDGs**

While Statistics South Africa has been involved in the monitoring of the MDGs, there will be a concerted effort to include in the annual report of the Quarterly Labour Force survey a chapter on gender issues. This chapter will be used to ascertain if there is any improvement in the gender disparities on paid work between men and women. This will also help to establish if on an annual basis the jobs that women are entering into can be classified as decent jobs.

## **Concluding remarks: What Can Statistics South Africa do to Improving Engendered Labour Statistics?**

This paper presents a number of issues to be considered when evaluating the degree to which labour statistics are reflecting differences and similarities between men and women in the labour market. For users it provides tools to examine, from a gender perspective, the limitations and strengths of the data being analyzed and thus analyze the data with greater awareness. For producers of statistics, it identifies steps to take to ensure that gender issues can be well reflected in statistics. Indeed, integrating gender concerns in labour statistics is needed not only to understand the interaction between men and women in the labour market and thus providing a basis for policy makers in promoting equality between them, but also as a means to improve labour statistics in general.

Awareness of gender issues affects each stage of the data collection and production process. This means that when setting up definitions, designing measurement methodologies and deciding on dissemination procedures, the inherent differences between men and women in the labour market are being taken into account and reflected. These differences relate to women's and men's types of contributions, their access and control over resources and benefits and their needs, constraints and opportunities. Labour statistics which incorporate gender issues are, therefore, more than data disaggregated by sex.

Such statistics will cover topics which are relevant to reflect gender distinctions in the world of work. South Africa has made some progress in measuring gender disparities between men and women using the quarterly labour force survey, it is clear however, that a lot of work remains to be done to better understand gender mainstreaming in statistics. Ensuring gender equality and empowering women in all respects - desirable objectives in themselves – are required to combat hunger, poverty and disease and to ensure sustainable development (MDG report, 2008). It is for this reason that Statistics South Africa will improve on the work it is doing in understanding and measuring gender disparities.

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Working Group on the measurement of decent work: 18<sup>th</sup> International Conference of Labour Statisticians, Geneva, 2008.

The Millennium Development Goals Report 2008, United Nations

## 4. Appendices

### Appendix 1: Employed by sex and status in employment - RSA

	Jan - Mar 2008	Apr - Jun 2008	Jul - Sep 2008
	Thousand	Thousand	Thousand
<b>Both Sexes</b>	<b>13 623</b>	<b>13 729</b>	<b>13 655</b>
Employees	11 514	11 583	11 527
Employer	716	735	763
Own-account worker	1 279	1 286	1 237
Unpaid household member	114	125	127
<b>Women</b>	<b>5 994</b>	<b>6 033</b>	<b>6 034</b>
Employees	5 024	5 048	5 105
Employers	187	185	176
Own-account workers	700	711	663
Unpaid household members	82	89	91
<b>Men</b>	<b>7 629</b>	<b>7 696</b>	<b>7 621</b>
Employees	6 489	6 534	6 422
Employers	530	551	588
Own-account workers	578	575	575
Unpaid household members	32	37	36
<b>Both Sexes</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employees	<b>84.5</b>	<b>84.4</b>	<b>84.4</b>
Employers	<b>5.3</b>	<b>5.4</b>	<b>5.6</b>
Own-account workers	<b>9.4</b>	<b>9.4</b>	<b>9.1</b>
Unpaid household members	<b>0.8</b>	<b>0.9</b>	<b>0.9</b>
<b>Women</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employees	<b>83.8</b>	<b>83.7</b>	<b>84.6</b>
Employers	<b>3.1</b>	<b>3.1</b>	<b>2.9</b>
Own-account workers	<b>11.7</b>	<b>11.8</b>	<b>11.0</b>
Unpaid household members	<b>1.4</b>	<b>1.5</b>	<b>1.5</b>
<b>Men</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employees	<b>85.1</b>	<b>84.9</b>	<b>84.3</b>
Employers	<b>6.9</b>	<b>7.2</b>	<b>7.7</b>
Own-account workers	<b>7.6</b>	<b>7.5</b>	<b>7.5</b>
Unpaid household members	<b>0.4</b>	<b>0.5</b>	<b>0.5</b>

Source: Quarterly Labour Force Survey

## Appendix 2: Involvement of women who are not employed in non-market activities

	Unempl oyed	Discour aged	Other NEA	Total	Unempl oyed	Discour aged	Other NEA	Total
	Thousand				Proportions			
Involved	413	226	1891	2530	16,3	8,9	74,7	100,0
Not Involved	1737	426	5400	7563	23,0	5,6	71,4	100,0
Total	2150	652	7291	10093	21,3	6,5	72,2	100,0

**Appendix 3: Labour force participation rate for persons from households with children under 15 years of age**

<b>Number of children under 15 years</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Discouraged</b>	<b>Other NEA</b>	<b>Working-age population</b>	<b>Labour force</b>	<b>LFPR</b>
0	4 737	1 830	531	6 131	13 228	6 567	49.6
1	565	118	44	339	1 066	683	64.1
2	366	103	32	342	844	469	55.6
3	219	56	21	227	523	275	52.6
4	147	43	24	253	467	190	40.7
<b>Total</b>	<b>6 034</b>	<b>2 150</b>	<b>652</b>	<b>7 291</b>	<b>16 127</b>	<b>8 184</b>	<b>50.7</b>