

The Construction of Gender Inequality within Households  
in the Context of a Democratic Dispensation: A Case  
Study of Makanye Village, Limpopo province

By

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Dissertation

Submitted in Fulfillment of the Requirements for Masters of

Administration in Development

In the

Faculty of Management and Law

School of Economics and Management

University of Limpopo

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2013

## Declaration

I declare that the dissertation hereby submitted to the University of Limpopo for the Degree in Masters of Administration in Development Planning and Management has not previously been submitted by me for any degree here or to any other Universities; that it is my own work both in design and execution and all the material contained herein has been duly acknowledged.

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Mr Mokoete, N. J

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Date

## Dedication

This dissertation is dedicated to my mother, Esther Mosibudi Mokoete, to my uncle Molatelo Mokoete and to my grandparents, Mr and Mrs Mokoete. I do so to acknowledge the support they have given me since I started with my research up to this point, and for believing in me and trusting in my abilities so that at the end of the day I can be a better person and achieve the goals I have set for my life. May the good Lord bless them all and keep them for many more years to come.

## Acknowledgements

I would like to acknowledge Prof M. P. Sebola for supervising my work. I sincerely thank you for working with me in a friendly, yet professional atmosphere. You have improved me as a person and a scholar. You always made me believe that I could do more, and May the good Lord protect and keep you so that you can do the same to other people coming after me. Continue to be selfless to those you assist, and certainly God will give you your heart's desires.

I would also like to take this opportunity to acknowledge Prof J. P. Tsheola (HOD of the Department of Development Planning and Management) for giving me the opportunity to be part of the department. I have gained a lot. Thank you for your constant support and encouragement. You strive hard to make the best in every student in the Department. Keep on doing such a good job. May the great Lord provide you with all your heart's desire.

Last but not least, I would like to acknowledge the community of Makanye village for giving me the opportunity to interview them. Thank you for providing me with the data that helped me to conduct this study. May you all be blessed.

## Abstract

Gender inequality has always been a problem in the developing countries, and South Africa is no exception. There is pragmatic evidence about the level of gender inequality within households pre 1994 which was very high due to the discrimination and gender violence that were present within the country. Moreover, tradition and culture helped in the manifestation of gender inequality. However, the South African government has enacted to curb the manifestation of gender inequality within both the households and in the labour market. The Constitution of South Africa, 1996, Domestic Violence Act, 1998, Employment Equity Act (EEA), 1998, Bill of Rights in the Constitution of the Republic of South Africa and Affirmative Action policy are the Acts and policies that were enacted to reduce gender inequality in the country. Women's representation in the labour market was very low. Women also could not make decision within the households. The study investigates the construction of gender inequality within the households in the context of democratic dispensation in a rural community of Makanye village in Limpopo Province.

The study argues that the past traditional and cultural customs in rural Makanye village created patriarchal structures and household hierarchies where women were at the bottom of the hierarchy. Thus, the hierarchical and patriarchal structures helped in the manifestation of gender inequality within the households. The findings of the survey from Makanye village proved that the women are still not fully liberated from the past oppression and marginalisation. The persistence of domestic violence within Makanye village indicates that women are still given the lowest status within the households. In other words, the past patriarchal structures and hierarchies are still visible in rural areas and not many women are taking part in decision making within the households. The multiple roles women play within the households remains a huge challenge in rural areas. The persistence of gender inequality in Makanye village helps in the manifestation of poverty. The implementation of Affirmative Action policy and Employment Equity Act, 1998 will result in the achievement of gender equality in the labour market and within households.

In conclusion, the improper implementation of Affirmative Action Policy and EEA, 1998 in South Africa will empower women, making them become independent, thus eradicating gender inequality and poverty.

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# **CHAPTER 1: INTRODUCTION AND BACKGROUND TO THE STUDY**

## **1.1. Introduction and background**

In recent years, there has been an increase in women entry in the labour market (Stier and Mandel, 2009) which attracted researchers' attention. Legislations were enacted to encourage women participation in the labour market in order to promote gender equality and to alleviate gender inequality (Stier and Mandel, 2009). Regardless of the legislation enacted, many women still work in farms while men enter off farm activities. It was found that women are not uniformly excluded from opportunities for off-farm employment and that economic development does not uniformly increase gender inequalities within households (Matthews and Nee, 2000). Although men are more likely than women to obtain off-farm employment, women's opportunities for off-farm work improve significantly when the coexistence of local and regional marketisation creates a shortage of male workers and compels employers to hire women (Matthews and Nee, 2000). This shows that women are treated in isolation, marginalised and discriminated in rural areas.

However, women have always been constructed as non-economic in the past historic separation (Midgley, 2006). Women were perceived to be household managers and, again, taking care of children. Even though women are engaged in the labour market, Stier and Mandel (2009) argue that they continue to be secondary breadwinners in the household as they earn less than their male counterparts. Even though there are women who earn more than men, the number is rather small. Compared to their male counterparts, women have a lot of household responsibilities (cooking, washing and cleaning) that makes them an inferior sex (Stier and Mandel, 2009). Women also spend most of their time doing household work than performing paid labour (Stier and Mandel, 2009). Tarkowska (2002) revealed that the household is hierarchically arranged (children, men and then women after). The hierarchical structure of the household indicates that women are marginalised and discriminated within household which exacerbates gender inequality (Tarkowska, 2002; Jewkes, Levin and Penn-Kekana, 2003).

After the realisation of the marginalisation of women, the South African government enacted policies and legislations whose implementation resulted in the increase of women in the labour market. Even though policies were enacted to bring about equality in South Africa, men are still controlling women at the household level (Jewkes, Levin and Penn-Kekana, 2002). Women who are economically dependent on their spouses are more vulnerable to all sorts of abuse and marginalisation (Jewkes *et al.*, 2003). Many households are experiencing domestic violence and women are still reluctant to report abuse because of the perception of shame, and fearing to be disloyal to their partner (Jewkes *et al.*, 2002). Even where the family helper is needed, women are always the ones to be hired for the job and not men, which clearly shows that women are household managers (Jewkes *et al.*, 2002). Men spend their free time doing personal things, but do little to help in the households. Thus, time spent in household work is not evenly shared amongst men and women, which condition the manifestation of gender inequality within the households.

Research on women and rural development has shown that, within households, male family members disproportionately reap the benefits of opportunities for non-agricultural employment (Matthews and Nee, 2000: 607). The resources in the households are not evenly shared amongst all members of the family even after eighteen years of democracy. Men are still oppressing women in order to maintain the masculinity within the households (Jewkes *et al.*, 2002). Gender equality is yet to be realised, however a lot of work still needs to be done. The study uncovers the factors that facilitate the construction of gender inequality within the household in the context of democratic dispensation.

## 1.2. Statement of the research problem

Traditionally, men always believed that women's responsibility was to do domestic work, while men did off-farm labour (Kalabamu, 2005, Midgley, 2006; Stier and Mandel, 2009). Research on household power within both industrialised and developing countries, wage income and family influence are closely linked, thus pointing to the importance of assessing women's opportunities for non-farm work. Moreover, decision making in the rural household are much centralised and men make the final decisions (Jewkes *et al.*, 2002; Jewkes *et al.*, 2003). "Rural women have

been firmly connected with to realm, idyllic constructions that have endured doing with the associated gender roles prioritising wifhood and motherhood” (Midgley, 2006: 218).

However, the mass entry of women into labour market was to increase women’s economic position both in the workplace and in the household. Stier and Mandel (2009) argue that women’s economic independence allows them to influence the decisions in the household. Again, Stier and Mandel (2009) argue that the amount of income one brings into the family has an effect on the voice of the person in decision making. Thus, women as secondary breadwinners indicate that they still have a little voice in decision making within household.

In South Africa, the marginalisation of women led to the government identifying the status of women as a priority that needs to be improved. Legal status of women has improved greatly mostly in the labour market since 1994, but the question is: has the status of women in the micro level of a rural household improved in the last eighteen (18) years? South Africa is still characterised by many rural settlements which are traditionally orientated. Jewkes *et al.* (2002) suggested that gender oppression as a result of the historic separation of the 19<sup>th</sup> century, may still have deep cultural roots. Men have always control women, and that makes up the central structure of an African homestead. This inequality is indicated by twenty-five percent (25%) of women being beaten by their husbands as a way signifying love and trying to control women (Jewkes *et al.*, 2002; Jewkes *et al.*, 2003). Limpopo Province portrays the highest proportions of women abused by their husbands. Jewkes *et al.* (2002) also uncovered that, regardless of the laws against domestic violence and abuse of women, the police are often reluctant to pursue cases, creating fear of victimisation by their husband amongst abused women to report the cases. Jewkes *et al.* (2003) states that women do not want to be disloyal to their husbands which conditions gender inequality.

The Constitution of the Republic of South Africa, 1996 states that all citizens despite their gender difference are equal before the law. Moreover, the government tries to repeal the past gender discrimination practices by increasing women participation in the labour market activities thus, increasing gender equality. Regardless of the equality that exists between men and women nationally, there is still a high level of gender inequality in rural household even after eighteen years of democracy.



### 1.3. Research questions

The general research question upon which this study is based is how gender inequality has constructed within the household in the context of a democratic dispensation in Makanye village?

To operationalise the general research question, several research questions are formulated as follows:

- What is the nature of household gender inequality?
- What are the factors that influence the construction of household gender inequality?
- What is the impact of the legislations that were adopted to reduce gender inequality in South Africa?
- What are the factors that influence the construction of gender inequality?
- What are the mismatch between national gender equality and household gender inequality?
- What is the constructs of gender inequality within the households in the context of democratic dispensation in rural areas?
- What measures can be undertaken to alleviate household gender inequality and to bring about gender equality within households?

### 1.4. Aim and objectives

This study intends to achieve the following anticipated aim and objectives.

#### Aim

The aim of the study is to investigate the construction of gender inequality within the household in the context of democratic dispensation in rural areas. Though this study generalises its finding

to rural areas, the study at which the research activities are carried out is Makanye village in Limpopo Province.

### Objectives

Several objectives are formulated as follows:

- To investigate the nature of household gender inequality in Makanye village.
- To investigate the factors that influences the construction of household gender inequality.
- To acquire the nature of impact of the legislations that was adopted reduce gender inequality in South Africa.
- To identify the factors that influences the construction of household gender inequality.
- To investigate whether there is mismatch between national and household gender inequality initiatives.
- To investigate the construction of gender inequality within the households in the context of democratic dispensation in rural areas.
- To recommend measures that will help alleviate household gender inequality and bring about gender equality within households.

### 1.5. Definition of terms

- **Gender inequality:** It refers to the hidden disparities between different genders and it is constructed both socially as well as biologically (Jewkes *et al.*, 2002). In the context of this study, gender inequality refers to the uneven and unfair treatment of persons based on their gender and making them not enjoy their democratic rights.
- **Gender equality:** It refers to the equal rights, obligations, opportunities and liability of men and women in professional life, upon acquisition of education and participation in other areas of social life (Stier and Mandel, 2009). In the context of this study, gender

equality means that everyone, irrespective of gender, is equal before the law and that both men and women have equal roles to play in the household and that both have equal chances of acquiring employment.

- **Gender mainstreaming:** It means working together to ensure that a focus on women's experiences, issues or perspectives become everyone's business (Hankivsky, 2008). Gender mainstreaming in this study means that women are incorporated into the labour market in order to increase their voice in the household and to ensure that equality becomes possible in practical terms.
- **Democracy:** It is a state of society characterised by formal equality rights and privileges (Stier and Mandel, 2009). Democracy in the context of this study means the freedom to enjoy one's rights as a human being without being oppressed by anyone.

## 1.6. Research Design and Methodology

### 1.6.1. Study area

The study is conducted in South Africa, Limpopo Province. The study area is Makanye Village, Ward 27 located in Polokwane Local Municipality, Capricorn District Municipality. Limpopo Province is characterised by a high number of rural settlements and Makanye Village is one of them. Makanye village, like many other rural areas is characterised by poverty, gender inequality and domestic violence within households. Women as a result of traditional factors in the village cannot actively participate in the labour market activities, but only as farm workers, thus helping in the persistence of poverty. This conditions the marginalisation of women within the village. The marginalisation of women within the households worsened the hierarchical structures that were present in rural households.

Makanye Village has a significant number of old people who still believe in traditions and culture. Traditionally and culturally, men should be the heads of households and providers within households, while women remain their subordinate. The subordination of women within Makanye village helps to condition the manifestation of gender inequality. As a result of the past

historic separation against women in South Africa, and in Makanye village, women and men are not treated equally, thus promoting gender inequality. There are approximately 1500 households in Makanye Village, with a population of about 5000 people.

#### 1.6.2. Research design, Approach and Methods

The study uses both quantitative and qualitative data to provide an understanding of the construction of gender inequality within the households in the context of democratic dispensation. Statistical Package for Social Science (SPSS) will be used to develop bar graphs, flow charts, tables and pie charts. These approaches provide a fundamental principle to evaluate and analyse the collected data. A questionnaire will be used to collect both the quantitative and qualitative data.

#### 1.6.3. Types of Analytical Reasoning

The types of analytical reasoning that will be used are inductive and deductive. Both inductive and deductive methods will be used respectively to reduce the linkages of uncertainty of the results and to test the assumption of whether gender inequality within households persists even after South Africa gained democracy 18 years ago or not. Field work for data collection will be done to investigate whether there is evidence that will help the researcher to make a generalised conclusion about the construction of household gender inequality. The researcher then drew a conclusion looking at whether the evidence supports the assumption made or not.

#### 1.6.4. Kinds of data

The study will use the opinions and factual data gathered from the respondents. The opinions emanated from what the respondents believe to be the contributing factors towards the construction of gender inequality in the households. The respondents indicate the factors that have contributed to the construction of gender inequality within the households in Makanye village. The questionnaire will be used to solicit factual data about the status of household gender inequality, the roles of men and women in the households as to whether the existence of economically independent women can bring about gender equality.

Literature review will be used to give context and theoretical underpinning the construction of gender inequality within households in the context of the democratic dispensation in rural areas. Journal articles, books, and legislations such as the Constitution of the Republic of South Africa, 1996, Domestic Violence Act, 1998, Employment Equity Act, 1998, reports and other relevant sources were used.

#### 1.6.5. Target population

The residents of Makanye Village are the target population for this study. The unit of analysis is sampled in the households of Makanye Village. The identification of the household members as a unit of observation in Makanye Village enabled the researcher to identify the contributing factors towards the construction of gender inequality within the households. The target sample consists of 95 respondents.

#### 1.6.6. Sampling techniques and data collection

The total target population is too big to administration the questionnaire to it, thus a small representative sample will be selected. The study adopts both probability and non probability sampling. Simple random sampling will be used to collect data from households in Makanye Village. In non probability sampling, purposive sampling method will be used to collect data from the chief of the Makanye village.

##### 1.6.6.1. Construction of a questionnaire

The data will be collected using a questionnaire. The questionnaires will be issued to the respondents to complete. In cases where the respondents cannot read and write, the researcher assisted the responds in completing the questionnaire. When administering the questionnaire, safety and ethical issues of the respondents will be considered. Open-ended and closed questions were used to collect data. Open ended questions provide the respondents with an opportunity to elaborate on the issues that concerned them and to construct an agenda on matters of central importance rather than the researcher imposing their own views on them. Open-ended questions help in gathering valuable information about the things that condition the construction of gender

inequality in the context of democratic dispensation within households in Makanye village. Furthermore, closed ended questions provide the quantitative data. Close questions will be asked in order to get the full picture as to why there is still gender inequality in the household, while gender equality is being promoted both at the labour market and in the household with reference to Makanye Village.

#### 1.6.7. Data analysis procedures

In this study, the data will be categorised and classified in order to analyse data. Quantitative data will analyse the facts of the respondents within households about the construction of gender inequality in the context of democratic dispensation in Makanye village. Statistical Package for Social Sciences (SPSS) will be used as a tool to analyse the collected data. This was the depicted in diagrammatic illustration for which detailed descriptions were made. The outputs of the SPSS will be carefully studied and interpreted to give meaning to the data about the construction of gender inequality in Makanye village.

#### 1.6.8. Validity and Reliability

##### 1.6.8.1. Validity

Measures to ensure that the information that will be collected was accurate and the results of the study will be truthful were undertaken. This is through interpreting the questionnaire items to respondents who could not read or write. This helps the respondent to understand the context in which the questions will be asked and could easily respond to them. The criterion that will be used to measure the level of gender inequality included decision making, the allocation of household resources, the existence of domestic violence and male biasness in households.

##### 1.6.8.2. Reliability

Reliability is the extent to which an experiment, test, observation or any measuring procedure to yields the results which are consistent and accurate on repeated trails (Golafshani, 2003; Higgins and Straub, 2006). In order to ensure that the questionnaire will be interpreted consistently by

respondents, it was presented and afterwards such no different interpretations existed. Thus, the questionnaire solicited data that will be accurate and that could help in making generalised conclusions. The collected data will be able to represent the experiences of respondents in Makanye village, from which generalised conclusion could be made.

## 1.7. Structure of the Study

### **Chapter 1: Introduction and Background to the study**

The first chapter introductory in nature and provides a background around which the need to conduct research about the construction of gender inequality within households, especially in rural areas evolves. The chapter further explains the statement of the research problem, the aim and objectives of the research, research design and methodology as well as the significant of the study and ethical consideration.

### **Chapter 2: Legislative framework for gender equality in South Africa**

This chapter provides a discussion of the legislation that governs gender equality in South Africa. The chapter further focused on different policies and acts used in South Africa to reduce gender inequality.

### **Chapter 3: The manifestation of gender inequality in South Africa**

This chapter provides a discussion on the nature of gender inequality within households in rural areas. The focus is on the factors that conditions the manifestation of gender inequality in rural areas. The chapter further provides a discussion on the impact of legislations that were adopted to resolve the persistence of gender inequality.

### **Chapter 4: Research design and methodology**

This chapter provides the methodology of the study was used to collect and analyse data. It focuses on the types of sampling, target population, analysis techniques and the kinds of data required in the study.

## **Chapter 5: Research findings, analysis and interpretation**

This chapter presents the analysis of the data that was collected in Makanye village. It looked at the roles that men and women undertake in the household that conditions gender inequality. It further provides the discussion on the factors that influence the manifestation of household gender inequality in Makanye village.

## **Chapter 6: Summary and recommendations**

It provides the conclusion and summary of the study about the construction of gender inequality within household in Makanye village. This chapter further outlines the recommendations of the study.

### **1.8. Significance of the Study**

The South African government has enacted policies that attempt to bring about gender equality. Much has been said about gender inequality and the marginalisation of women, but whether these policies and debates do make a difference in the lives of women in South Africa is not known. Women still spend long hours doing household duties, while men do comparatively very little. The historical separation of women and men traditionally and during the apartheid period is the main cause of gender inequality.

The study highlights the key issues about the construction of household gender inequality, thus enabling an understanding of the factors that condition gender inequality. The study identifies the issues that emanate from the construction of gender inequality.

### **1.9. Ethical Considerations**

During the collection of data, the respondents were not forced to participate in answering questions if they did not want to. The interviewees answered the questions voluntarily. The interviewer guaranteed the respondents of their anonymity. Permission to collect data was sought from the chief. The questionnaire was structured in a way that the culture, beliefs and norms of the villagers were respected and that none of them were offended in any way.



## **CHAPTER 2: LEGISLATIVE FRAMEWORK FOR GENDER EQUALITY IN SOUTH AFRICA**

### **2.1. Introduction**

Post apartheid era in South Africa, the new government enacted legislations with the aim of repealing all kinds of discrimination (racial and gender discrimination) including gender inequality both in the households and in the workplace (Mafunisa, 2006). The Constitution of Republic of South Africa, 1996, the Employment Equity Act (EEA), 1998, Broad-base Black Economic Empowerment (BBBEE) and Domestic Violence Act (DVA), 1998 were enacted to protect the South Africa citizens against all kinds of abuse, such as marginalisation, victimisation and vulnerability. The Constitution of Republic South Africa, 1996 (here after referred to as the Constitution) affords all South African citizens the right to equality, security, freedom and democracy. As part of the society, the Constitution further protects women's dignity and improves their status in both the labour market, in the society and within households. The lack of equal representation of women in the South African public service highlighted the need for government to enact the EEA, 1998 to reduce discriminatory practices experienced by them and other designated groups in the public service (Mafunisa, 2006). Steir and Mandel (2009) argue that the improvement of women's status in the labour market has the potential to reduce gender inequality within the households.

The former President of South Africa, Nelson Mandela, during the opening of South Africa's first democratically elected parliament on the 24<sup>th</sup> March 1994 said that freedom cannot be achieved unless women have been emancipated from all forms of oppressions. He also pointed out the need for women to participate in the formulation of legislation that aims to eliminate all kinds of inequality in the society. Of paramount importance was the participation of South Africa in the Fourth World Conference on women held by the United Nations in Beijing in September 1995 (National Gender Policy Framework, 2004; Kotze, 2009). The participation of South Africa in this conference has demonstrated the country's determination to bring about gender equality within the country.

## 2.2. The Constitution of Republic of South Africa No 108 of 1996

The Constitutional Court has entertained the African law and the value of *ubuntu* as part of the source of democracy in South Africa to achieve gender equality (Keevy, 2009). In terms of the Constitution, South Africa is a sovereign democratic state that is founded on human dignity, the achievement of equality and the advancement of human rights and freedoms for all the citizens. The human rights as were spelt-out in the Constitution attempt to liberate and democratise the society (Mafunisa, 2006; Keevy, 2009). The policies implemented during apartheid era created an environment in which certain sections of the population especially the African people. Moreover, apartheid has created the society in which citizens were not treated equally and where gender inequality dominates.

The main idea behind adopting of the Constitution, was to repeal and heal the past divisions between members of the society, to create a society that is based on democratic values, social justice and fundamental human rights. The Constitution is strives to achieve an environment where every citizen will enjoys their freedoms of speech and association. Regardless of the broad reach of the protection of equality and human rights, there remain clear legal and social boundaries that sustain conventional gendered ideas of the society (Albertyn, 2007).

The introduction of the jurisprudence of *ubuntu* by the Constitutional Court in the Constitution was to develop fundamental rights in terms of the cohesive values and ideas to an open democratic society. As seen by Keevy (2009: 20), “*ubuntu* is a shared value and ideal that runs like a golden thread across cultural lines” which is enshrined in section 35 of the Constitution of South Africa, 1996. The Constitutional Court believes that the inclusion of *ubuntu* in the Constitution will bring about democracy, which is the basis of equality. Promoting society where everyone is respected irrespective of their sexual orientation might result in equality as well. Regardless of the inclusion of *ubuntu* in the Constitution Keevy (2009) argues that *ubuntu* sustains the deep-seated patriarchy hierarchy of the traditional African society. The emphasis on “race and gender discrimination recognises that these particular pervasions are entrenched forms of discrimination” (Mafunisa, 2006: 260).

The Constitution is a tool that is used by the government to rectify the effects that were caused by the past laws of apartheid in order to bring about the societies that are free and secured. The people who were mostly affected by the past policies are given attention in trying to improve their status in the society. The Constitution of South Africa, 1996 provides people with rights that improve their status as individuals and even in households. Even after the adoption of the Constitution and the improvement women's status in the labour market, gender equality is yet to be seen in the household. Stier and Mandel (2009) argue that the improvement of women's status in the labour market results in domestic violence as men try to maintain dominance over their wives within households.

### 2.2.1. Bill of Rights

The incorporation of the Bill of Rights in the Constitution is a policy measure that is used in South Africa to protect citizens' rights (Mafunisa, 2006). The Bill of Rights in the Constitution is the cornerstone of democracy in South Africa. It enshrines the rights of all the citizen of South Africa and affirms the democratic values of human dignity, equality and freedom. The Bill of Rights affords all the citizens of South Africa with equal rights and helps condition the achievement of gender equality by eliminating past discrimination practices and all forms of injustices. Mafunisa (2006) argues that the Bill of Rights will be a meaningless document if there are no structures that will help to give effect to it. Structures such as the local government and public services are needed to ensure that the Bill is effective and that the rights of the citizens are realised. The Bill of Rights enables every citizen to enjoy their freedom of speech both within the society and even in the households, thus could help reduce gender inequality within the households.

The Bill of Rights provides every citizen with equal rights and that everyone is equal before the law and there is no one who is above the law. In terms of the Bill, the state or any other institution or person may not unfairly discriminate directly or indirectly against others on any grounds. Every citizen of South Africa is entitled to the rights and freedom that should be respected. The patriarchal structure of the households denies women the opportunity to enjoy their freedom and democracy that is afforded to them in the Bill of Rights. The hierarchical structure within the households and in the workplace helps to condition the manifestation of

gender inequality (Jewkes *et al.*, 2003). The manifestation of gender inequality results in the marginalisation of women and hence women remain the subordinates of men in the households. If gender inequality is not resolved from the grass root (within the households), gender equality will never be achieved in rural areas. After the 1994 democratic elections, the laws of apartheid were abolished. The abuse of women within the household is manifested from the black traditional beliefs and hence hinders gender equality (Pienaar, 2000, Pigon, 2009; Jewkes *et al.*, 2010).

### 2.3. The Domestic Violence Act No 116 of 1998

Comparatively, domestic violence is high in rural area than in urban areas. Women who experience domestic violence do not volunteer to give information about their abusive relationships (Martins, 2006). Domestic Violence Act, 1998 was enacted to reduce the persistence of domestic violence within households. However, regardless of the introduction of DVA, women are still marginalised within households in rural areas. The marginalisation of women is exacerbated by the hierarchical structures of the households and unequal power relations (Maselesele *et al.*, 2009). This helps in the perpetuation of the traditional and cultural customs that are embedded in rural areas. The maintenance of control and masculinity over women help in the manifestation of gender inequality in rural areas. According to Pienaar (2000), some people believe that men should have power over women and they should control them.

After the realisation of the problem of domestic violence, the South African government enacted the Domestic Violence Act, 1998 to eradicate abuse within households. Furthermore, the South African government introduced measures to ensure that all departments are working together to effect Domestic Violence Act, 1998. However, the measures that are used to reduce domestic violence do not only depend on the commitment of the organs of the state to eliminate domestic violence. Hence no one should be discriminated against with regard to gender. Regardless of the rights to medical treatment by the victims of domestic violence, there is no specific legal duty set out in the Act for health care practitioners to provide medico-legal assistance to victims (Pienaar, 2000).

Moreover, domestic violence can be seen as violation of human rights (Maselesele *et al.*, 2009). In most cases women do not report abuse because they fear to endure more hurt and further abuse (Pienaar, 2000; Maselesele *et al.*, 2009). The traditional belief that a wife must stay with their husband in all circumstances they face conditions the manifestation of gender inequality (Maselesele *et al.*, 2009). Hence, regardless of the presence of Domestic Violence Act, 1998, women are still not fully protected within rural context even though there is assurance by the state to offer protection to the complainant. Domestic Violence Act, 1998 was enacted with the aim to encourage victims to report incidences of domestic violence which will help eliminate domestic violence. Domestic violence against members of the household still remains a serious problem in South African society, and women and children are the ones who are the victims of abuse.

Regardless of the Domestic Violence Act, 1998 that was enacted to protect people against domestic violence, women are still experiencing domestic violence, and they are still silenced within their households. Domestic violence conditions the manifestation of male domination that silences women and prevents them from talking about the abusive relationship they are engaged in (Pienaar, 2000; Jewkes *et al.*, 2010). Gender inequality will never be eradicated as long as women are not emancipated from all forms of oppression within households. Domestic violence indicates the manifestation of gender inequality that is constructed for the past traditional societies in rural areas. Furthermore, the estimates of domestic violence in South Africa suggest that between 1–4 and 1–6 women suffer some kind of abuse of intimate gender violence by their partners (Martins, 2006). The ratio of the abused women shows that domestic violence is still a major problem in the country which needs a serious attention.

However, in rural households, majority of women are still experiencing domestic violence. The Domestic Violence Act, 1998 provides the victims of domestic violence protection order so that they can be protected against further abuse. The protection order does not only protect the victims from abuse, but also protects the victims' rights, freedom and human dignity. The manifestation of domestic violence even in the 21<sup>st</sup> century shows that the acts of apartheid era are still visible in the democratic South Africa. Hence, the adoption of Domestic Violence Act, 1998 in order to give protection relating to equality, dignity, the treatment of children and

incorporate person's reflected new order of commitment to avoid repeating the mistakes of the past political order (Maselesele *et al.*, 2009). Domestic Violence Act, 1998 provides the victims with protection order to protect the complainant from the abuser. Protection order is provided to protect people's rights and dignity. This help in the reduction of domestic violence and gender inequality within households in rural areas. South African government should make sure that there is a well functioning criminal justice in order that those who are abused both within the society and the households can report their abuse which will help protect their human rights (Pienaar, 2000; Maselesele *et al.*, 2009). This will ensure that the functions of Domestic Violence Act, 1998 are realised, thus, reducing the manifestation of gender inequality within rural households.

### 2.3.1. Institution to monitor and implement DVA, 1998

Any member of the South African Policy Services (SAPS) must go to the scene of an incidence of domestic violence as soon as it is reported to render the necessary assistance to the complainant as may be required in the circumstance. Pienaar, (2000) argues that women do not report abuse because of the lack of efficient responses by the members of the SAPS to protect them, hence putting the lives of the victims in danger. This might further lead them to endure more abuse and victimisation. In cases where there is a need for the complainant to be offered a shelter due to the fact that his or her safety might be compromised if the complainant continues to stay at the current location that must be done with the assistance from the member of the SAPS even where medical treatment is needed.

This indicates that South Africa has good blueprints that are used to address gender inequality and domestic violence within the households. However, some of the people are not treated because health care practitioners fear to be involved in the court (Pienaar, 2000). The member of the SAPS should make sure that the complainant is protected and that he or she is not victimised in anyway. Taking the complainant away from his or her current location to a new location that is not known by the respondent minimises the chance of the complainant to be victimised. Regardless of the protection that is assured to all the citizens of South Africa, women continue to be abused within households and even in the labour market (Pienaar, 2000; Mafunisa, 2006).

The SAPS must ensure that the complainant are protected and encourage people to report any form of domestic violence without any fear, something which will increase the number of people who are going to report domestic violence (Domestic Violence Act, 1998; Pienaar, 2000). Reporting domestic violence can be done via a phone or reporting to the police station. South Africa still has many rural areas that are remote from the police station thus the use of a phone to report is very convenient. However, in some cases the distance from the nearest police station is long, making it difficult for the police to arrive at the crime scene in time. However, SAPS with the help of the community (both men and women) must make sure that any act of domestic violence is reported and that the complainant is protected. The integration of the community and the SAPS could have the potential to reduce domestic violence because the communities are the ones that know their village better and that they are always available other than the police.

Furthermore, the police may, without warrant, arrest any respondent at the scene of the incidence of the domestic violence whom he or she suspects having committed an offence. This shows the commitment of the South African government in trying to fight and reduce domestic violence and the past inequalities created by the apartheid era and tradition. Due to the fact that some rural areas are very remote and the fact that the SAPS are not always around those places, the police do not see the acts of domestic violence when they occur. Many of the rural areas do not have the information about the type of protection the complainant gets when they are victimised, thus helping in the manifestation of domestic violence in the household.

#### 2.4. Employment Equity Act No 55 of 1998

Regardless of the introduction of the Employment Equity Act, 1998 and its policy of Affirmative Action policy in South African society, not much has been achieved in terms of equality in the workplace, especially when we look at the advancement of the designated groups into the labour market (Sebola and Khalo, 2010). There is a need for the effective measure that should be put in place to improve the status of the designated groups in the workplace like a proper implementation of an Affirmative Action policy. The fact that there is much that still needs to be done to improve the status of the designated groups, this does not rule out the fact that there has been an improvement in the status of women in the labour market after the adoption of

Employment Equity Act, 1998. Employment Equity Act, 1998 was enacted to provide every citizen with equal opportunities to engage in the labour practices without any discrimination. In cases where the change is visible, it is often seen as inadequate and some of the individuals that are in those positions are not capacitated to undertake the new roles and responsibilities, which shows how important it is to implement the Affirmative Action policy properly (Sebola and Khalo, 2010).

Prior 1994, the top management of the public services was dominated by white male whom are minority within the country. The African majority shared the small proportion of the country's income while the white minority shared a large proportion of income (Rankhumise and Mello, 2011). Many African people were forced to work in low income employment at the same time working as hard labour. African people were denied the opportunity to work in skilled labour as it was stated in the Black Building Workers Act (BBWA) 27 of 1951. The BBWA, 1951 prohibited black people from working in skilled labour such as painting, plastering and plumbing (Rankhumise and Mello, 2011). The Employment Equity Act, 1998 and Affirmative Action policy tries to correct the wrongs that were created by the apartheid laws and policies that made South Africa to be unequal with regard to race and gender.

Due to the results of the past apartheid era, the South African government has seen it fit for all people to have equal opportunities and to enjoy the freedom as afforded in the Constitution. Everyone has the right to fair labour practices which makes every citizen to be equal before the law in the country regardless of their gender or race (EEA, 1998). In the past years, South Africa went through a major policy change in order to resolve the injustice of the past in terms of the employment opportunities for all its citizens (Sebola, 2009). This is to make sure that people from all races, gender and religion have equal opportunities to being employed in the formal sector. As it is stated in section 23 (2) of the Constitution, every worker has the right to fair labour practices. In order for the Employment Equity Act, 1998 to be fully realised, every employer must take steps to promote equal opportunities in the work place. Furthermore, the elimination of all kinds of discrimination and men's bias will enable women and men to enjoy employment freely, thus promoting gender equality in the work place.



The Employment Equity Act, 1998 in its preamble recognises that as a result of South Africa's previous discriminatory policies and other discriminative legislations and practices, there are disparities in the employment occupation and income within the labour market (Sebola, 2009). Nobody should be discriminated in the labour market due to his/her gender, cultural background and ethnicity. Those people that are previously disadvantaged by the policies of apartheid era which include women, African people and people with disabilities are given more attention to improve their status within the labour market and even in the community. Furthermore, it is stated in Employment Equity Act, 1998 that every employer must put steps that promote equality in the work place (EEA, 1998). The removal of unfair discrimination will enable the achievement of gender equality in any employment policy or practices.

Furthermore, a designated employer must implement an Employment Equity Plan (EEP) in order to guide in the achievement of equality in the workplace (EEA, 1998). In order to operationalise the EEP, every designated employer has to appoint a manager to foresee the proper implementation of the EEP. This indicates the determination of South African government to end discrimination in the workplace and bring about equality. It is stated in the Constitution that everyone has the right to be protected and that nobody should be discriminated at the workplace as it is their human right. Harassment of any employee is another form of discrimination and it should be prohibited. In this regard the Constitution tries to resolve the past disparities by promoting the right to equality, prohibiting unfair discrimination and promotion of Affirmative Action policy (Sebola, 2009). The EEA, 1998 must promote Affirmative Action policy so that past racial injustices at the workplace may be eliminated to achieve gender equality and women empowerment.

Majority of black people, especially women and people with disabilities were not represented in senior management positions in the labour market. As it was stated in the International Labour Organisation (ILO), South Africa has the highest income inequality in the world with regard to the data they had (Sebola and Khalo, 2010). Therefore, the efficient measures that will improve the income distribution in the country are needed. EEA, 1998 is aimed at correcting the demographic imbalance that are visible by compelling the employers to remove the barriers that hinder designated groups from accessing equal employment opportunities even at senior

management positions. This enables the designated groups to improve their status at the workplace. However, the improvement of the status of these groups in the workplace has a great impact in the advancement of gender equality in the labour market and within households. A proper implementation of Affirmative Action policy should be done in a way that every employer should comply with the policy. Lack of compliance and proper implementation of the AA policy by the employers will make it difficult to improve the status of such groups.

## 2.5. Affirmative Action Policy

The past apartheid era provided an environment where African people were discriminated against, especially at the employment sector. Affirmative Action policy was implemented in order to rectify and redress the injustices that were present in the labour market before 1994. It was stated in Sebola (2009: 1106) that the purpose of the Affirmative Action policy is to ensure that suitably “qualified” people from the designated groups (women, African people and people with disabilities) have equal opportunities and are equally represented in all occupational categories and levels in the workplace of a designated employer. African people, women and people with disabilities were the ones who were mostly marginalised and given a lower status and low wage employment in the past apartheid era.

Affirmative Action policy provides measures that need to be taken to ensure that designated groups have equal employment opportunities (McGregor, 2006). This is to improve the status of every citizen of South Africa so that democracy can be a reality and not a pipe dream, but a reality. The designated groups are set to be the beneficiaries of Affirmative Action policy. McGregor (2006) states that, ANC reaffirms the question that South Africa is about the liberation of the African majority. The promotion of equal rights for all and the promotion of equal opportunities in the labour market could result in equality for all the designated groups and all the people in South Africa. The Affirmative Action policy measures which must be implemented by the designated employers must include: measures to identify and eliminate employment barriers including unfair discrimination, which adversely affect people from the designated groups, measures designed to further diversity in the workplace based on equal dignity and respect for all, and making reasonable accommodation for people from the

designated groups in order to ensure that they have opportunities and are equally represented in the workplace (EEA, 1998; Sebola, 2009). This demonstrates the commitment of South African government to eliminate the injustices of the past apartheid. The improvement of the designated groups in the labour market help improves their status, thus reducing gender inequality in the country. EEA, 1998 provides every citizen of South Africa with equal rights to access employment opportunities and equal representation of the designated groups in the workplace.

## 2.6. Broad-based Black Economic Empowerment Act No 53 of 2003

South Africa's post apartheid era was confronted with challenges such as poverty, high inequality and marginalisation of black people predominantly rural women within the economic sector. The Broad-based Black Economic Empowerment (BBBEE) is a form of economic empowerment by the South African government in responds to the criticism of the narrow nature of empowerment in the country. The Broad-based Black Economic Empowerment Act, 2003 was enacted to resolve the lack of representation of black people within the economic sector and promote community empowerment especially in rural areas. Broad-based Black Economic Empowerment Act, 2003 established a legislative framework that promotes black economic empowerment in South Africa (Muswema, 2012). The concept of BBBEE means the empowerment of all black people including women, youth, and people with disabilities and those living in rural areas (Broad-based Black Economic Empowerment Act, 2003). This demonstrates the importance of women within the economy and in resolving the perpetuation of gender inequality in rural areas.

In the preamble of Broad-based Black Economic Empowerment Act, 2003, it is stated that South Africa's economy has excluded a vast majority of its people in the ownership of assets and possession of advanced skills. However, Broad-based Black Economic Empowerment Act, 2003 promote equality and increasing participation of black people within economic sector. The participation of women within the economy has that potential to empower them and thus, could bring about gender inequality within the country. BBBEE tries to resolve the marginalisation and discrimination of black people within the economy. This shows the commitment of the South African government to resolve the perpetuation of poverty and thus, reduce the gendered discrimination within the country.

## 2.7. Conclusion

In the past years of democracy in South Africa, there has been qualitative improvement in the status of women due to the legislations that were enacted to protect the rights of all the citizens in the country. The need to achieve gender equality was addressed and emphasised in many documents such as the Constitution of South Africa, 1996, Millennium Development Goals, Rural Development Strategy and gender policy framework of South Africa. The emphasis of gender equality in many government documents indicates the commitment to eliminate gender inequality and gender segregation in the country. Domestic Violence Act, 1998 helps to protect human dignity and people's rights (Pigon, 2009). The country has the tools to eliminate gender inequality, but gender violence and gender inequality are still challenges facing rural South Africa. The maintenance of masculinity makes it difficult to eliminate gender inequality. However, if all men can help in the reduction of domestic violence and encourage gender equality, the democracy and freedom that were affirmed in the Constitution will be a reality. The involvement of women in politics and in decision making helps empower them, especially in rural areas where gender inequality remains a huge challenge. However, the country will never realise the value of democracy unless gender inequality is eradicated and women are emancipated from all forms of oppression both in the society and within households.

In the chapter that follows, the study focuses on the construction of gender inequality in South Africa. The following will be discussed: the nature of household gender inequality, the impact of legislations adopted to address household gender inequality, the factors that influence the construction of household gender inequality, gender mainstreaming in addressing gender inequality within the households, Millennium Development Goals (MDGs), modernisation-neoliberal school of thought in addressing gender inequality, the mismatch between national gender equality aspiration and household status quo, the construction of gender inequality within the household in the context of the democratic dispensation and Rural development strategy.

## **CHAPTER 3: THE MANIFESTATION OF GENDER INEQUALITY IN SOUTH AFRICA**

### **3.1. Introduction**

The realisation of the role of women as important actors in building the economy has brought the idea to promote gender equality. Many countries encourage the participation of women in the labour market in order to advance their economic independence as it brings about household gender equality. The government gave priority to women in the labour market to help empower them. The economic independence of women increases the possibility of divorce and violence. In addition, men tend to use domestic violence to maintain their masculinity and control over women within households. Traditional background of many people has an effect on the prevailing situation of gender inequality within rural households.

Regardless of the prevailing situation of gender inequality within households, there has been a great improvement in the status of women since 1994. The improvement of women's status in both the employment sector and within the households was due to the increase in women's participation in the labour market. Regardless of the improvement of the status of women, majority of rural women are still marginalised and given the lowest status in the community. In trying to rectify past housing policies, the government of South Africa provided people with free basic housing, but the strategy is benefiting more women than men. Due to the fact that women are the ones who are affected by poverty more than men, the government gave priority to women on house allocation to reduce poverty and improve their status. But the question remains: can the provision of houses to women reduce abject poverty and improve the status of women that exists in both the household and in the community? There are many factors that need to be looked at in order to encourage the reduction of poverty. However, resolving poverty and gender inequality using one variable makes the goal of achieving gender equality a pipe dream that will never come to pass.

This chapter therefore analyses the construction of gender inequality within rural households in South Africa. The main themes that will be discussed includes the nature of household gender

inequality, the impact of the legislations adopted to reduce household gender inequality, the factors that influence the construction of gender inequality, gender mainstreaming in reducing gender inequality with rural households, Millennium Development Goals, modernization-neoliberal school of thought in reducing gender inequality, the mismatch between national gender equality aspiration and household status quo, the manifestation of gender inequality within rural households in a new democratic dispensation and the rural development strategy in reducing gender inequality.

### 3.2. The nature of household gender inequality in rural areas

Gender inequality remains a major challenge that most developing countries are facing in both the labour market and within the household, and South Africa is not different. The allocation of resources within households is still much gendered (Morrison and Jutting, 2005). Men are allocated many resources in the households and have many benefits than women which is manifesting even on the children. In the past, women did not inherit anything from the belonging of their parents but boys did, inheriting property such as land and all their fathers' belongings (Morrison and Jutting, 2005). The inheritance of parents' belongings is constructed from the tradition of black people that help in the marginalisation of women within the household. Making boys the only beneficiaries of the inheritance of their parents shows that gender inequality within the households still prevails even in the new South Africa. Traditionally, the last born automatically inherits the house left by the parents, but only if it is a boy. In addition, Sebola (2008) reveals that women in the past were not allowed to own their own property. They could not own land in their own name, but they were using their uncles' names to register the property (Sebola, 2008). This shows how women were given the lowest status in both the communities and even within the household.

Following the Fourth World Conference on Women in Beijing in 1995, gender mainstreaming (GM) officially became an internationally recognised strategy for promoting gender equality in all stages of policy making (Hankivsky, 2008). Even after many years of the adoption of GM, gender inequality remains a challenge within the rural setting. In China, for example, men are given priority when it comes to employment, thus perpetuating the unequal treatment that exists

between women and men (Mathews and Nee, 2000). In the American economy, men also tend to be favoured over women for employment in lucrative, stable, and prestigious jobs (Mathews and Nee, 2000). The use of individual factors that are fundamental in the achievement of gender equality and reduction of poverty will make it difficult to achieve gender equality within households. Gender and other impediments of gender equality should be mainstreamed into planning and policy making (Manase, Ndamba and Makoni, 2003).

The participation of women in policy making enables women empowerment and the empowerment of children and their families (Debusscher, 2011). Women empowerment is one of the keys to the achievement of gender inequality. It is stated in the Rural Development Strategy of South Africa that if women can be well empowered and be allowed to take part in decision making within the households, they will be able to manage their own development more than any development agency. The role of women in development is very imperative. It has the potential to develop their own area and on top of that, contribute to the alleviation of poverty and bring about gender equality (Morrisson and Jutting, 2005). This will, in turn, reduce all forms of discrimination against women and children. When this happens, women's voices will no longer be silenced in the household and even in the society. The achievement of women empowerment enables achievement of gender equality within the households (Rural Development Strategy, 2000; Kotze, 2009).

Even after eighteen (18) years of democracy, South Africa still demonstrates significant differences between the experiences of men and women (Gender Mainstreaming Report, 2008). Cultural attitudes such as men being the main decision makers, women seen as inferior to men and the structural hierarchy of the households towards women tend to demonstrate a high level of inequality that exist in rural areas. The poorest and most disadvantaged people in South Africa are African women. Women are disadvantaged in terms of their earning power, access to land as a resource, access to education and access to employment (Gender Mainstreaming Report, 2008). In addition, South African women face cultural chauvinism in a number of rural areas. For example, in some traditional South African cultures, women are not allowed to own property (house). During the past 18 years, this has changed as it is affirmed in the Constitution. Thus,

women own their own land and their own houses. This indicates the commitment of the South African government in curbing gender inequality.

The Constitution and other pieces of legislations provide all South African citizens with equal opportunities and protection. There has been a significant change and willingness by most government agencies, Non-Governmental Organisations (NGOs) and private sector organisations to resolving gender issues in South Africa (Gender Mainstreaming Report, 2008). Regardless of these changes, rural women are still facing too many challenges in order to achieve equality. Men are still the main decision makers and traditions hold women back. Gender equality can be achieved only if men leave their cultural beliefs of discriminating against women and start to support women in improving women's positions and their status in the household. Gender inequality in rural households is still high, as women have many domestic responsibilities such as washing, cooking, cleaning, fetching water, taking care of the children and fetching fire wood to undertake as compared to men's household duties (Kalabamu, 2005). This state of affair results in the unequal treatment of women and men in both the society and in the households.

Many people point out that the different roles and responsibilities that are undertaken within the household are part of an agreement between men and women. If that is the case, why should the time spent on household duties by men be very little as compared to a long time spent by women on household duties? Women are still doing more work within households as they make sure that there is food, children are clean and even the house is clean. This indicates that many women are still exploited within the households, especially in rural areas because they hold a lower status in the communities (Debusscher, 2011). The low status that women have in the communities shows that women are still marginalised and are thus unequal to men. The low status and unequal responsibility help in the manifestation of gender inequality and will hinder the process of women empowerment (Greed, 2005, Kotze, 2009; Debusscher, 2011). Women in South Africa are still seen as primary housekeepers in most rural contexts, while men are the primary breadwinners (Morrison and Jutting, 2005). The status of women as primary housekeepers reduces their chance of influencing the decision making process within household. The more women are silenced and are unable to influence decisions within household the more the



strategies to improve the status of women will fail. Furthermore, women should be given the opportunity to take part in decision making within households as well as in the community.

Traditionally, women could only be responsible for the household and the management of household resources (Jewkes *et al.*, 2002, Kalabamu, 2005; Midgley, 2006). Moreover women were not considered in decision-making. Tarkowska (2002) points out that in the household, men and women are unevenly stricken by poverty, and the risk of being poor is gendered. Culture and tradition has created an environment where men and women have different roles and responsibilities within households and it is still manifesting even in the 21<sup>st</sup> century (Manase *et al.*, 2003; Morrison and Jutting, 2005). This is not different even in United Kingdom (UK), women continue to combine dual work duties and are still marginalised (Greed, 2005). The female gender is the one that is over worked within the households. Men are doing a little to help women within the households and this makes the unequal division of labour within households to be visible. The manifestation of gender inequality is conditioned by the unequal allocation of responsibilities undertaken by women and men within households.

The status of women is less recognised which helps the manifestation of gender inequality in rural areas (Midgley, 2006). Men are the only decision makers in the rural households and in the society, thus sacrificing women's important views in decision making. However, Kalabamu (2005:247) argues that the "explanations which seek solutions to gender inequality and subordination of women through traditional premises of biological differences between men and women and historical evaluation of human kind should be rejected". Explaining this argument, Kalabamu (2005) states that they are inherently based on circular reasoning that is without scientific validity.

Stier and Mandel (2009) point out that most women are still earning below their spouses. Even though women earn below their spouses, their contribution to the economy is huge. The participation in labour market has enhanced women's position both in the labour market and in the households. The involvement of women in the labour market increases their economic independence, thus increasing the voice in household decision making (Stier and Mandel, 2009). The increase in women's income contribution in the households is related to the contribution in the decision-making process. Regardless of the contribution of economic independence of

women towards achieving gender equality, Stier and Mandel (2009) only see economic independence as one of the ways to achieve gender equality, of which should not be the case. This is because of the deep rooted cultural beliefs that cannot be eradicated via economic independence of women. Furthermore, resolving gender inequality by focusing only on economic autonomy is a neoliberal approach which views gender equality as results of one's economic independence rather than resolving gender inequality, as gender equality is human a right. There are many factors that hinder the achievement of gender equality, like the maintenance of masculinity by men.

It has been argued that men tend to be threatened by economically independent women, especially women that earn more than their spouses. Consequently, men use violence to maintain control over women (Pienaar, 2000, Jewkes *et al.*, 2002; Stier and Mandel, 2009). However, according to Stier and Mandel (2009), the increase in the relative contribution of women to the family's income has been found to enhance the risk of divorce. Men are not threatened by the risk of divorce when they earn more than their wives, but women who earn more than their husbands are at risk of divorce. This provides a clear idea of gender inequality. The manifestation of gender inequality perpetuates poverty within households. Therefore, in order to resolve the perpetuation of poverty and gender inequality, women should be empowered within the society.

### 3.3. The impact of legislations adopted to reduce household gender inequality

Many policies have been enacted by the South African government to eradicate the persistence of gender inequality and thus improving the status of women. Rural women remain marginalised and hold a low status within rural communities. Gender equality is a dream yet to be seen even after 18 years of democracy. Thus, it can be said that democracy in South Africa is a new form of apartheid where women are not emancipated from domestic abuse and marginalisation. The achievement of gender equality between men and women has been there since the inception of United Nations (UN) and it is reflected in the 1945 preamble of the UN charter (Kotze, 2009). It has been 66 years after gender equality was realised as a human rights issue internationally and the realisation of the role of women towards economic growth and the eradication of poverty

(Morrisson and Jutting, 2005; Kotze, 2009; Debusscher, 2011). But even in 2013 the dream of achieving gender equality remains a pipe dream for most developing and some developed countries like the United Kingdom (Greed, 2005). The failure to achieve gender equality even after many years indicates that there are major impediments that hinder the achievement of gender equality locally and internationally. The following are legislations reducing gender inequality namely, Constitution of South Africa, 1996, Employment Equity Act, 1998 and Affirmative Action Policy are discussed below.

### 3.3.1. The Constitution of the Republic South Africa No108 of 1996

After the realisation of widespread gender inequality due to past racial discrimination, the government enacted legislation to promote gender equality (Jewkes *et al.*, 2002). As mentioned in chapter 2, the Constitution of South Africa, 1996 (after here referred to as the Constitution) provides every citizen with equal rights regardless of their gender and race. The Constitution promotes the adoption of acts that fight inequality and eliminate past discrimination. As a result the Constitution, Employment Equity Act, 1998 and Domestic Violence Act, 2004 were enacted to fight discrimination, abuse and inequalities. In the Constitution every citizen is equal before the law and there is no one who is above the law, and everyone has the right to fair labour practices.

This is another way of giving people equal chances to participate in the labour market. No person may unfairly discriminate directly or indirectly against anyone according to their gender and race. National legislations are enacted to prevent or prohibit unfair discrimination. There has been an improvement in the status of women and their representation in the labour market. All South African citizens are given the opportunity to go to school and improve their academic progress as it helps in reducing the persistence of gender inequality. Moreover, the Constitution shows that men and women must be treated equally. There is still much that needs to be done with regard to the improvement of women status in rural communities.

### 3.3.2. Employment Equity Act No 55 of 1998 and Affirmative Action policy

After the adoption of the Employment Equity Act No 55 of 1998 there has been an improvement with regard to the representation of the designated groups in the labour market (Sebola and Khalo, 2010). However, the implementation of Affirmative Action policy has been questioned as many of the designated people are not qualified to undertake the roles and responsibilities that they have to do (Sebola, 2009). The application of Affirmative Action policy in most cases promotes political nepotism and the lack of efficiency and effectiveness in the public administration sector. In the past, the top management positions were occupied by male white minority who were capacitated with their work (Rankhumise and Mello, 2011). Affirmative Action policy is about the appointment of suitable qualified people from designated groups to promote efficient and effectiveness of services delivery in public administration. The implementation of the Affirmative Action policy by ignoring the promotion of efficiency, economic and effectiveness in the public services sector rather than the promotion of representativeness of the designated groups become a contradiction to the Constitution.

In curbing the gap that was created in the past apartheid era, the consideration of the lack of skills development should be key in the process of implementing Affirmative Action policy to lower the past injustices in the workplace. Sebola (2009) indicates that during 1994 there were no African people at the director general positions as compared to 26 of white men in the same position in the public services sector. Again, there were only 15 men and 1 woman in the chief director's position. This indicates that African people especially women were disadvantaged in the past by white minority. Again Sebola (2009) indicates that there has been an improvement in the representation of African people in public services. The number of black African men during 2005 increased to 2215 while women were 1083 in the top management positions in public services. This shows that Affirmative Action policy has increased the representation of blacks in public services. The Affirmative Action policy made blacks to be represented in senior management positions.

Affirmative Action policy promotes representation of all race and gender in the labour market at the same time trying to improve efficiency and effectiveness of public services. Chapter 3 (3) of the Employment Equity Act, 1998 provides for designated candidates with potential skills in

certain positions (Sebola, 2009:1108). However, balancing the demographics of the South African labour market through incompetent candidates in the labour market through Affirmative Action policy not does it have a deleterious threat to development and progress of the country, but also an insult to the democracy fought by the South Africans.

### 3.4. The factors that influence the construction of household gender inequality

Many people still regard women as species of inferior sex, relegated by culture and tradition as a center of home and family life. Men are still in control of women despite the democratic rights that are given to women to protect them from oppression (Midgley, 2006). Moreover, the different roles undertaken by boys and girls show a clear gender difference, thus conditions the manifestation of gender inequality in the household. Interestingly, male babies are valued more than female ones (Jewkes *et al.*, 2002, Kalabamu, 2005; Chabaya *et al.*, 2009). The male child preference and the different roles that men and women undertake help in the manifestation of household gender inequality more in rural areas. Thus, women are always seen as the subordinates of their husbands. If children can be valued equally, it could reduce the gender difference in the role people play in the households.

Many women have entered into the labour market in recent years. Stier and Mandel (2009) point out that the entry of women in the labour market could reduce their subordinate role and improve their voices as decision makers. But Chabaya *et al.* (2009) discovered that women do not automatically gain the role in decision making process as they enter the labour market because of the lack of confidence, lack of self-esteem and lack of support from men. Many women still have the stereotypical mentality that they cannot lead, but they have to be led and thus manifesting the subordinate role of women (Chabaya *et al.*, 2009). The underrepresentation of women in high posts does not increase the voice of women in the household. The underrepresentation of women in professional posts compromise the ideas of women that could be used to alleviate poverty, gender inequality, gender violence and all forms of discrimination in rural areas.

Despite the efforts by the South African government to promote gender equality, majority rural people still have bad attitudes towards the achievement of gender equality mostly men (Manase *et al.*, 2003, Cooper, D., Morrioni, C., Orner, P., Moodley, J., Harries, J., Cullingworth, L. & Hoffman, M. 2004; Morrisson and Jutting, 2005; Kotze, 2009). Cooper *et al.* (2004) states that men should be capacitated about the advantages of gender equality and that gender equality is a human right which women as well men are entitled to enjoy as it is stated in the Constitution. Workshops on men should be conducted in order to change their attitudes towards gender equality. In this way, men will be aware of the benefits of empowering women both in the labour market and even within the households. If women can be empowered and are able to take part in decision making within households, thus poverty, gender equality and the discrimination of women could be reduced. Yet the stereotype mentality of maintaining the masculinity by men is still manifesting in rural communities (Jewkes *et al.*, 2002; Steir and Mandel, 2009).

#### 3.4.1. The participation of both men and women in decision making

Men and women should form part of the development in their areas starting from planning all the way until implementation (Debusscher, 2011). The involvement of both women and men in the development initiatives is a good way of mainstreaming gender into development. One of the reasons why many poverty alleviation projects fail is because women do not take part in the planning and in all phases of the project and that development is imposed on them (Greed, 2005; Debusscher, 2011). The exclusion of women in the development initiatives has a profound deleterious effect in the capacity to resolve the perpetuation of poverty and gender equality in rural areas (Greed, 2005).

The participation of both men and women is of paramount importance if gender equality is to be achieved (Manase *et al.*, 2003, Cooper *et al.*, 2004; Debusscher, 2011). In many cases, men are the ones that hinder women from living their lives with freedom that is assured to them in the Constitution. So, men and women together should form an integral part of policy making and planning. Gender mainstreaming approach should stress the share in responsibility between men and women in removing the gender imbalance in the society (Debusscher, 2011:39). This shows that both women and men should participate in decision making in development initiatives that affects them. According to McEwan (2003:470), central to the consultation of the community is

the “promotion of local socio-economic development, the empowerment of communities, improving the living conditions, greater access to resources, poverty alleviation and equality”.

#### 3.4.2. The exclusion of women’s voices in decision-making process in rural areas

Women’s voices in decision-making are often silenced because of the age gap between spouses. The age gap between men and women was inherited from the past tradition and it is still manifesting in our societies and household in South Africa. Midgley (2006) looks at women as people who should take care of the house while men make decisions for them. Most rural areas in South Africa are still having cultural and traditional norms and beliefs that disadvantage women. Men are the only people who are called to meetings (*Kgoro*) by the chief and even in the household women do not take decision. Thus, tradition helps the construction of household gender inequality (Kalabamu, 2005). Even though in some areas these cultural beliefs are diminishing (Kalabamu, 2005), there is still gender inequality in the household.

#### 3.4.3. Gender mainstreaming approach to promote gender equality

In 1995, South Africa attended the Beijing conference on women and that is where many strategies that aim at reducing the marginalisation of women and gender inequality were agreed upon. Gender mainstreaming was one of the strategies that was enacted to bring gender into the mainstream of development and not only focusing on women, but this time the strategy gave gender important focus it needed (Manase *et al.*, 2003, Morrisson and Jutting, 2005, Kotze, 2009; Debusscher, 2011). The Beijing conference, 1995 adopted MDGs as a way to reduce poverty, gender inequality and other issues that hinder women’s enjoyment of freedom and their democracy. The Nairobi conference (December 1985) on women in Kenya was another conference that tried to resolve the discrimination of women. These conferences show the commitment of the international community as well as South Africa in the fight for human rights and the achievement of gender equality. Gender equality has the potential to improve the status of women both with the households and even in the communities. Regardless of the commitment of South Africa in fighting gender inequality, poverty and the marginalisation of women, there are provinces that still have high levels of poverty in the country. In Limpopo Province, for example, there is a high level of poverty that is manifested by gender-based violence and gender

inequality (Jewkes *et al.*, 2002, Jewkes *et al.*, 2003, Dunkle, Jewkes, Brown, Gray, McIntyre, Harlow, 2004; Jewkes, Dunkle, Nduna and Shai, 2010).

It is difficult to achieve gender equality without mainstreaming women into the decision making process. Gender mainstreaming is seen as the tool to bring about gender equality and alleviate gender inequality (Gender Mainstreaming Guidelines, 2004). The Constitution and other pieces of legislations provide all South African citizens, men and women with the right to equality and to be protected. Gender inequality is both a major cause of poverty and a major constraint to sustainable development, ultimately harming all members of society (Tarkowska, 2002). Mainstreaming gender equality issues involves challenging the gender inequality status quo, which means making changes on how people think, relate, and work, that is, changing some of the long held beliefs about the role and value of men and women.

#### 3.4.4. The persistence of domestic violence in rural areas

Within the household, women are often abused by their husbands in order for men to maintain their masculinity (Jewkes *et al.*, 2002). The maintenance of masculinity by men creates fear in many women preventing them from enjoying their rights as stated in the Constitution. In rural households, women are still oppressed which conditions the manifestation of gender inequality. Jewkes *et al.* (2002) reveals that the government enacted the Domestic Violence Act, 1998 to protect women and all citizens of South Africa from being abused with the hope of increasing women's voices in decision making and those that were disadvantaged in the past. Furthermore, women are vulnerable to many different risks due to gender violence as Jewkes *et al.* (2010) argue that gender violence increases the risk of acquiring HIV. The people who are experiencing gender violence and high gender inequality had increased incidences of HIV infection (Jewkes *et al.*, 2010). The reduction of gender violence could reduce the chance of acquiring HIV infection, especially on women as they are the ones who are mostly abused and infected with HIV. As a result, HIV can deepen the level of poverty within household as the money will now be used for medication and health treatment.



### 3.5. Gender mainstreaming in reducing gender inequality within households

Gender should not only be taken into consideration in planning of developmental programmes, but it should run until the implementation process so that the beneficiaries of the development take ownership of the development. Many countries such as Zimbabwe and the UK have policies that resolve gender inequality and gender mainstreaming strategy, but little is known about the implementation of the strategies (Manase *et al.*, 2003; Greed, 2005). Gender mainstreaming has been welcomed as a way of reshaping policy planning processes and gaining recognition of women's different special needs (Debusscher, 2011). If gender can be well mainstreamed, it could result in the reduction of all forms of discrimination and the achievement of all the 8 MDGs which could help in the achievement of gender equality (Manase *et al.*, 2003; Morrisson and Jutting, 2005; Debusscher, 2011).

The lack of gender mainstreaming limits women as the group that was marginalised in the past from enjoying their freedom and democracy that has been assured to them in the Constitution. Greed (2005) states that gender mainstreaming promotes social inclusive approach to spatial planning and make sure that all groups of people are incorporated in the planning process. Women are one of the groups that are facing many challenges in the households, especially in rural areas. Therefore, the inclusion of women enables them to speak about their challenges in the household and that hinders the achievement of gender equality within households. Moreover, if the challenges that are faced by women on the day-to-day basis can be addressed, poverty and gender inequality could be reduced (Tarkowska, 2002, Kalabamu, 2005, Morrisson and Jutting, 2005; Debusscher, 2011). During gender mainstreaming, the cultural roles that are ascribed to men and women should not be overlooked because those roles still persist in rural areas and stand in the way of gender equality.

South Africa, like many other countries (e.g., United Kingdom), has more women than men, but men continue to outnumber women in the labour market (Greed, 2005). This indicates that women are not fully integrated in all spheres of planning despite the increase in the number of women in the labour market. The international relief has been promoting gender mainstreaming in developing countries due to the high level of gender inequality that still exists within those

countries (Greed, 2005). The promotion of gender mainstreaming was done in order to resolve all forms of discrimination and gender inequality that exist in societies and in the households. According to Greed (2005), South Africa is one of the countries that give account to gender and race in their planning and policy making process. But even after 18 years of democracy, gender is not yet fully mainstreamed in development initiatives and gender equality in the society remains a pipe dream yet to be realised. According to Debusscher (2011:44), women are untapped resource who can provide an economic contribution to development that could help in the alleviation of poverty. Many people use gender and women interchangeably. The use of women instead of gender will see only women's aspiration included into planning and men's aspiration excluded, and the achievement of gender equality will still depend on the involvement of both men and women.

#### 3.5.1. The household duties of both women and men

Women undertake of duties within households, thus they are forced to combine paid and unpaid labour. Women are considered as housekeepers as they take care of the house, children, cooking and washing (Morrisson and Jutting, 2005). Women are the once who are responsible for fetch water and fire wood. Men only take care of the livestock and other hard labour and do les to help within households. The responsibilities and duties that are undertaken within household are much gendered (Debusscher, 2011). The work load of women increases as there is a new born in the house and yet again men do little to help. Debusscher (2011) found out that there is a division of labour between women and men. Women are disproportionately bearing large burdens and men have small burdens of social necessity. This shows how over-worked women are in the households.

If the gender roles division are not challenged in a way that women and men get equal responsibility within the households, the realisation of gender equality will remain a pipe dream that is yet to be seen (Debusscher, 2011). But the question is: can women be able to undertake the hard labour that men do in the households? Gender imbalance in decision-making and gender based violence within the households are amongst other issues that have direct or indirectly linked to gender division of labour and contribute to the manifestation of gender inequality (Jewkes *et al.*, 2003; Cooper *et al.*, 2004; Debusscher, 2011).

### 3.5.2. The economic role of women in reducing gender inequality

According to Morrisson and Jutting (2005) the increase in economic growth can lead to the creation of employment opportunities. The participation of women in the labour market make them to be economically independent, which could result in gender equality (Morrisson and Jutting, 2005; Steir and Mandel, 2009). In contrast, Debusscher (2011) reveals that the growth in the participation of women in the labour market does not automatically lead to gender equality or greater economic independence of women. Furthermore, Morrisson and Jutting, (2005) and Steir and Mandel (2009) focus on the economic growth and turn a blind eye on issues like harassment of women in the labour market, the type and context of employment and social security, which makes women to be vulnerable and to play the role of subordinates in the labour market. According to Debusscher (2011) the vertical and horizontal labour market segregation, unequal domestic constraints, gender based violence and discrimination in job promotion make it difficult for women to be economically independent and hence achieve gender equality. Debusscher (2011) identifies the major impediments of gender equality and shows that gender equality should not be seen as an end result of high economic growth, but should be at the forefront of development. Economic growth could have an influence in increasing the voice of women in the households and women empowerment.

Gender mainstreaming and economic growth complement each other in the improvement of women's status in the household. However, regardless of how gender mainstreaming and economic growth complement each other, gender mainstreaming address human rights which could result in the empowerment of women within the household. Harassment of women in the labour market clearly indicates that women are still given the lowest status in both the labour market and within household. Debusscher (2011) states that educational campaigns should be carried out, especially with young men and boys for them to learn about the benefits of liberating women both within households and even in the community. The change in attitudes about gender equality and the improvement in the status of women should be transformed among boys and young men (Debusscher, 2011). If the young generation can support gender equality and the empowerment of women, this will be a good indication that gender equality can be achieved in

the near future. But as long as there are still many people who do not support gender equality, it can never be achieved.

### 3.6. Millennium Development Goals (MDGs)

The concept of gender is central in the achievement of the MDGs which empower not only women, but even their children, families and the community (Kotze, 2009). One of the impediments of the proper implementation of gender mainstreaming is the lack of government guidance and legal endorsement that focuses on gender and a clear implementation strategy (Greed, 2005). According to Greed (2005), South Africa has realised the importance of putting gender at the centre of planning, but regardless of this, the lacks clear strategies of mainstreaming gender in all policy planning remains a huge challenge within the country. Gender should be of highest priorities and should cut across all planning processes and even in the MDGs and must overarch all policy areas if gender equality is to be achieved (Greed, 2005). Kotze (2009:9) points out that “MDGs are potentially powerful tools for the progress of development and human rights”. Furthermore, in order for the MDGs to achieve gender equality and women empowerment, gender should be central to MDGs planning. In this way, the society will be transformed from the primitive way where women were viewed as housekeepers, to a more developmental way. Women should be viewed as agents of development and the primary actors in the country’s economic growth (Morrisson and Jutting, 2005; Debusscher, 2011).

In order to indicate that gender mainstreaming is imperative to the country, the 1995 Beijing conference made the European Council to form a group of specialists to create a guideline on how to implement gender mainstreaming (Greed, 2005; Debusscher, 2011). However, even after 18 years after the Beijing conference, the issue of gender is still not fully mainstreamed into planning and decision making in many parts of the world, and South Africa is no exception. In Zimbabwe, the government tries to integrate gender into water resources, but their New Water Act and the Zimbabwe National Water Authority Act do not address gender mainstreaming in the establishment of decentralised institutions for integrating water resources management (Manase *et al.*, 2003). This indicates that even Zimbabwe is still finding it difficult to mainstream gender into water resources. The lack of enough and new evidence on gender issues

in the country will always give the government a false status of women and gender equality. The inferior status of women is seen in traditional laws which deprive women of the right to equality as it is traditionally believed that men are the heads of the households and women are their subordinates, which still manifests in rural areas (Morrison and Jutting, 2005).

According to Morrison and Jutting (2005) Gross Domestic Product (GDP) has the potential to reduce inequality between men and women. Morrison and Jutting (2005) states that when GDP is low there will be many people who are poor due to high level of prices and they will not afford to pay for education. In this case families choose the person who they can take to school and in most cases men are the preferable one. Morrison and Jutting (2005) argue that when the Gross Domestic Product (GDP) is high, many people will be able to afford education, in this way giving the chance to every child to attend school. However, Morrison and Jutting (2005) argue that the economic development of the country as a source of bringing equality. However, it has failed to see deep rooted cultural and traditional practices in rural areas. Male bias, domestic violence and hierarchical structures within the households are some of the hindrances to the achievement of gender equality. This calls for a much clearer implementation MDGs strategies to put gender at the centre of the implementation strategy (Kotze, 2009). It is clear that gender equality and women empowerment are at the centre of the achievement of the MDGs. Regardless that gender equality is at the centre of the achievement of MDGs, gender is not cutting across all the 8 MDGs.

Empowering women through gender mainstreaming policies, with emphasis on improving their living conditions and capacitating them to be active participants of policy making, planning and implementers of development is profound towards the achievement of gender equality and the alleviation of poverty in rural areas. This can be regarded as a long term sustainable development and increasing the prospects of achieving the MDGs. So, the achievement of gender equality should not be targeted as a goal, but as a process that will eventually achieve sustainable development (Morrison and Jutting, 2005; Kotze, 2009; Debusscher, 2011). Targeting women in the development of rural areas stimulates their economic activity, yet it is stated that women are underutilised resource for economic growth and the achievement of gender equality. Women

are still regarded in their traditional roles as mothers and housekeepers other than agents of development, especially in rural areas (Greed, 2005).

### 3.6.1. MDGs and human rights

According to Kotze (2009), any efforts to meet MDGs should be conceptualised within the human rights framework. Attention should be given to women and children as they are the most vulnerable groups within the society. The neoliberal approach to achieve the MDGs should not be used because it does not focus on human rights, but economic growth. The neoliberal approach brings back the Third World where women are voiceless and marginalised. But it can also be argued that economic growth increases job opportunities for men and women (Morrisson and Jutting, 2005). The inclusion of women into the labour force helps them to gain economic independence. According to Stier and Mandel (2009), the economic independence of women increases their voice in decision making, thus improving their status within households. Economic independence has the potential to achieve gender equality within households. In contrast, the more women gain employment and start to influence decisions at work, the more men start to use physical power to control them in order to maintain their masculinity within households (Steir and Mandel, 2009).

MDGs do not focus on the achievement of human rights, but achieve human rights as the result of economic growth (Kotze, 2009). MDGs should integrate gender to cut across all its goals and strive for gender equality and the empowerment of women, which has the potential of bringing about economic growth. According to Kotze (2009:10) gender justice and empowerment of women are not treated as cutting across issues in the MDGs. MDGs tends to be gender blind despite the fact that gender equality and women empowerment are at the core of MDGs. The simple conclusion that when the country gets developed reduces gender inequality and poverty reduction should not be taken as it shies away from dealing with the issues that affect many poor people, rural women in particular.

It is evident that the improvement in women's voice in the household brings about equality. There are other factors that hinder gender equality such as the imbalance in the time spent doing household duties between men and women, decision making and power imbalance and uneven

distribution of households resources (Greed, 2005, Morrisson and Jutting, 2005, Kalabamu, 2008, Kotze, 2009; Steir and Mandel, 2009; Debusscher, 2011). The modernisation-neoliberal concepts of addressing gender equality should be replaced with a more gender sensitive approach that will be focusing on the provision of human rights to everyone (Greed, 2005, Morrisson and Jutting, 2005; Kotze, 2009).

### 3.7. Modernisation-neoliberal school of thought in reducing gender inequality

The schools of thoughts (modernisation and neoliberal school of thoughts) view economic growth as a way of increasing the employment opportunity for both women and men. The increase in women in the labour market could increase their voice in decision making and gradually eliminate gender inequality with respect to education, training and overall women discrimination (Morrisson and Jutting, 2005; Steir and Mandel, 2009). Economically independent women could influence decisions within households. According to Steir and Mandel (2009) the amount of income women receive has an influence in the decision making role to play within households.

Cooper *et al.* (2004) state that the level of gender inequality declines as the country develops. The approach that is suggested by Cooper *et al.* (2004) is that one of modernisation-neoliberal approach which aims at developing the country and at the same time improving economic growth (Morrisson and Jutting, 2005). The development in the country is inversely proportional to the level of inequality. In contrast, the development of the country cannot reduce the level of inequality as there are other factors that hinder gender equality other than development. The lack of staff capacity, the organisational culture, traditional and cultural customs and attitudes are often reasons the conditions the perpetuation of gender equality and the alleviation of poverty within the country (Kotze, 2009). The manifestation of the negative attitudes towards gender equality hinders equality even if the country can be developed. The United Kingdom is an example of a developed country, but still experiences gender inequality, especially in planning and policy making (Greed, 2005).

After the realisation that women were not equally participating in development initiatives, Women in Development (WID) was initiated as a way resolving women's issues. The establishment of WID by the European Commission (EC) has addressed the exclusion of women from development processes (Debusscher, 2011). This was done by creating specific projects for women. However, feminist scholars criticised WID pointing out that focusing on women in isolation is an ineffective strategy to resolve the manifestation of gender inequality as it ignores the spatial gender problems like unequal gender power relations within households (Debusscher, 2011). WID was criticised again as a "top-down approach that promotes a traditional view of the third world women as a voiceless homogenous group" (Morrisson and Jutting, 2005:1066). The integration of issues should be practiced. In trying to rectify the WID approach, Gender and Development (GAD) concept was introduced to deal with gender (both women and men) other than using one variable to address development (Morrisson and Jutting, 2005; Debusscher, 2011). Development is a human rights issue that every citizen is entitled to.

According to Debusscher (2011) the participation of women and men in development is fundamental in the GAD paradigm to change the social and economic position of women. GAD provides a way of mainstreaming gender into development process in reducing gender inequality and all forms of discrimination against women in the labour market and within household. In addition, gender should be mainstreamed in all institutions and should form part of a core policy planning and the day-to-day decision making (Manase *et al.*, 2003). The GAD advocates argue in favour of rethinking the hierarchical gender relation in women's empowerment by challenging the existing gender power imbalance between men and women especially in rural areas. GAD discourages the subordination of women as it hinders them from affecting decisions within the households, stating that the ideology of women subordination should be challenged (Morrisson and Jutting, 2005; Debusscher, 2011).

Feminist scholars consider male bias as one of the main causes of the manifestation of gender inequality in the labour market, which in turn perpetuate even within rural households. The male bias originates from the primitive society in which division in labour existed, but still manifests even in the democratic society of today. GAD is regarded as a transformative approach as it aims to change the discrimination in the society (Debusscher, 2011). The change in the society's



attitudes towards the achievement of gender equality is fundamental. Men are the ones that stand between the discrimination of women and the achievement of gender equality. Men should be capacitated about the needs of women and they should form a central part in the planning and decision making process. In this way, both the needs and aspiration of men and of women will be integrated into policy making process.

Regardless of the fact that development is human rights, it aims at reducing the abject poverty and all forms of discrimination against men and women (Kotze, 2009). Any development initiative should be implemented if it addresses the needs of the society. Many development projects still use the neoliberal approach by empowering women in order that they help in the economic growth. This approach does not facilitate the process of mainstreaming gender into development, but only puts women at the centre of development which is part of the WID approach (Morrisson and Jutting, 2005, Kotze, 2009; Debusscher, 2011). Kotze (2009) adds that the human rights approach has operating principles of empowerment, transparency and accountability. Women empowerment can be as a result of good gender mainstreaming. Gender should be central to all policy making processes if gender equality is to be realised. Good gender mainstreaming could offer women the potential to reach gender balance in decision making. According to Manase *et al.* (2003), gender balance is constrained by a serious shortage of women professionals in the labour market. Thus, the need for equal representation of both men and women in all sectors of planning is fundamental so that women's voices can be heard in decision making and reduce male bias within the working place as this has serious effects on the rate of women empowerment and gender equality.

### 3.8. The mismatch between national gender equality aspiration and household status quo

The United Nations (UN) has enacted strategies to mainstream gender and promotes gender equality both nationally and in the households. "Equality between men and women has been a goal for UN since its origin" (Kotze, 2009:3). It is also reflected in the 1945 preamble of the UN charter as follows: "to reaffirm faith in the fundamental human rights in the dignity and worth of the human person" (Kotze, 2009:3) thus, indicating the centrality of women in economic

development. Some countries again put in measures to ensure that men and women need equal conditions and opportunities for them to realise their human rights. One of the goals that the Beijing Conference, 1995 aimed to achieve was “gender equality”, but the implementation of the Beijing plan to achieve gender equality and promote women empowerment remains the largest part unknown.

Regardless of the international and national legislations to promote gender equality, in South Africa rural households are still experiencing gender discrimination and inequality (Kalabamu, 2005; Midgley, 2006). Many strategies that the government enacted to promote gender equality are only applied in the labour market, but not within household (Chabaya *et al.*, 2009). Chabaya *et al.* (2009) notes that women do not want to take the leadership role that enhances their position in the household and bring about equality. Gender equality is part of the human right that men and women must enjoy. Midgley (2006:220) points out that, “women are encountering ideological and cultural barriers in achieving gender equality”. Moreover, culture and people’s attitude towards gender equality is a deep rooted problem that hinders the implementation of the MDG’s (Kotze, 2009). Even though Stier and Mandel (2009) relate the economic independence with the risk of divorce, it results in less gender inequality. At the same time, “the access to economic independence on resources also allow women to exit unhappy marriages or non satisfying relationship altogether” (Stier and Mandel, 2009:595). Chabaya *et al.* (2009) argue that the lack of support from men is another factor that creates a gap between national gender equality and household gender inequality.

### 3.9. The manifestation of gender inequality within the household in the context of the democratic dispensation

The new democratic dispensation in South Africa has brought in the increase of women participating in the labour market and as a result, women are doing duties that were traditionally constructed to be men’s duties in rural areas (Kalabamu, 2005; Stier and Mandel, 2009). Regardless of women’s involvement in the labour market, there is still conflict between work and family (Stier and Mandel, 2009). The old tradition of men being the head of the household is still embedded in the minds of most men, thus making them more resistance to gender equality

(Jewkes *et al.*, 2002, Kalabamu, 2005; Kotze, 2009). Traditionally, men have taken advantage to exploit women within rural household. Women finally had a mindset that they should only play their domestic role as men's subordinates and as wives, mothers and food providers (Van Koppen, 2008; Chabaya *et al.*, 2009). The time spent on household work by women is very exploitative and thus conditions the manifestation of gender inequality in rural areas.

The government enacted the legislation that promotes gender equality at the nationally and household level. Again, the government enacted household policies (Domestic Violence Act, 1998) that protect women's rights and dignity (Jewkes *et al.*, 2002; Kotze, 2009). Regardless of the efforts by the South African government to bring about gender equality and reduce the perpetuation of domestic violence, rural women remain marginalised and discriminated in decision making processes. However, many countries focus on economic independence of women as a way to achieving gender equality (Chabaya *et al.*, 2009, Kotze, 2009; Stier and Mandel, 2009) and improve women's voice and position in the household, but fail to resolve the traditional and cultural customs that disadvantage women in rural areas.

### 3.10. Rural development strategy

Due to the persistence of poverty in rural areas the state has developed a rural development strategy with the objective to develop rural areas and improve the current status of women as far as poverty is concerned. Putting women at the centre of the strategy helps them to be able to make their own decisions concerning their own development. The more women are engaged in rural development, the more empowered they become. Empowered women are able to influence the decisions that affect them both in the society and even within households (Stier and Mandel, 2009). The empowerment of women in rural areas could help in the achievement of the objective Rural Development Strategy, which is "to attain socially cohesive on stable rural communities and be able to attract and retain skills and knowledgeable people who are equipped to contribute to growth and development of their own society". The reduction of poverty by engaging women in development follows the fact that women are the ones who are affected by poverty the most, so the engagement of women in development projects is of paramount importance in the quest to resolve the perpetuation of poverty in rural areas (Tarkowska, 2002).

Regardless of the engagement of women in rural development, women cannot eradicate gender inequality without the engagement of men. The participation of both men and women in rural development enables the government in empowering both sexes, especially women. The people in rural areas are able to identify their needs in the document called the Integrated Development Plan (IDP) (McEwan, 2003). Rural people are the ones who know what they need to make their lives better, so the identification of their own priorities by rural people helps in the reduction of poverty and gender inequalities. Tarkowska (2002) states that poverty can never be eradicated if there is still a high level of gender inequality in the household. The inclusion of women and men in rural development strategy reduces the traditional and cultural stereotypes that disadvantaged women which could improve their status both in the household and in the society. The empowered women are able to influence decisions that concern them without any fear of victimisation. The empowerment of women is of paramount importance in the achievement of gender equality both within households and even in the society.

#### 3.10.1. The international evolution of approaches to rural development

Rural development strategy, (2000) has identified the importance of the lessons learned from international country about how they reduce with poverty and gender inequality (Rural Development Strategy, 2000). Some of the international experience that were recorded in the Rural Development Strategy state that if rural areas are appropriately empowered, women can manage their own development better than any state agency. The resources that were found in rural areas can be used to reduce poverty in the households. The process of encouraging local community to participate in development and where decision making is decentralised to them holds a promise to provide mechanism for empowering communities. Thus, the community should be engaged when making decisions that concern them. However, decentralisation without explicit efforts to strengthen rural institutions and enhance participation of the community carries a danger of incapacitating them in the long run. Thus, the state must strengthen rural institutions and improve the status of the existing infrastructure in trying to improve women's lives which helps them in eradicating poverty and gender inequality within the households.

Regardless of the state making rural people to participate in the development and decentralisation of decision making to local people, the strategy does not fully encourage gender

mainstreaming even though it does not discourage it. That means rural development strategy say little about women empowerment and gender mainstreaming which are key in the reduction of poverty (Morison and Jutting 2005; Kotze, 2009). Women should form a central part in development initiatives in order to empower them in decision making and improve their status in the households. The primary goal of development is to eradicate poverty, and women are the ones who are affected by poverty. Thus, putting women at the centre of development has the capability of eradicating poverty in rural areas. Rural development strategy does not only lack the strategy to mainstream women, but fails to address the effects of domestic violence in the households and that it conditions the manifestation of poverty (Tarkowska, 2002). Gender inequality in the households is another factor that conditions the manifestation of poverty. Thus, rural development strategy should help rural areas to be empowered, especially women.

### 3.10.2. Rural areas in South Africa

South Africa, like any other developing country, is still characterised by a high level of rural settlements with a high level of poverty (Tarkowska, 2002). It is estimated that approximately 70% of the rural people are poor. Women headed households are the most vulnerable group in rural areas. But this does not mean that all men headed households are better off than women headed households. There are women headed households that do not live in poverty. The traditional authority still retains the most influence in most rural areas and continues to dominate which continue to marginalise women.

Poverty is the deepest in rural areas and women form the majority of the rural population, and female headed households are particularly the most disadvantaged. Rural Development Strategy states that three quarter of rural children live below the minimum subsistence level. Water and fuel are obtained by women, for the most part. Ninety percent (90%) of women collect wood and water whereas men do little to help within households (Rural Development Strategy). Moreover, women spend more time collecting and fetching wood for their households. In some rural areas where there is electricity and running water, it help to reduce the time of fetching water and women can be engaged in other productive duties. There is, however, there still a long way to go in striving to achieve gender equality and liberate women from oppression, marginalisation and victimisation within the households.

### 3.11. Conclusion

Women have always been constructed as non-economic and as household managers. The roles that women play in the households are the ones that help in construction of gender inequality with the households and even in the labour market. Hence, the government after the realisation of the importance of women in the economy called for the mainstreaming of gender into all spheres of government and labour market. Gender mainstreaming ensures that the needs of both women and men are taken into consideration. South Africa integrates the needs of both women and men into policy making, planning and decision making to resolve the perpetuation of poverty and gender inequality in rural areas. But Chabaya *et al.* (2009) discovered that women do not automatically gain the role in decision-making process as they enter the labour market because of lack of confidence, lack of self-esteem in them and lack of support from men. The past hierarchical structure, domestic violence, traditional and cultural customs within households which are still persisting even today are other factors that condition the construction of gender inequality in rural areas. According to Greed (2005), South Africa has realised the importance of putting gender at the centre of planning, but regardless of this, South Africa still lacks clear strategies of mainstreaming gender in all policy planning. Regardless of the legislations that were implemented to eradicate gender inequality, men are still standing between women and their freedom. Men's bias still prevails in our societies and even in the work places, helping the manifestation of gender inequality within the households.

In the chapter that follows, the study will focus on research Design and Methodology. Furthermore, under research designs and methodology the following sections will be discussed: study area, research design, approach and methods, types of analytical reasoning, kinds of data, target population, specific techniques and data collection, questionnaire, interview schedule and data analysis procedures.

## **CHAPTER 4: RESEARCH DESIGN AND METHODOLOGY**

### **4.1. Introduction**

This chapter is confined to the research to data collection since the introduction and background, aim and objectives of the research. This chapter indicates the data collection techniques that the researcher used in this study. The chapter indicates how the researcher in this study established the relationship between gender inequality within households and other factors like domestic violence in Makanye village. The purpose of this chapter is to indicate how data was collected in Makanye village.

This chapter is divided into nine sections including the introduction. Section 2 of the chapter presents the study areas. The section focuses on the traditional and cultural customs in Makanye village that show that women are not participating in decision making both within households and in the village. Section 3 focuses on the qualitative and quantitative data that were used in the study. The type of analytical reason was discussed in section 4. Section 5 and 6 focused on the kinds of data and target population. Section 7 shows how the questionnaire was constructed.

### **4.2. Study area**

The study was conducted in Limpopo Province, South Africa with reference to Makanye village. Makanye Village is a rural area in Limpopo Province under ward 27, Polokwane Local Municipality, Capricorn District Municipality. Limpopo Province is characterised by a number of rural settlements of which Makanye Village forms a part. Makanye village as a rural area is characterised by poverty, gender inequality and domestic violence within household. This is a result of the past historical separation between whites and blacks. Women were allowed to take part in the labour market, but only to be engaged as farm workers, thus helping in the persistence of poverty. Furthermore, men were allowed to engage in the labour market. This conditions the marginalisation of women within the rural households. The marginalisation of women within the households worsens the hierarchical structures that were present in rural households then.

There are many old people in Makanye village who still believe more in traditions and culture. Traditionally and culturally, men should be the head of the households and provider within the households while women remain their subordinates. There are approximately 1500 estimated number of households in Makanye Village and with the population record of approximately 5000 people. Makanye village is still very traditional and women are still doing most of the household duties. The time spent doing household duties remain much gendered. Women are still given the lowest status within households and they manifest the problem of gender inequality. The low status of women in Makanye village unable them to influence decision that affect the in the village. Men are still the dominating gender in decision making in the village thus, manifest within households. Periodically, the chief organise a meetings (*kgoro*) where only men are allowed to attend. This is where decisions about the village are made and women are not included. This shows the deep rooted and entrenched traditional and cultural practices that are still persisting in Makanye village.

In Makanye village there are few schools. However, many villagers do attending school whether at the local school or distanced one more especially females. The help women to be independent and as a results they start their own livelihood projects to increase the income within households. The engagement of women in this project is of profound importance in the fight to resolve gender inequality.

#### 4.3. Research design, Approach and Methods

Research approach is a plan or design for the process of finding answers to the question asked (Migley, 2006). The study used both quantitative and qualitative data to provide clear understanding of the construction of gender inequality within the household in the context of democratic dispensation. Quantitative measures are statistical procedures that were used to develop frequencies, bar graphs, and pie charts. These approaches provided a fundamental principle to evaluate and analyse the collected data. A questionnaire was used to collect quantitative data (Kalabamu, 2005). Qualitative analysis is a process to resolve data into their constituent components, to reveal their characteristic elements and structure (Kalabamu, 2005).



#### 4.4. Types of Analytical Reasoning

The type of analytical reasoning used was inductive and deductive reasoning. Induction reasoning was used because of the uncertainty of the results. The study was aimed at providing new ideas to the sum of knowledge, thus inductive reasoning was used. Deductive reasoning was used as well because it tries to prove the assumption made and the results found in the literature about the construction of gender inequality within household even when South Africa's new democratic dispensation. Field work for data collection was done to try to find evidence that helped the researcher to draw a generalised conclusion as to whether the literature was right about the construction of household gender inequality or not. The researcher then drew a conclusion looking at whether the evidence supported the assumption made or not.

#### 4.5. Kinds of data

The study used the opinions and factual data from the respondents in the target population. The opinions emanated from what they saw as the contributing factors in the construction of gender inequality in the household. Factual data was used to solicit the factors that contribute to the construction of gender inequality within the household in rural areas. Domestic violence was seen to be one of the factors that contributed to the manifestation of gender inequality within the household even in the new democratic dispensation. The factual data were used to solicit information about the status of household gender inequality (Jewkes *et al.*, 2002), the roles of men and women in the household and whether economically independent women can bring about gender equality.

The study used the available literature to collect secondary data that helped to give context of the study. The available literature was from journals articles, the Constitution of the Republic of South Africa, 1996, Employment Equity Act, 1998, Domestic Violence Act, 1998, reports and other relevant sources will be used. These articles helped give further understanding about the manifestation of gender inequality within the households looking at the international experiences. Affirmative Action policy was another policy that was used in order to see how the

government tries to address gender inequality in the labour market and within the micro level of the rural household.

#### 4.6. Target population

The target population of the study was Makanye village located in Limpopo Province. The unit of analysis was households in Makanye village. The use of the household as a unit of analysis in Makanye village was for the researcher to be able to identify the contributing factors towards the construction of gender inequality within the household. The sampling of the target population was 95 respondents which gave the representation of the whole Makanye village as probability sampling was used (Jewkes *et al.*, 2002). Specific selected people from Makanye village were questioned in order to collect qualitative data. The questionnaire again targeted the chief of Makanye village or *Induna*.

#### 4.7. Sampling techniques and data collection

The target population was too big for the administration of a questionnaire to all the members of the community. Thus, a small sample of the population was selected to represent the whole population of Makanye village. Probability sampling was used in order to find data that represent the target population and thus be able to make a generalised conclusion. The study adopted both the probability and non probability sampling. Simple random sampling was the type of probability sampling design that was used to collect. Purposive sampling method was used in order to solicit specific people within the community. Purposive sampling was used to solicit the chief of the community. The technique that was used for data collection was questionnaire.

##### 4.7.1. Construction of a questionnaire

The data was collected using a questionnaire schedule which was issued to the respondents to complete. Self administered questionnaires were used in cases where the respondent could not read and write. When administering the questionnaire, safety and ethical issues of the respondents were considered. Open-ended questions and closed questions were used to collect data (Chabaya *et al.*, 2009). Open-ended questions provided the respondents with a “chance to

speak out on the issues that concern them and to construct an agenda on matters of central importance rather than the researchers imposing their own views on them” (Chabaya *et al.*, 2009:238). Open-ended questions helped in giving more information about the things that helped in conditioning the construction of gender inequality in the context of democratic dispensation within the micro level of rural households. Questions were asked in order to get the full picture as to why there was still gender inequality in the household, while gender equality was being promoted both at the workplace and in the household.

#### 4.8. Data analysis procedures

In this study, data was analysed using classification, identification and categorisation. Quantitative data was analysed using the Statistical Package for Social Sciences (SPSS) in order to generate statistical percentages, frequencies, graphs and chart. SPSS was used as a tool to analyse the collected data about the construction of gender inequality in the context of democratic dispensation in Makanye village. This was depicted in a diagrammatic illustration for which detailed descriptions were made. The outputs of the SPSS was carefully studied and interpreted to give meaning to the data about the construction of gender inequality in Makanye village.

#### 4.9. Validity and Reliability

##### 4.9.1. Validity

Measures to ensure that the information that was collected was accurate and the results of the study will be truthful were undertaken. This was through interpreting the questionnaire items to respondents who could not read or write. This helped the respondent to understand the context in which the questions were asked and could easily respond to them. The criterion that was used to measure the level of gender inequality included decision making, the allocation of household resources, the existence of domestic violence and male biasness in households.

#### 4.9.2. Reliability

Reliability is the extent to which an experiment, test, observation or any measuring procedure to yields the results which are consistent and accurate on repeated trails (Golafshani, 2003; Higgins and Straub, 2006). In order to ensure that the questionnaire was interpreted consistently by respondents, it was presented and afterwards such no different interpretations existed. Thus, the questionnaire solicited data that was accurate and that could help in making generalised conclusions. The collected data was able to represent the experiences of respondents in Makanye village, from which generalised conclusion could were made.

#### 4.10. Conclusion

The target group was issued questionnaires to answer as a data collection technique. Those people who could not read or write they were assisted in answering the questions. In the chapter that follows, the study focused on the research findings and interpretation of the data. Furthermore, under the research findings and interpretation, the following themes will be discussed: demographic profile of Makanye village, the nature of household gender inequality in rural Makanye village, the impact of legislations adopted to resolve household gender inequality, the factors that influence the construction of household gender inequality, the mismatch between national gender equality aspirations and household status quo and the construction of gender inequality within the household in the context of the democratic dispensation in rural Makanye Village.

## **CHAPTER 5: RESEARCH FINDINGS, ANNALYSIS AND INTERPRETATION**

### **5.1. Introduction**

As stated in chapter 1 that before South Africa became democratic country, there was high level of domestic violence in rural areas that conditioned the manifestation of gender inequality within households. However, chapter 2 demonstrate that post 1994, the government enacted legislations (Domestic Violence Act, 1998, Employment Equity Act, 1998 and the Bill of Rights in the Constitution of South Africa, 1996) that protect the rights of every citizen in the country in order to reduce gender inequality, domestic violence and improve the representation of women in the labour market in the new democratic dispensation. The government strove for the increase of women in the labour market to make sure that women are empowered so that they are able to influence decisions within households and thus, help in the reduction of gender inequality and domestic violence in rural areas.

The study conducted at Makanye village reveal the factors that influence the manifestation of gender inequality within households. The respondents have shown that domestic violence is still persisting within households in rural areas with particular reference to Makanye village. The persistence of domestic violence helps in the manifestation of gender inequality within households. The respondents indicated that men use violence to control and maintain their masculinity over women within households in Makanye village. The resistance of men to change makes it difficult for the government to achieve gender equality within households. The marginalisation of women makes them to be silent, thus making them not to participate in decisions making within their households. The aim of the study is to investigate the construction of gender inequality within households in the context of democratic dispensation in Makanye village. The findings presented in this chapter are derived from the data that was collected at Makanye village.

## 5.2. Presentation of data collected in Makanye village

The presentation of the data probe the following themes demographic profile of Makanye village; the nature of household gender inequality in Makanye village; the impact of legislations adopted to reduce household gender inequality; the factors that influence the construction of household gender inequality; the mismatch between national gender equality aspiration and household status quo, and the construction of gender inequality within the household in Makanye Village in the context of the new democratic dispensation.

## 5.3. Demographic profile of Makanye village

The need for the discussion of the demographic profile is derived from variable in chapter 4 about the structure within the households. This variable probed the demographic profile of Makanye village. The demographic probed the number of households, the breadwinner and the head of the households and the decision maker in the households.

### 5.3.1. Structure of households in Makanye village

Households in the rural areas have always been constructed to have large families with many children to be fed. The number of family members within the households shows how big the families are in Makanye Village. Due to the fact that large families experience poverty more than small families, probing the number of family members within the households helps estimate the level of poverty and the level of gender inequality.

Table 1: Structure of Household in Makanye village

<b>Structure of Household in Makanye village</b>			
		Frequency	Percent %
Valid	2 and less	7	7.4
	3 to 5	39	41.1
	6 to 8	34	35.8
	9 and more	15	15.8
	Total	95	100.0

Table 1 show that 7.4% of the households in Makanye village have 2 or less family member within the households. Furthermore, 41.1% of the households show that there are 3 to 5 family member within the households. Table 1 show that 35.8% of the households have 6 to 8 family member within the households. However, 15.8% of the households in Makanye village have 9 and more family member within the households.

As it was discussed in chapter 3, large families have always been associated with a high level of poverty and the persistence of gender inequality. As it was stated in the modernisation theory, rural areas value extended families, and as a result they have large families and deepening level of poverty. The persistence of large families and deepening poverty happens in many developing countries and South Africa is no different. A cumulative percent of 52% indicates that there are families that consist of 6 and more family members within the households. This indicates that Makanye village still have large families. Poverty and gender inequality in rural areas conditions the manifestation of hierarchical structures that exist in these areas where women are at the bottom of the hierarchy. Thus, the manifestation of the hierarchical structures within the households helps in the manifestation of gender inequality. The more there are large families in rural areas, the more women will be burdened by the responsibility to make sure that the whole families have something to eat. Furthermore, the responsibility within the households will increase and the work load will increase thus, affecting women who are working hard to achieve gender equality.

Many households in rural areas still have large families even though rural areas in general experience food insecurity. Therefore, these conditions favour the persistence of poverty within the households. The persistence of gender inequality perpetuates the manifestation of domestic violence and poverty. Some men abuse their wives because they try to maintain control within the household as the men are failing to provide for the households.

However, there are households that do not have family member which put less strain on women and the availability of food within the household. Thus, the level of poverty in small families is not as severe as those in large families. It is evident that there is a reduction of large families in Makanye village, thus showing that family member are moving out of traditional ways where

large families were the norm. It was stated in the discussion of modernisation theory that in order for developing countries to be developed, they should stop doing their traditional activities and move towards Western ways of doing things. The effects of modernisation theory are evident even in rural areas where rural people no longer have large families. In small families, the allocation of fixed male and female's duties are not practised. Men and women are doing the duties jointly, thus the level of gender inequality is reduced. This will help the women engage in decision making within the household, thus reducing the level of gender inequality..

### 5.3.2. Household breadwinner

The percentages of women who are breadwinners in Makanye village have increased since 1994. The improvement of women as breadwinners shows that women are getting empowered and can influence the decisions within the households, and as a result help in the reduction of the manifestation of gender inequality. The increase of women as breadwinners shows the reduction of the percentage of women who are marginalised and that the cultural and traditional customs that helped in the marginalisation of women are diminishing in Makanye village.

Figure 1: Household breadwinner

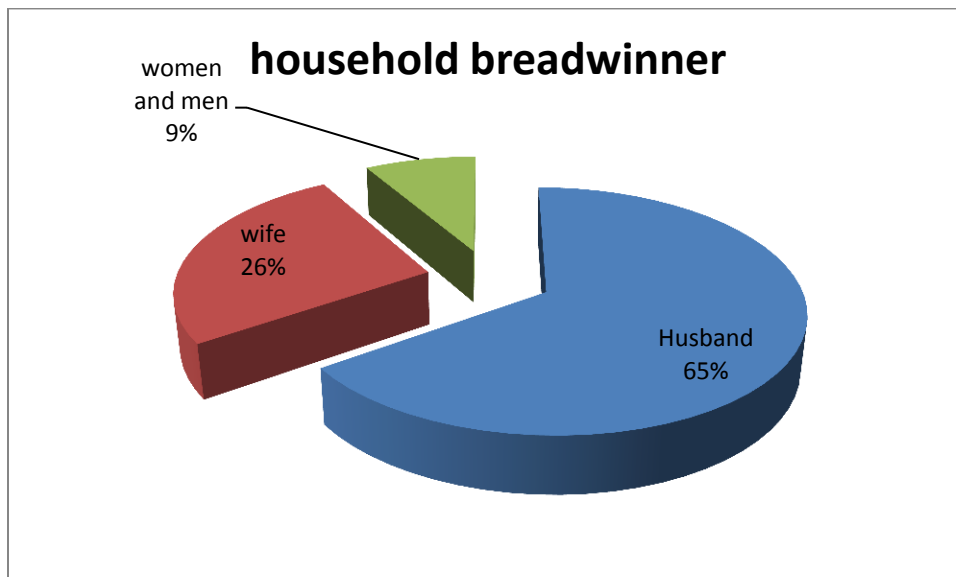




Figure 1 indicates that 65% of men in the households in Makanye village are breadwinners. On the other hand, women only constitute 26% of the households as breadwinners, which is a small percent. Figure 1 again shows that only 9% is constituted by men and women who are both breadwinners in Makanye village. In the past, men's primary household duty was to provide for the family and this is still the case. This explains the persistence of men's domination within the households.

Sixty-five (65%) percent of men as breadwinners shows that there is still a large percentage of women while women are regarded as secondary breadwinners within the households. It was stated in the chapter 3 that men are dominating in rural areas as bread winners. The finding shows that there is still male domination in Makanye village. The older generation believes that men should be the provider and the decision makers within households and women should be their secondary breadwinners. This belief indicates how entrenched cultural and traditional customs are in rural societies, thus helping in the manifestation of gender inequality. In explaining this, the older generation says, "women of today are very disrespectful to their men because of the rights they are given therefore, men should provide for women and lead them". The subordination of women makes it hard for the achievement of gender equality. The men's attitude towards the achievement of gender equality in Makanye village is of paramount importance in the fight to resolve gender inequality.

Even though the percentage of men as breadwinners is high (65%), there are households where women are breadwinners in Makanye village. In Makanye village, 26% households indicate that women are household breadwinners. It was indicated in chapter 1 that women were not included in decision making post 1994 in rural areas. In Makanye village women participate in decision making within households. This is due to the fact that more women are becoming financially independent, resulting in the reduction of gender inequality within households. Women are becoming independent within the households as they can provide for their families. Women are moving away from dependency syndrome that men are the provider. This eradicating the traditional stereotypes that men are the only provider within households. Women are gaining economic independence makes them to have a voice in decision making within households. The

economic independence of women and their empowerment women can influence decisions within household and hence it is related to the reduction of gender inequality in Makanye village.

However, it is evident that where both men and women are the household breadwinners, the percentage is very small (9%). In order to achieve gender equality within rural households, there is still much to be done. At the same time, the commitment of both males and females in the striving to eradicate gender inequality completely exists. The imbalance between men and women in the status within the households demonstrates the perpetuation of gender inequality that has constructed from the cultural and traditional beliefs. These cultural beliefs state that men should be the household providers and the leader in the household, thus perpetuate the patriarchal system in the household. However, if gender inequality is to be eradicated, cultural customs that marginalise women should be abolished in order to liberate women.

The small percent of women and men who make joint decisions indicate that a large percent of Makanye household members still view women as subordinate to men. The subordination of women and the domination of men within the households condition the manifestation of gender inequality in rural areas. Furthermore, a large percent of women are still marginalised within rural households and that they play a negligible role in making decisions that concern them. The data share the same sentiments with the literature that the lack of women as breadwinners and head of the households will not influence decisions within the households. Therefore, the lack of women as decision makers within the households helps to condition the manifestation of gender inequality.

### 5.3.3. Decision maker in the household

The inclusion of women in the labour market increased women's voice, thus enabling them to take part in the decision making within the households. Regardless of the inclusion of women in the labour market in order to help increase their voice, men are still dominating in decision making within rural households.

Figure 2: Decision maker in the household

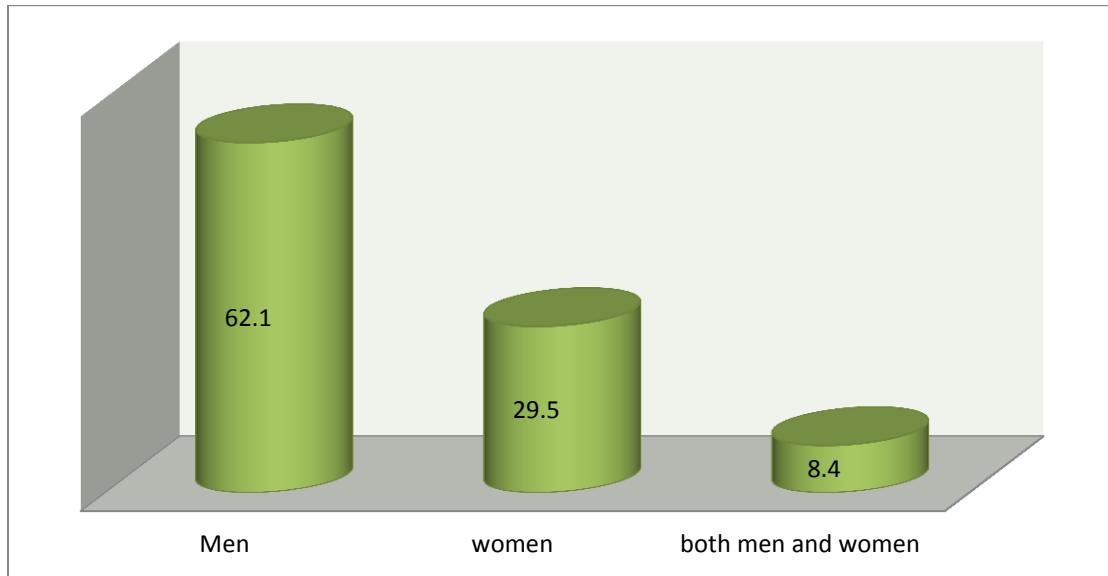


Figure 2 indicates that men constitute 62.1% of the decision makers within the households in Makanye village. On the other hand, women only constitute 29.5% of the decisions made within the households. Figure 2 also indicates that only 8.4% of the households are where both men and women make joint decisions. It has been argued that the economic independence of women is directly proportional to the level of decision making with the household and it reduces the level of gender inequality.

Men constitute the largest percent (62.1%) of households as decision makers at Makanye Village. Men are still the dominating gender within the household with regard to decision making. The persistence of men as the sole decision makers indicates that there are still a lot of cultural beliefs that promote male domination within the households. The domination of men in decision making helps in the manifestation of gender inequality more especially in Makanye village. The persistence of gender inequality that exists has many effects and again, it helps in the perpetuation of poverty. This is due to the fact that poverty affects women more than men and that means poverty has a feminine factor.

Only 29.5% of women are participating in decision making in Makanye village. The marginalisation of women prior 1994 had deleterious effects on their participation in decision making in Makanye village. It was stated in chapter 1 that the involvement of women in decision

making could help alleviate gender inequality and poverty. Men should put aside their cultural and traditional beliefs and help empower women, putting them at the centre of decision making processes which will help fight gender inequality. The more women take part in decision making within the household, the lower the inequality along gender lines. Other people are of the opinion that gender inequality will never be eradicated completely, because of the inferiority nature of women that was embedded in for many years.

The joint decision making shows that men are relinquishing their cultural beliefs of domination and they are accommodating their counterparts in making decisions in Makanye village. Women empowerment helps them to be able to influence decisions and this reduces the persistence of gender inequality. The contribution of men in the empowerment of women is of profound importance and it can make the achievement of gender equality possible. The change in attitude from men toward the inclusion of women in decision making conditions the reduction of the level of gender inequality that was manifested by the traditional and cultural beliefs that only advantaged men. The change in traditional and cultural beliefs about women in decision making in the apartheid era are changing even though the change is not huge. The more women are included in decision making within the household, the easier it is easy for them to influence decisions and that helps in reducing gender inequality within the household.

#### 5.4. The nature of household gender inequality in Makanye village

The level of domestic violence was seen to be the contributing factor to the persistence of gender inequality and poverty. The nature of household gender inequality in Makanye Village probe the following: the responsibility of caring for the members of the family, involvement in community projects, the change of accessibility to education, Women's economic independence and the act of domestic violence.

##### 5.4.1. Caring for the children and the aged

Women were constructed to be the ones who take care of the family members in Makanye village. It has been said that women are working long hours as they have too many responsibilities that they have to undertake within the household. This shows a lot of inequalities

within the household as men do less to help women. This conditions the persistence of gender inequality within the household. Thus, there is a need for men to help women with household duties so that the level of gender inequality will be reduced.

Table 2: Caring for the aged and the children

<b>Caring for the aged and the children</b>			
		Frequency	Percent
Valid	men	41	43.2
	women	44	46.3
	Older children	10	10.5
	Total	95	100.0

Table 2 indicates that in Makanye Village 43.2% of the households, men are the ones who take care of the children and the aged within the household. On the other hand, 46.3% of the households say that women are the ones who take care of the children and the aged (old people). Only 10.5% of the households are where older children within the households take care of the other and old people.

Men and women both take care of children and the aged within the household. The percentages are almost equal (46.3% and 43.2% of women and men respectively) clearly indicating that men are assisting women with their households duties in Makanye village. It was stated in chapter 1 and 4 that men were not helping the female counterpart within the households. In Makanye village men are helping their female counterparts to take care of the children and the aged. The involvement of men in Makanye village reduces the gendered nature of households' duties and thus, helps in the reduction of gender inequality. The treatment of women and men within the household is no longer that of exploiting women. Hence, the time spent doing household chores by women is reduced. This clearly shows that the level of gender inequality is diminishing due to the reduction of cultural and traditional beliefs that exploited and marginalised women. In this case, cultural and traditional barriers that hinder women from been liberated are been reduced within household. This results in the reduction of gender inequality in Makanye village.

Men and women are now taking care of children and the aged jointly in Makanye village. The attitude of men is changing towards women. It is evident that, men are the key in empowering women in Makanye village and that they are no longer marginalised; hence, men are taking care of children and the aged. Traditionally women were solely responsible for taking care of the households work, but that is currently changing. This indicates that the time spent doing taking care of children and the aged is shared amongst men and women. Therefore, the level of gender inequality within household in Makanye village is reducing.

#### 5.4.2. The Involvement of women in community projects

The participation of women in community projects helps them to be empowered, at the same time reduce the level of gender inequality within the household. There are several projects in Makanye Village that women are engaged to reduce the deepening level of poverty and gender inequality within the household. Thus probing the involvement of women in the community projects is very important in helping women move out of poverty.

Table 3: Involvement women in community projects

<b>Involvement of women in community projects</b>			
		Frequency	Percent %
Valid	Attend community meetings	4	4.2
	Centers for homeless children	3	3.2
	Sowing projects	7	7.4
	Social support projects	35	36.8
	Food garden projects	31	32.6
	Not aware of any projects	8	8.4
	Selling vegetable	7	7.4
	Total	95	100.0

Table 3 shows that 4.2% of the women attend community meetings to take part in decision making in Makanye village. Again 3.2% of the women show that women are engaging themselves in community centers to help homeless children. Table 3 indicates that 7.4% and 36.8% of women are participating in sowing projects and social support services in Makanye

village respectively. Furthermore, 32.6% of women are participating in food garden projects in order in to increase their household income and try to move out of poverty. Eight point four percent (8.4%) of women are not aware of any projects around the village, while 7.4% of them sell vegetables in Makanye village.

It was stated in chapter 3 that the participation of women in community projects has the potential to achieve women empowerment. As a result of women empowerment, they will be able to influence decisions within the household. It is evident in table 3 that women are participating in community meetings (4.2%), something which was not allowed in the past. The marginalisation of women in Makanye village is reducing, in this way reducing gender inequality. Furthermore, women are engaging themselves in different projects around the village to support their families. Women are engaged in sowing projects, selling vegetables, social support services, and food garden projects and taking care of homeless children. The involvement of women in community projects contributes to the reduction of poverty within households in Makanye village. The more women are injecting income within the households, the more they will increase their voices in the decision making process, thus helping in the reduction of gender inequality. However, 8.4% of the households in Makanye Village say that they do not have any knowledge about the projects around the community. This shows that some women still want things to be done for them and this increases their dependency on men. This also shows that that some women are still dependent on their husbands. The dependency of women on men helps in the manifestation of gender inequality and poverty within the rural household.

#### 5.4.3. The change in women's accessibility to education

It was discussed in chapter 3 that the accessibility to education helps reduce the level of illiteracy in rural areas. Women will be able to participate in decision making within households. the participation of Women in the labour market take part in decision making as they will be empowered which is of profound importance in resolving gender inequality in Makanye village.

Table 4: The change of women’s accessibility to education

<b>The change of accessibility to education</b>			
		Frequency	Percent %
Valid	increased significantly	70	73.7
	notable increase	6	6.3
	no change	5	5.3
	decreased significantly	14	14.7
	Total	95	100.0

It was discussed in chapter 3 that traditional and cultural customs favoured men than women in educational advancement. In Makanye Village, 73.7% of the households demonstrate the significant increase in the women’s accessibility to education. Furthermore, 6.3% of the households say there has been a noticeable change in the access to education. However, 14.7% of the households believe that the access to education has decreased significantly. On the other hand, only 5.3% of the household believe that there was no change since 1994.

The significant increase (73.7%) of women’s access to education has a great impact on empowering them in Makanye village. Thus, access to education help women to be independent an influence decisions within households. Women empowerment, economic independence of women and women in decision making are of profound importance in the achievement of gender equality in Makanye village. However, this does not mean that the women’s access to education automatically enable them to partake in decision makers in Makanye village. This is because of the resistance to change by men to maintain their masculinity within household. Men’s attitudes toward women need to change in order for gender inequality to be reduced or eradicated completely.

However, only 14.7% of the households believe that there has been a decrease in the access to education. The lack of people who are educate, especially women make it difficult for the government to try and resolve the manifestation of gender inequality in Makanye village. The lack of women’s access to education in Makanye village makes the fight to resolve gender inequality to be a dream difficult to achieve it. This is due to the fact that the cultural barriers



(domestic violence, women’s subordination, women stereotypes, hierarchical structures and male biasness) that marginalised women in Makanye village are not resolved. However, resolving gender inequality from the grass root (within the households) indicates down to top approach. This help to demise the hierarchical structures that were present within the households that disadvantaged women in Makanye village.

#### 5.4.4. Women's economic independence in rural areas

It has been argued that the economic independency of women within the households help in increasing their voice in decision making, hence men are threatened as they fear to be over ruled. This indicates that the more women’s voice improves within the household, the lesser the level of gender inequality will become. However, the achievement of gender equality within the household is hindered by men’s resistance to change their attitudes towards women. This shows that men are the ones who hold the key to women’s empowerment and the achievement of gender equality.

Table 5: Women's economic independency

<b>Women's economic independency</b>			
		Frequency	Percent %
Valid	men are not threatened by economic independence of women	1	1.1
	men are still resistant to change	8	8.4
	men are threatened by women	75	78.9
	men do not care	4	4.2
	women are over stepping their authority	7	7.4
	Total	95	100.0

Table 5 shows that 78.9% of the households in Makanye Village still perceived men as threatened by the economic independence of women within the household. Table 5 again show that 8.4% of the households believe that men still resist change. On the other hand, some men do not care about women’s independence (4.2%) and the same time 8.4% shows that me are still resistant to change. One point one (1.1%) of men are not threatened by women’s economic

independence. However, 7.4% of the households state that women who are economically independent are overstepping men's authority within the household.

The majority of men are still threatened by the economic independence of women within the household (78.9%). The more men are threatened by women's economic independence, the more men will opt for violence in order to maintain their masculinity and control within the household. Hence, the maintenance of masculinity hinders the realisation of gender equality in the community. The large percent of households where men are threatened indicates that women are not supported when they take up employment that will make them to be economically independent. Men still see themselves as heads of households, at the same time viewing women as their subordinates. Makanye Village is a rural area which still has the characteristics of other rural areas around (poverty, gender inequality, traditions and culture). Traditional barriers are still there within the village and these hinder the achievement of gender within the household.

Men who are threatened by women's economic independence demonstrate that there are still cultural and traditional customs that are still entrenched in Makanye village. The manifestation of cultural and traditional customs that marginalised women makes it difficult to resolve gender inequality in Makanye village. It was discussed in chapter 1 and 3 that men turn to use violence on economically independent women to maintain control within households. The maintenance of masculinity within the households silence women within households. In Makanye village, men's attitude towards women is still that of superiority and inferiority within the households. This attitudes condition the manifestation of gender inequality. It was stated in chapter 1 that economic independence improves women's voice in decision making and their status within households. However, the economic independence of women does not automatically improve their status within households in Makanye village. This is due to the maintenance of masculinity over women in Makanye village.

The majority of men feel like women are overstepping their authority in Makanye village as they become economically independence (7.4%). This indicates that men view women only as housewives and those that are not supposed to be economically independent. Men who feel that women are overstepping their authorities in Makanye village opt for violence to maintaining control within households. As a result, women remain marginalised and silenced in Makanye

village. The marginalisation of women in Makanye village conditions the manifestation of gender inequality within households. If men cannot support women's economic independence, the realisation of the MDGs (reduction of poverty, the reduction of gender inequality) will ever be a pipe dream that will never be achieved even in the new democratic dispensation.

However, a small percent of men in Makanye village are not threatened by women's economic independence (1.1%). The realisation of the importance of women's economic independence has an impact in the reduction of gender inequality within rural households in Makanye village. Only few men in rural areas are not threatened by women's economic independence. If gender equality is to be realised, men should support their female counterparts and help empower.

#### 5.4.5. The perpetuation of the act of domestic violence in Makanye village

As explained in chapter 2 that domestic violence is a violation of human rights and women fall victim to such acts. Women were silenced by domestic violence which denied them from influencing decision within households. Thus, the marginalisation of women in rural areas is a barrier towards the eradication of gender inequality. It is of profound importance that men change their attitude and start supporting women within households if gender inequality is to be eradicated in Makanye village.

Figure 3: The act of domestic violence within the households

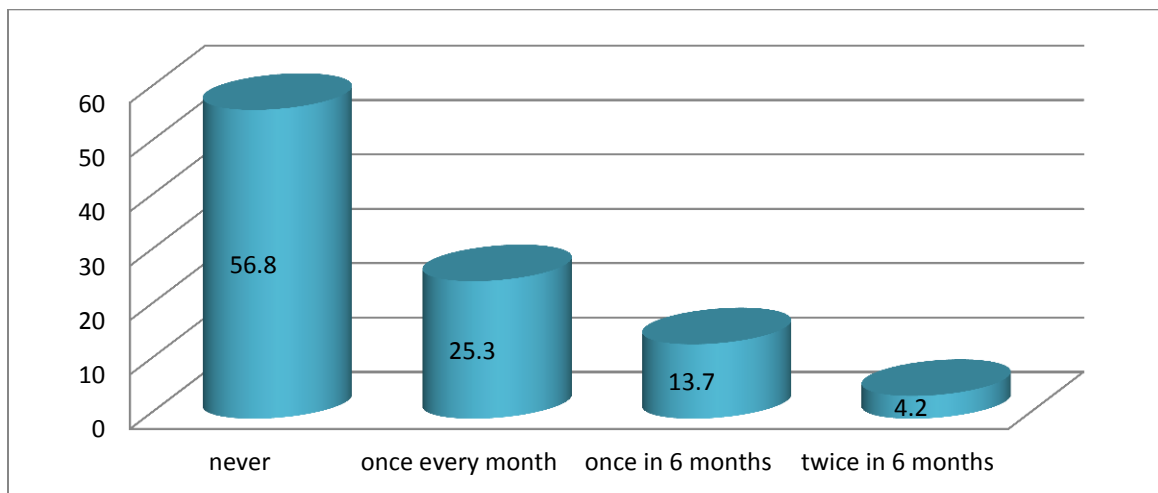


Figure 3 shows that 56.8% of the households have never experienced the act of domestic violence in the past 10 years, Whereas on the other hand, 25.3% of the households have experienced the act of domestic violence by their husband once every month. Figure 3 shows that 13.7% of the households have experienced domestic violence once every 6 months and 4.2% of the households have experienced the act of domestic violence twice in 6 months.

The act of domestic violence of any kind whether by verbal assault, emotional and physical abuse, all constitute to the violation of human rights and should be eradicated completely. After 18 years of democracy, 56.8% of the households have never experienced domestic violence. This demonstrates that most men are longer abusing their female counterparts in Makanye village. Furthermore, majority of women have realised the protection that is offered by DVA, 1998 and Constitution of South Africa, 1996. The implementation of DVA, 1998 had a great impact in protecting the rights of the weak against abuse. The protection of women against abuse helps in the fight to resolve gender inequality in Makanye village. Many households are no longer experiencing abuse within households. This shows that men are no longer controlling maintenance of masculinity in Makanye village.

As explained in chapter 2 that marginalisation of women within households hinder the achievement of gender equality. Thus, 56.8% of household which does not experiencing domestic violence show that majority of women no longer abuse. This indicates that women are liberated from their past marginalisation. The efforts made by the South African government to make awareness campaigns against women abuse are working. The 16 days of activism women and children as one of the campaigns that are helping in the fight to resolve domestic violence and changing men's attitudes towards women. The level of domestic violence within the households can be related to the level of women taking part in decision making. The liberation of women helps in the achievement of MDG's and that democracy will be realised. As it was said by Nelson Mandela, "democracy can never be achieved until women are emancipated from all forms of abuse".

However, there is a cumulative percent of 43.2% where women are experiencing the act of domestic violence. In some households, the level of domestic violence is still very high as women are still abused, regardless of whether it happen once a month, that is unacceptable. The

manifestation of domestic violence shows that there are women who are still silenced and marginalised within households in Makanye village. The cumulative percent of 43.2% that indicates that domestic violence should be reduced or even eradicated completely in Makanye village.

The persistence of domestic violence within households helps in the manifestation of gender inequality in Makanye village. There is still a long way to go in resolving the act of domestic violence. But as long as domestic violence still persists in Makanye village, the achievement of gender equality remains a pipe dream that will never be realised. However, in order to eradicate domestic violence, men's attitudes need to be changed so that they can help to reduce the marginalisation of women within the households. As a result the hierarchy that has manifested within rural households will be eradicated. The bottom up approach of resolving gender inequality makes it easier to achieve gender inequality. This is due to the fact that gender inequality is resolved by eradicating all the hindrances of gender inequality that were constructed from the past traditional belief which is a bottom up approach.

### 5.5. The impact of legislations adopted to address household gender inequality

It was discussed in chapter 2 and 3 that South African government enacted legislation and acts in order to improve the status one women within the households. Constitution of South Africa, 1996, Domestic Violence Act, 1998, Employment Equity Act, 1998, Affirmative Action and the Bill of Rights are the legislation, policy and acts that were enacted to protect the right and freedom of all citizens in South Africa. It is evident that women in rural areas are liberated from the past marginalisation that was created by traditional and cultural beliefs. Women are incorporated in the labour market and thus they are able to influence decisions within the households. This shows that the determination of the South African government to end the act of domestic violence that was constructed from the past traditional believes. Furthermore, the government is aiming at eradication poverty and gender inequality (MDGs) by the year 2015. Affirmative Action was put in place in order to put all the designated groups in to the labour

market in order to correct the marginalisation of black people especially women in the labour market.

South Africa implemented gender mainstreaming in order to make sure that both women and men at the center of development thus, striving to achieve gender equality in both the labour market and within the households. Mainstreaming gender into development increases the level of women in the labour market as the results women have gained economic independency. The increase of women in the labour and development projects help empower women. Empowered women have the potential to reduce the level of gender inequality within the households. It was found out that if women can be included in making decision concerning development, they have the potential of making a very sustainable development because most rural development were done to eradicate poverty and women are the ones that are mostly affected by poverty within the households. Even though gender mainstreaming has improved the lives of women and men, not everyone share the same sentiment that it has improved the lives of women. Gender mainstreaming was done to benefits women more than men as it tries to put women in development not focusing on both genders (males and females).

#### 5.5.1. The effects of gender mainstreaming on the status of women within households

After the realisation that women were not uniformly included into development and into the labour market, gender mainstreaming was introduced to include both males and females into development. Gender mainstreaming helped in increase women into the labour market and thus, making them to be economically independent. This helped in the reduction of gender inequality in the national level, but at the grass root gender inequality is still a challenge.

Table 6: The effects of gender mainstreaming on the improvement of women status

Gender mainstreaming			
		Frequency	Percent %
Valid	gave women financial independency	57	60.0
	it did not improve their status	8	8.4
	it is applicable in urban areas not rural areas	3	3.2
	women are engaged in the labour market	22	23.2
	women are over stepping men's authority	5	5.3
	Total	95	100.0

Table 6 shows that 60.0% of the households says that gender mainstreaming gave women financial independency in rural areas. Again 8.4% of the households say that gender mainstreaming did not improve the status of women within the households. Table 6 further shows that 3.2% of the households say that gender mainstreaming is applicable in urban areas than in rural areas. Twenty three point two (23.2%) percent of the households in Makanye village say that the introduction of gender mainstreaming in rural areas made women to overstep men's authority and disrespect their husband within the households.

Women are becoming financially independent as a result of gender mainstreaming in Makanye village. The financial independence helps in the empowerment of women within households in Makanye village. This helps in resolving the manifestation of gender inequality. Women's financial independence has many impact their standard of living within households. As explained financial independence help women to influence decisions within households. This help in the reduction of gender inequality in Makanye village. Furthermore, women who are financially independent are able to take part in the decision making within the households and again be the head of the households. The more women are mainstreamed within in decision making of development projects, the more they will be empowered. At the same time gender mainstreaming has helped empowered women in Makanye village. The more women are been empowered in rural areas is the more they will be able to influence decision in the households, thus the level of gender inequality will be reduced.

Gender mainstreaming does not benefit all the people in rural areas equally as shown in table 6. Majority of women in Makanye village have benefited from gender mainstreaming (60.0%). However, 8.4% of the household demonstrates that gender is not mainstreamed in development projects in Makanye village. Women are still not enjoying their freedom and still marginalised in Makanye village thus, help in the manifestation of gender inequality within the households.

### 5.5.2. The change in the women's status in Makanye village

Women were previously marginalised in South Africa and more especially in the rural areas. It was discussed in chapter 1 that women have been marginalised within households and thus, helped in the manifestation of gender inequality. The persistence of gender inequality within the households helps in conditioning the manifestation of poverty. Thus it is very imperative to check the status of women often democracy.

Table 7: The change in the women's status in Makanye village

<b>The change in the women's status in South Africa</b>			
		Frequency	Percent %
Valid	no noticeable change in this period	2	2.1
	decreased in some years and increased in some years	42	44.2
	decreased every year	6	6.3
	increased every year	45	47.4
	Total	95	100.0

Table 7 shows that 47.4% of the households say that there have been an increase in women status within the households every year since 1994. Table 7 indicates that 44.2% in the households say that there has been a decrease in the status of women in some years and increased in some years. However, 6.3% of the households say there has been a decrease in the women status every year.

The increase in women status within the households is very imperative when resolving the challenge of gender inequality. This indicated that all the things that helped in the marginalisation of women are been reduced, thus the level of gender inequality in reducing.



Furthermore, increase in the status of women helps to empower women in Makanye village. The increase in the status of women within households in Makanye village is of profound importance in resolving all forms of marginalisation. However, marginalisation of women in Makanye village has profound deleterious effects in the fight to resolve gender inequality.

However, while majority of the households in Makanye village believe that the status of women has increased, there some who it has been fluctuating during the years (44.2%). Many people believes that the more women's voice increase within households increase the act of domestic violence. This is due the fact that men are trying to maintain control and masculinity over women. The use of violence by men deprives women from enjoying their democratic right and their freedom. Thus, hinder the achievement of gender equality within the households.

The change in the status of women within the households shows that it has been fluctuating during the past 18 years. This shows that there are still barriers that still hinder women from been fully liberated from all forms of oppression and thus, hinder the achievement of gender equality in rural households. The address of these barriers (poverty, domestic violence, male biasness and the hierarchical structures that put women at the bottom of the hierarchy) will see women been able to enjoy their human rights. Thus, it shows that not everyone in Makanye village share the same sentiments about as to whether the increase of women's voice reduces gender inequality.

#### 5.5.3. Rating the level of domestic violence since its adoption of Domestic Violence Act, 1998

The persistence of domestic violence within the households made the South African government to enact DVA, 1998 in order to fight abuse. DVA afford protection to the victim so that they will not victimised by the abuser. Victims have right to apply for protection order in order that they will not suffer further abuse. Thus, shows the dedication of the government to fight domestic violence and gender inequality within the households. Over the years it was evident that the level of domestic violence has declined.

Table 8: Rate the level of domestic violence since the adoption of DVA, 1998

<b>Rate the level of domestic violence since the adoption of DVA, 1998</b>			
		Frequency	Percent %
Valid	no noticeable change in this period	8	8.4
	decreased every year	25	26.3
	increased during some years and decreased in some years	25	30.6
	increased every year	33	34.7
	Total	95	100.0

Table 8 shows that 8.4% of the households state that there was no noticeable change with the level of domestic violence since the adoption of DVA, 1998. Again table 8 shows that 26.3% of the households believe that the level of domestic violence has decreased every year since 1998. Thirty point six (30.6%) percent of the households shows that there has been an increase of domestic violence in some years and decrease in some years. This means that the level of domestic violence was fluctuating since the adoption of the DVA, 1998. Table 6 further indicates that 34.7% of the households show that there has been an increase in the level of domestic violence since 1998.

The high percentage (34.6%) that shows the increase in the level of domestic violence in Makanye village helps perpetuate the marginalisation of women. Domestic violence within the households is still persisting even in the new democratic dispensation. As explained in chapter 2 that domestic violence is the violation of human rights. These rights were afforded all citizens of South Africa in Constitution. Regardless of the protection that was assured to every citizen of Constitution, the violation of human rights is still manifesting in Makanye village. This makes it difficult for women to enjoy their democratic rights as they are abused and silenced within households. It is clear that many women are still suffering from domestic violence and victimisation by their husband. The manifestation of domestic violence conditions the perpetuation of gender inequality in Makanye village. The persistence of domestic violence is constructed from the past traditional and cultural custom that did not protected women.

It was discussed in chapter 2 that DVA, 1998 was enacted to protect all people of South Africa to reduce the persistence of domestic violence within households. However, women are

experiencing the act of domestic violence and they are not speaking out or reporting the crime so that it can be dealt with and then be reduced. The more women are not reporting the act of domestic violence within the household will help in the manifestation of domestic violence and gender inequality. Many women said they are afraid to be victimised while some feel that if they report the case they will be disrespecting their husband. Some feel like that it is not abuses, but it is done to protect them and maintain control within households in Makanye village. This indicates the level of fear that is still embedded within women. Again this shows that there is still lack of awareness in rural about the protection that the DVA provide for them and protecting them against further victimisation from the abuser. The persistence of domestic violence in Makanye village demonstrates the entrenched traditional and cultural customs that marginalises women and help in the manifestation of gender inequality.

However, 8.4% and 26.3% of the households believe that there was no noticeable change and that domestic violence decreased every year respectively. There has been a change in the level of domestic violence within households since 1998 in Makanye village. DVA has increased protection of women within households and at the same time reducing the level of domestic violence. The reduction of domestic violence within the households indicates that women who were previously marginalised are slowly starting to be liberated in Makanye village. Even though the act of domestic violence has not as yet been completely eradicated in Makanye village, the level is reducing which means that DVA is assuring women the protection they need. The reduction of the level of domestic violence within the households helps in the reduction of the gender inequality in rural areas.

#### 5.5.4. The impact of Affirmative Action policy

It was discussed in chapter 2 that Affirmative Action policy was introduced in South Africa to help the previously disadvantaged black people to be included in the labour market. However, in Makanye village attention was paid on women’s advancement in the labour market. The introduction of the Affirmative action policy helped to increase the number of women in the labour market and even in high position.

Figure 4: The impact Affirmative Action policy

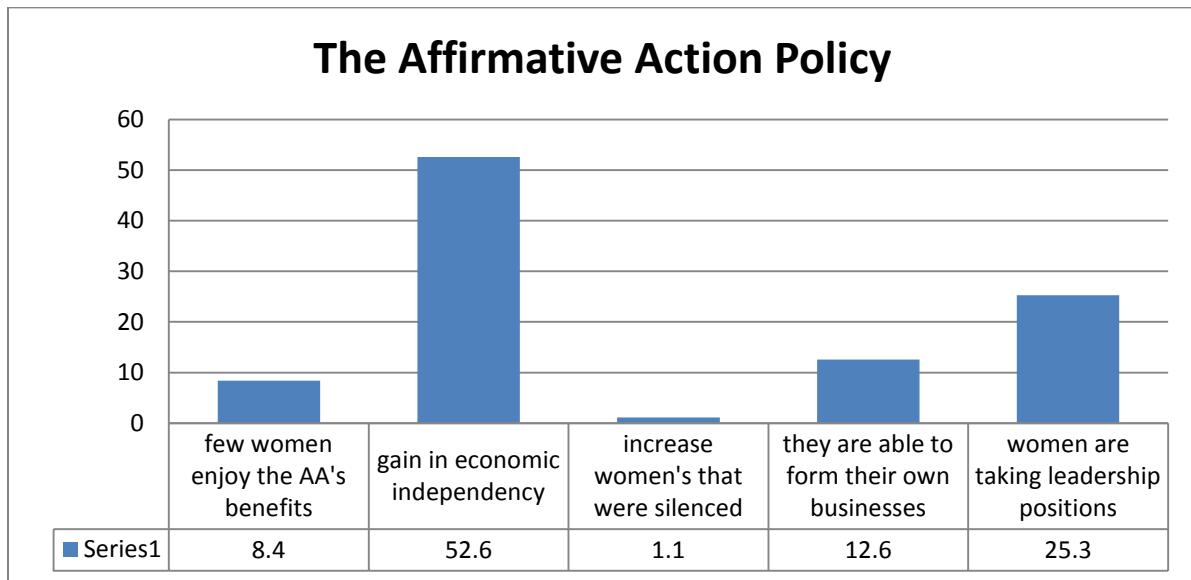


Figure 4 show that 52.6% of the household’s women have gained economic independency as the results of the introduction of Affirmative Action policy. Eight point four percent (8.4%) of the households indicate that the Affirmative Action policy has only benefited few women and disadvantaged majority of women. Figure 4 shows that after the introduction of Affirmative Action policy helped women to be independent and empower them to be able to start their own business. Thus, 12.6% of the households show that women have started their own businesses. Moreover, 25.3% of the household, women are taking about leadership positions. On the other hand, 1.1% of the households, policy Affirmative Action policy only helped in the marginalisation of women in rural areas.

It was discussed in chapter 2 that there were less women in the labour market prior the implementation of Affirmative Action Policy. Fifty-two point six percent (52.6%) of the household see the impact of the Affirmative Action policy in that it is increasing the women in Makanye village into the labour market. Women empowerment and economic independence of women to help them engage in the decision making process within household in Makanye village. This is due to the close relationship between decision making and the level of income one contributes within household. The more women are involved in the labour market, the more they will be empowered. There is a great impact that the Affirmative Action policy is having on the lives of the previously marginalised black women in Makanye village.

Women are taking up leadership positions even in the community (25.3%). This helps in changing women's status within the household in Makanye village. Thus, women are no longer seen as subordinate, but as potential leaders in Makanye village. The traditional stereotypes about women are diminishing in Makanye village. Hence, it is evident that the Affirmative Action policy has impacted on women positively and gender inequality. Twenty-five percent (25.3%) of the household's women in leadership positions in Makanye village shows the diminishing of cultural and traditional barriers.

The more women get empowered as a result of the Affirmative Action policy they turn to start their own businesses as a way of trying to support their households. Even though the percentage of women who are starting their own business is not that much (12.6%), it shows that women are no longer dependent on their male counterparts to be the sole provider within the households in Makanye village. The increase in women's economic independence conditions the reduction of gender inequality.

On the other hand, the increase in access to education (8.6%), and economic independency (52.3%) shows that women are getting empowered, which is a good indication in resolving gender inequality in Makanye village. Thus, it can be stated that, the Affirmative Action policy has changed the way in which women were perceived in post 1994. Furthermore, many women are no longer viewed as housewives, but as providers within household in Makanye village. Men play a profound important role in uplifting the status of women both within households and in the labour market.

However, not everybody shares the same sentiments that the Affirmative Action policy has improved the lives of rural women. People believe that the Affirmative Action policy only benefited few women while, on the other hand, it has manifested the marginalization of women (1.1%) in rural areas. But the percentage of people who say that Affirmative Action policy has helped in the marginalisation of women is very small (1.1%). However, for democracy to be fully realised in South Africa, women and men should be liberated and no one should be disadvantaged within households and even in the labour market. It was discussed in chapter 2 that the increase of women in the labour market was as a result of giving designated groups first preference as a way of applying the Affirmative Action policy indicates that competence in public services, but to balance demographics. However, balancing demographics in the labour market while ignoring the competence of the employees is not only a threat to the development and the progress of the country, but also an insult to democracy fought by South African.

#### 5.5.5. The inheritance given to children by their parents

As explained in chapter 1 and 3 that post 1994 women were not allowed to own land and to receive the inheritance from their parents. However, in recent years, the traditional practice that women are not supposed to inherit anything from their parents has changed. However, in some rural areas this tradition is still practiced and women are still marginalized, thus helping in the manifestation of gender inequality in the rural household and even in the community.

Table 9: The inheritance given to children by their parents

<b>Inheritance from parents</b>			
		Frequency	Percent
Valid	males	69	72.6
	females	26	27.4
	Total	95	100.0

Table 9 shows that in Makanye Village in 72.6% of households, males are the ones who receive the inheritance from their parents. Households where females receive the inheritance are only 27.4%. Table 9 clearly shows that males are still valued more than females. Men and women are

still treated differently within the household, especially in Makanye Village and this is explained by the unequal provision of household inheritance. Seventy-seven percent (72.6%) of the households are still exercising the tradition in giving only the last born male the inheritance. Makanye Village still has many people (older people) who still believe in traditions and culture which disadvantage women. The past cultural and traditional customs helped in conditioning the marginalisation of women and making them subordinates to men.

In Makanye village men are still the dominant gender in the provision of household inheritance (72.6%). The traditional beliefs that men are the once to be given the household inheritance is still manifesting even in Makanye village. The perpetuation of this traditional belief conditions the manifestation of gender inequality in Makanye village. The cultural barriers that hindered women from enjoying their rights are still persisting in Makanye village. This makes it difficult to achieve gender equality. Thus, in order to resolve the persistence of gender inequality in Makanye village, the cultural barriers that marginalised women must be eradicated.

In this case, 27.4% of the households in Makanye village, females are part of the member of the households that share the inheritance. The percentage (27.4%) of women who are receiving inheritance within households is still small as compared to 72.6% of men. This indicates that women are still given the low status within households in Makanye village. The unequal treatment of men and women help in the manifestation of gender inequality. Many women are still discriminated and marginalised in Makanye village which constructed from the past cultural and traditional customs. Even though the percent of women are receiving households inheritance is small, this shows that slowly cultural and traditional believes are diminishing in Makanye village.

## 5.6. The factors that influence the construction of household gender inequality

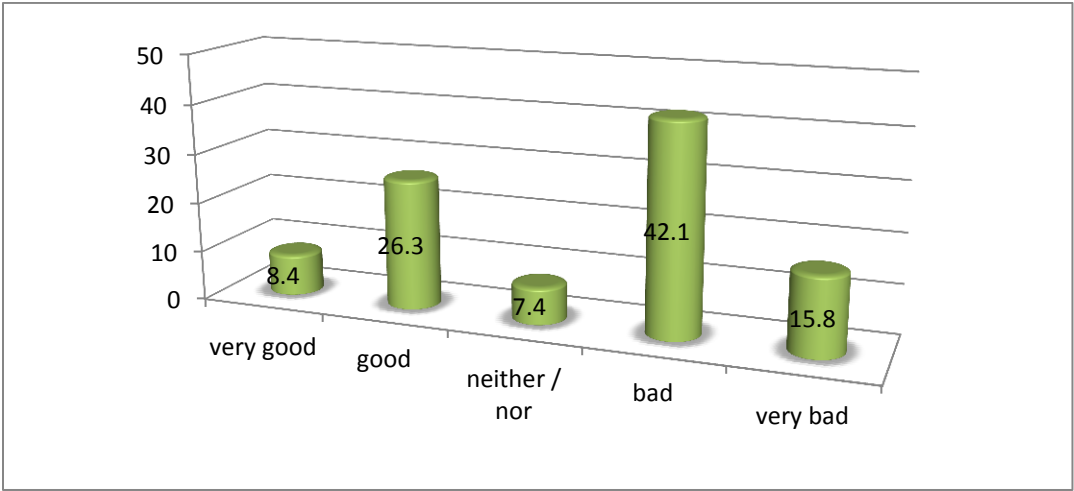
In chapter 3, it was discussed that the manifestation of gender inequality within the village and the households was due to the high level of domestic. However, after 18 years of democracy South Africa the level of domestic violence has been still persist in rural areas and at the same

time a small percent of women are allocated households resources. This shows that the level of gender inequality is slowly reducing. However, men are still maintaining control over women with the use violence to silence women within the households. The persistence of male dominance within the households is one of the contributing factors towards the manifestation of gender inequality. Again the allocation of household's resources should be distributed evenly regardless of your gender. As the result the level of gender inequality will decrease.

5.6.1. The allocation of household resources

In chapter 1 and 3 it was discussed that the allocation of resources within the households was previously allocated looking at one's gender. That means women were not allocated households resources. Chapter 1 indicates that women were not valued the way men were valued within the households. Men were given a higher status than women and more favoured within households. It is important to probe the allocation of resource within the households in order to see if men and women are allocated resources equally or as to whether women are still discriminated within the households.

Figure 5: The allocation of household resources



The allocation of resources within the households during the past years were sidelining women and giving priority to men only. Figure 5 show that 8.4% of the households say that the allocation of resources is very good, thus both men and women are allocated households



resources. Furthermore, 26.3% of the households are where the allocation of resources is good while at the same time 7.4% of the households believe that the allocation of resources is neither good nor bad. Figure 5 show that 42.1% of the households in Makanye village believe that the allocation of resources is bad. This means that men are the ones that get to be allocated most of the household's resources. Furthermore, 15.8% of the households state that the allocation of household resources is very bad.

The allocation of households resources was constructed from the past traditional believes that men are the ones that are rightfully supposed to be given the households resources (land, the house, money and the livestock). Figure 4 indicates that women marginalisation still disadvantaged within households considering that allocation of resources (42.1%) in the new democratic dispensation. Majority of the households still provide male children with the resources in Makanye village. The allocation of household's resources has changed in the 21<sup>st</sup> century and women as well are allocated resources (land, house, and livestock). This shows the manifestation of gender inequality in Makanye village.

Women are allocated household resources (26.3%) indicates that the level of gender inequality is depreciating. Even though the percent of the allocation of resources that is good (26.3%) and very good (8.4%) is still small, it shows that the marginalisation and discrimination of women within the household in Makanye village are diminishing. This indicates that the past cultural and traditional beliefs are diminishing. The waning of traditional believes within household helps in the manifestation of gender equality in Makanye village.

However, regardless of the increase in the allocation of resources within the households, there is still a high percentage of the households where the allocation of resources is still very much gendered. The percent of the allocation of resources to males shows that there is still male bias in Makanye village. Male bias within households increases the manifestation of gender inequality. It is clear that men and women are not treated equally within the households and that helps in the manifestation of gender inequality. The male child favour still comes out to be the contributing factor to the unequal treatment between men and women within the. The persistence of male bias within households in terms of gender hinders the achievement of gender equality. Thus, the MDGs that are set to be achieved in 2015 will not be achieved. Men are still controlling all that

is within the household and women have no say on the decisions made. This results in the manifestation of gender inequality. This is due to the lack of women's voice as decision makers within the household.

### 5.6.2. The reduction of domestic violence in South Africa

In chapter 2 it was discussed that the persistence of domestic violence within the household helps in the manifestation of gender inequality and poverty. Thus, analysing the reduction of domestic violence in South Africa will indicate the level at which gender inequality is reducing. This is because the more women are victimised and abused, the more they will not be free, affecting gender inequality. Domestic violence contributes to the violation of human rights, meaning that if women continue to be abused democracy will never be realised in South Africa. Thus, probing the reduction of domestic violence within the households can help to show as to whether women are being liberated from oppression as a result of the past experience of apartheid. However, it was stated in the literature that the persistence of domestic violence within the household will help in the manifestation of gender inequality. It was evident that many rural areas in many developing countries were still faced with high level domestic violence and thus, gender inequality is still a major concern in rural households.

Figure 6: The reduction of domestic violence in South Africa

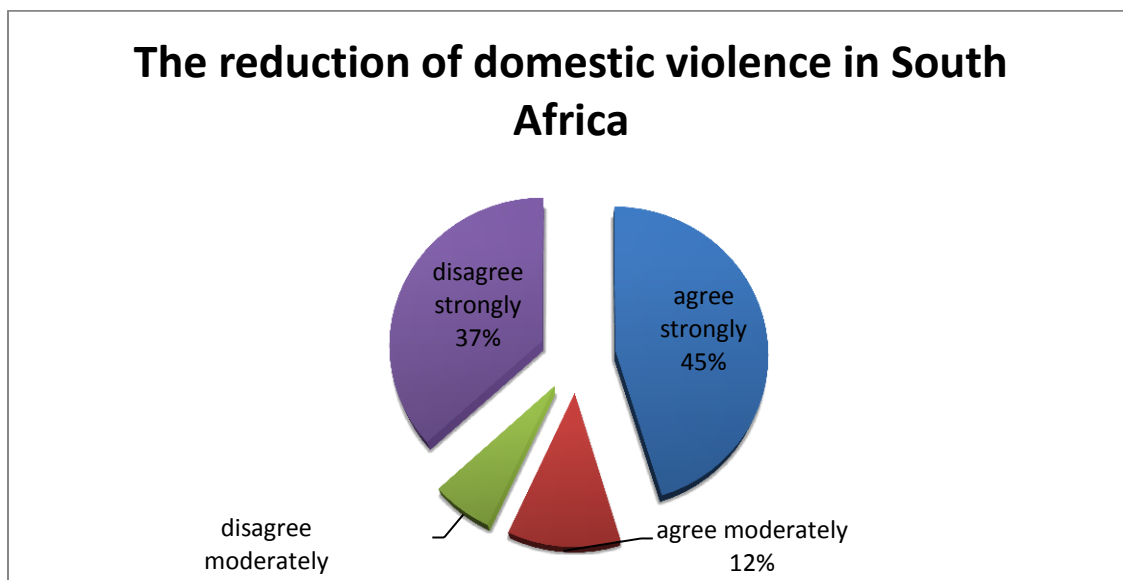


Figure 6 indicates that 45% of the households agree strongly that there has been a reduction in the level of domestic violence within the household. Furthermore, 12% agree moderately that there has been a reduction in the level of domestic violence. This means that the level of domestic violence has not yet been reduced to a satisfactory level in rural households. Figure 6 shows that 37% of the households disagree that there has been a reduction in the level of domestic violence in rural households. Moreover, only 6% of the households disagree moderately that there has been a reduction in the level of domestic violence in rural households and in South Africa.

The reduction of domestic violence reduces the persistence of the marginalisation of women within the micro level of rural households. Many people in Makanye Village agree that there has been a reduction of domestic violence within the household. The reduction of domestic violence shows that men are starting to respect women and their human rights. The attitude towards women's subordination is changing, thus helping to reduce the marginalisation of women within rural households. Furthermore, the reduction of domestic violence helps in the reduction of gender inequality within the rural households and even in the community.

It was stated in the literature that the reduction of domestic violence will result in the decline of gender inequality. Thus, women are liberated from marginalisation in Makanye. However, not everyone shares the same sentiment that there has been a decline in domestic violence within the household. This shows that even though there are many households where domestic violence does not occur, there are still some households where domestic violence still occurs (37%). The persistence of domestic violence makes it difficult for the realisation of gender equality in Makanye village. The physical and emotional abuse experienced by women will reduce the level of income within the household as the money will be used for hospital treatment. The money that was supposed to be used within the household will be used for medical care for women. Domestic violence conditions the manifestation of gender inequality in Makanye village. This supports the arguments that were raised in the literature that domestic violence helps condition the manifestation of gender inequality and poverty within households.

### 5.6.3. The impact of traditional leadership on women in Makanye village

Chapter 1 indicates that the duties allocated to men and women within the households are very different and women are not allowed to take part in decision making both within the community and in the households. In the past women were not allowed to take part in community meetings (*kgoro*). As a result women were excluded in decision making about the issues that affects them in the community. This conditions the manifestation of gender inequality within the households.

Table 10: The impact of traditional leadership on women

<b>The impact of traditional leadership on women</b>			
		Frequency	Percent
Valid	no impacts on women's status	51	53.7
	positive effects on women	8	8.4
	small number of women attend traditional meetings	3	3.2
	women are still marginalised	33	34.7
	Total	95	100.0

Tradition has always marginalised and disadvantaged women in the past mostly in rural areas. Table 10 shows that 53.7% of the households say that traditional leadership have no impact on women. Eight percent (8.4%) of the households say that traditional leadership has a positive impact on women around the areas. Furthermore, 3.2% of the households say that traditional leadership allows only a few women to attend traditional meetings (*kgoro*). However, table 10 shows that 34.7% of the households that traditional leadership helped in the manifestation of gender inequality and the marginalisation of women in rural areas. This means that traditional leadership does not affect women the same way, as some are becoming more marginalised while on the other hand some are becoming better than before.

Traditional customs that disadvantaging women are diminishing in Makanye village. Table 10 shows that there has been a change in the impact of traditional leadership on women. Women are engaging in community meetings which in the past was not the case. This indicates that women are slowly been liberated from marginalisation and discrimination that was imposed on them by traditional and cultural customs in Makanye village. Fifty-four percent (53.7%) shows a drastic

decrease in the negative impact that tradition had on women. This shows that the traditional beliefs that affected women in the past are now diminishing in Makanye village.

However, table 10 indicates that women still marginalised in Makanye village. The marginalisation of women makes it difficult to achieve women empowerment in Makanye village (34.7%). Women are still not fully enjoying their human rights as they are still marginalised within households in Makanye village. This shows that the rights that the Constitution assured every citizen of South Africa are being violated. Thus, marginalisation of women helps in the manifestation of gender inequality within the household.

Men's attitudes that women are not supposed to attend traditional meetings (*kgoro*) and that they do not make decision concerning the village is changing. Men are starting to include their counterparts in decision making in Makanye village. The participation of women in village meeting in Makanye village helps them to influence decision that affect. The participation of women in decision making helps to resolve the manifestation of gender inequality within households. It is indicated in table 10 that few women are engaged in the community meeting (3.2%) in Makanye village. The importance of women is being recognised within the community. This is because women are the ones that are able to reduce poverty as it affects them more than men. At the same time women who take part in decision making within the community will be empowered, affecting decisions within their own households. As a result the level of gender inequality will be reduced. Even though the percent is still very small (8.4%), it shows that slowly women's importance is being recognised and the level of gender inequality is reducing.

### 5.7. The mismatch between national gender equality aspiration and household status quo

In order to achieve gender equality within the household in rural areas, the government has to make sure that it implements projects that will improve the status of women as stated in chapter 2. However, there is still a lack of effectiveness ways to resolve the manifestation of gender inequality within household. The persistence of domestic violence and maintaining masculinity

by men are some of the factors that make it hard to eradicate the level of gender inequality as compared to the situation in the labour market.

Regardless of the legislations put in place to fight gender inequality, it is difficult for the government to evaluate their effectiveness within the household. The difference between the gender equality in the labour market and in the household is: in the labour market employers are forced to balance gender and respect the rights of all employees, while in the household it is the duty of the head of the household to decide how the family members lives. Furthermore, in most cases men are the ones who make decision, and making women to be silenced and marginalised. This conditions the manifestation of gender inequality within the household, at the same time reducing the level of gender inequality in the labour market.

#### 5.7.1. Mainstreaming gender in community development

Gender mainstreaming has shown in the in chapter 3 that it has the potential to liberate women and increase them in the labour market. The increase of women in the labour market will result in the increase on women's voice in decision making. Thus, the increase of women in the labour market helps to reduce the persistence of gender inequality within the household. Women who are economically independent will increase the household income, at the same reducing the level of poverty. The reduction of gender inequality and poverty will condition the achievement of the MDGs in South Africa by the year 2015. Therefore, probing gender mainstreaming as a way of addressing gender inequality is very imperative if gender equality is to be realised in both the household and in the labour market.

Figure 7: Gender mainstreaming in community development

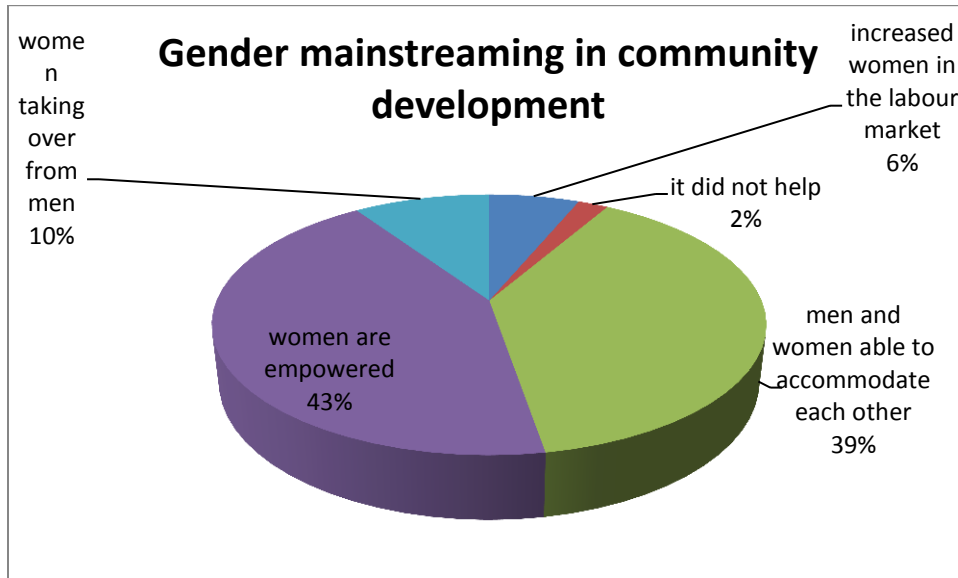


Figure 7 shows that 6% of the households say that mainstreaming gender into development has helped women to increase in the labour market. Furthermore, 39% of the households say that gender mainstreaming enabled women and men to be able to accommodate each other within the community with no discrimination based on gender. Figure 7 shows further that 43 of the households say that gender mainstreaming helped empower women in the labour market and within the household. Over and above, figure 7 shows that 10% of the households in Makanye Village say that gender mainstreaming increased women in the labour market. However, only 2% of the households say that gender mainstreaming did not help women in any way within the household and in the community.

It is evident that gender mainstreaming helped to empower women in Makanye village. This helps women to take part in decision making within the households. Gender mainstreaming in Makanye village conditions the participation of women in development projects (43%). The participation of women in development projects helps to resolve the manifestation of gender inequality. Empowered women have the potential to make development that helps resolve the problem of gender inequality. The empowerment of women helps women to take up leadership roles in the village that was traditionally known to be the duty of males. This helps in the reduction of gender inequality within the household and even in the community.

Gender mainstreaming in Makanye village has changed how women were previously viewed by men. Women are engaging themselves in the labour market, which helps them to increase their voice in the decision making process within household. The more women and men work together within Makanye village, the more they will be able to work with each other. The change of men's attitude towards women helps to resolve the manifestation of gender inequality. Mainstreaming gender into development helps eradicate the hierarchies that were created within households by tradition and apartheid in Makanye village that conditions the perpetuation of gender inequality.

### 5.7.2. The improvement of women's status by the South African government

As discussed in chapter 1 that the government of South Africa has realised the importance of women in development. Thus, helping in making women to be at the centre of development so that they can try to improve their status, at the same time they will be able to make decisions that will help fight gender inequality. The engagement of the government in the fight to achieve gender equality shows that there is a commitment by South Africa to liberate women from all forms discrimination. Chapter 2 stated that the government enacted legislations that protect every citizen of South Africa against discrimination both in the labour market and within households.

Table 11: Improvement of women's status by the government

<b>Improvement of women's status by the government</b>			
		Frequency	Percent
Valid	it is doing enough	53	55.8
	it is not doing enough	32	33.7
	It is trying its best	4	4.2
	still needs to do more	6	6.3
	Total	95	100.0

Table 11 shows that, 55.8% of the households say that the government is doing enough to improve the status of women within the household. However, table 11 indicates that 33.7% of the households say that the government is not doing enough in trying to improve the status of



women. Furthermore, table 11 indicates that 4.2% and 6.3% of the households say that the government is trying its best and that the government still needs to do more to improve the status of women within the household.

The percentage (55.2%) shows that the government is doing enough to resolve condition of women in Makanye village. The engagements of the government to resolve the condition and status of Women help to reduce gender inequality in Makanye village. The government is fighting against domestic violence, violation of human rights and discrimination. The reduction of domestic violence within household helps in the fight against gender inequality in Makanye village. The government has noted the importance of women in the country and the contribution they have in developing the country. As a result the persistence of gender inequality within household will be reduced. However, in order to realise gender equality in Makanye village, the government still needs to do more.

However, not everyone shares the same sentiments that the government is doing enough to improve the status of women in the country. Thirty-three point (33.7%) percent of the households say that the government is not doing enough to resolve the status of women in Makanye village. This indicates that despite the large percentage of the households thinking that the government is doing enough, this is not done across the board. The lack of effort by the government to resolve the status of women helps in the manifestation of gender inequality in Makanye village. This shows that not everyone in the village sees the effort by the government to resolve the manifestation of gender inequality. This clearly shows that the government is not treating people equally. In these way women remains the inferior gender that is marginalised within households in Makanye village. Therefore, the government must increase the strategies that are in place to improve the standards of living in rural areas.

### 5.7.3. The improvement of women in the labour market

Before 1994, women were few in the labour market because they were regarded as housewives. However, post 1994, there was a large intake of women in the labour market. It was explained in chapter 2 that Affirmative Action Policy was implemented to increase black women in the labour market. This indicates the commitment from government to liberate women within households.

This will increase the chance of achieving gender equality within households and even in the labour market.

Table 12: The improvement of women in the labour market

<b>Table 12: The improvement of women in the labour market</b>			
		Frequency	Percent
Valid	no noticeable change in this period	5	5.3
	decreased in some years and increased in some years	9	9.5
	decreased every year	8	8.4
	increased during some years	27	28.4
	increased every year	46	48.4
	Total	95	100.0

Table 12 shows that 5.3% of the households say that there is no noticeable change in the improvement of women's status in the labour market and 8.4% percent of the households say there has been a decrease in the status of women in the labour market in the past 18 years. Furthermore, table 12 shows that 9.5% of the households say that the status of women increased in some years and decreased in some in the labour market. Table 12 further shows that 28.4% of the households say that the status of women has increased in some years in the labour market. Furthermore, 48.4% of the households say that the status of women in the labour market has increased every year.

It can be deduced from table 12 that there has been an increase in women in the labour market (48.4%) since South Africa gained democracy. The more women are included in the labour market, the more they will be able to influence decisions within households in Makanye village. The increase in women in the labour market shows that many women are independent and as a result the level of women empowerment is increasing, thus reducing of the level of gender inequality. The cumulative percent of 76.8% indicates that women have been drastically included in the labour market, thus significantly reducing the level of gender inequality within households in Makanye village. This is due to the argument that inclusion of women in the labour market increase their economically independence. Thus, the engagement of women in the labour market

increases women's economic independence which is a great sign for the diminishing of gender inequality.

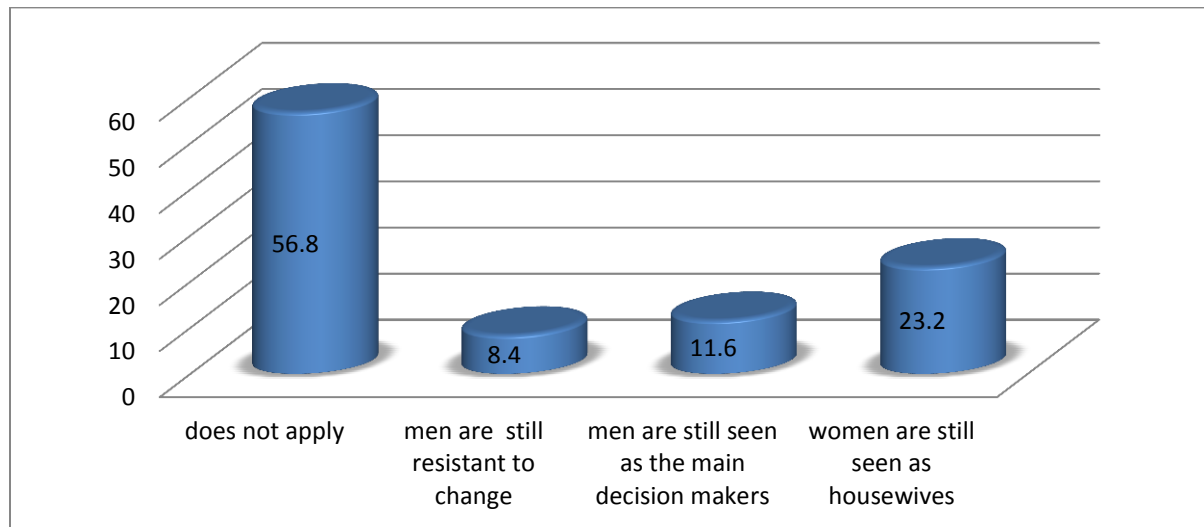
The increase of women in the labour market by the government was done to liberate women from the previous marginalisation as a result of cultural and traditional beliefs within household. Women in the labour market are able to influence decisions that affect them at their work place. As a result of the engagement of women in decision making in the labour market it will be constructed even within household in Makanye village. Table 10 shows that the percentage of women in the labour market has increased, thus helping in women empowerment.

The increase of women in the labour market reduces the manifestation of gender inequality within the household. However, it can be stated that in advancement of women in the labour market increases their chance of being liberated from past marginalisation and reduce the level of gender inequality. However, due to the maintenance of masculinity by men within the household, women who are economically independent are likely to suffer from domestic violence and divorce. Thus, tradition has an effect on the manifestation of gender inequality within the households even though the effects of traditions are slowly diminishing in rural areas. However, for the achievement of gender equality, men should change their attitudes on how they view women and start to see them as playing an important role in economic development.

#### 5.7.4. Cultural barriers that are a hindrance in achieving gender equality in Makanye village

It was stated in chapter 1 that rural people still believe in traditions and culture which disadvantaged women than men. Thus, rural households are facing cultural barriers that do not favour the liberation of women. Women were always viewed as housewives and not as agents of development, thus the majority of women were not engaged in the labour market. The marginalisation of women in rural areas hinders the achievement of gender equality and poverty within the household. Domestic violence and male bias were found to be the contributing factors towards the manifestation of gender inequality within rural households.

Figure 8: Cultural barriers that are a hindrance in achieving gender equality within the rural household



Traditional and cultural beliefs in South African rural areas have always had an impact on the lives of women. Figure 8 shows that 56.8% of the households say that cultural barriers do not apply in rural areas meaning that there are no longer cultural barriers that hinder that achievement of gender equality. Figure 8 indicates that 8.4% of the households say that men are still resistant to change, thus hindering the achievement of gender equality and women empowerment within the community and in the household. Furthermore, figure 8 shows that women are still seen as housewives within households in Makanye village.

It was stated in chapter 1 and 3 that the cultural and traditional customs have always marginalised women within households in Makanye village. Furthermore, men are the ones that are valued more than women in rural areas which makes women to be the subordinates. However, the impacts of cultural barriers on women have been drastically reduced as members of the households (56.8%) said that the cultural barriers are no longer applicable in Makanye Village. The majority of women are no longer working long hours doing household work which helps resolving gender inequality in Makanye village. The cultural implications that were hindering the liberation women from discrimination and marginalisation are diminishing in Makanye village which influence the level of gender inequality. The increase of women in the labour market, in decision making, in heading households, as breadwinners, and the reduction in

domestic violence, women as house wives and males bias indicate that there has been a drastic decrease in the level of gender inequality within household in Makanye village.

There are households that still experience the effects of those cultural barriers (cumulative 43.2%) in Makanye village. The resistance of men as the head of the household, decision makers and breadwinners shows that women are still facing a difficult situation. The more women are still seen solely as housewives and households managers, the more the achievement of gender equality within households will remain to be a pipe dream that is will never the realised. The persistence of male dominance within household helps in the manifestation of gender inequality in Makanye village. Even though the level of cultural barriers has been reduced, there is still a high percent of households that are still experiencing the effects of culture and tradition within their household. Thus, the achievement of gender equality remains a pipe dream for Makanye village.

## 5.8. The construction of gender inequality within the household in the context of the democratic dispensation in rural Makanye Village

Women in the households were not valued like men and they were not allowed to participate in certain things like making decisions within the households and attending community meeting. It was stated in chapter 3 that the manifestation of traditional beliefs that women are supposed to be in the kitchen while men are the providers conditioned the manifestation of gender inequality. Men were constructed to be the heads of the households and the decision makers while women are remain housewives. Furthermore, the impact of domestic violence within the households also helps to marginalise and silence women thus, making it difficult to achieve women empowerment and gender equality.

### 5.8.1. The involvement of men to resolve the manifestation of gender inequality

It was stated in chapter 3 that women and men within households undertake different duties which construct to their children. Women undertake most of the work, while men did little to help their female counterparts. This shows that men took advantage and exploited women in

making them to do most of the things within the household, thus making women to fall on the bottom of the hierarchy. This conditions the manifestation of gender inequality within the household, helping to silence women and making them to have a mindset that they should always be men's subordinates.

Table 13: The involvement of men to reduce gender inequality

<b>The involvement men helping to reduce gender inequality</b>			
		Frequency	Percent
Valid	not doing enough	25	26.3%
	some are helping to resolve gender inequality	68	71.6%
	they help women to be part of the decisions	2	2.1%
	Total	95	100.0%

Table 13 shows that 26.3% of the households indicate that men are not doing enough in helping address gender inequality within households in Makanye village. Furthermore, the table shows that 71.6% of the households say that some men are helping to resolve gender inequality. On the other hand 2.1% of the households say that men are engaging women to be part of the decision making process. The contribution that men make in resolving gender inequality within households can result in the achievement of gender equality in Makanye village. Men's attitude towards the achievement of gender equality is of profound importance as they were the ones that were silencing women prior 1994.

It is evident that the level of men who are not supporting the issue of gender equality within the household is slowly diminishing. The percentage of men who are still resistant towards helping women move out of marginalisation is going down in rural areas. The reduction of men who do not support their female counterparts and helping to resolve gender inequality facilitates in the reduction of domestic violence. Men who are still resistant to the change happen to abuse their female counterparts to silence them. This resistance of men's attitude helps in the manifestation of gender inequality and domestic violence.

The involvement of men in resolving the manifestation of gender inequality within the household is of profound importance in the achievement of gender equality in Makanye village. This is because men are the ones who were previously marginalising women and making them subordinates rather than decision makers within households. It is evident from table 14 that the percentage of men who are helping in resolve gender inequality has drastically is high (71.6%) in Makanye village. This helps in resolving gender inequality.

### 5.8.2. The likelihood of domestic violence due to women earning more the men

It has been argued in chapter 1 that women who earn more than their male counterparts are likely to be abused by their partners in order to maintain their masculinity. Women who earned more than men were likely to be abused by their husbands as these tried to maintain control within the household. The more men are threatened by the women’s economic independence, the more gender inequality will be hard to be achieved. This is because the attitude of men to see themselves as leaders within the household will still be there and therefore, domestic violence will persist. However, domestic violence has been reduced within the household since the DVA, 1998 was enacted. This shows that the level of abused women is reducing and men are no longer threatened.

Figure 9: The likelihood of women to be abused due to them earning more than men

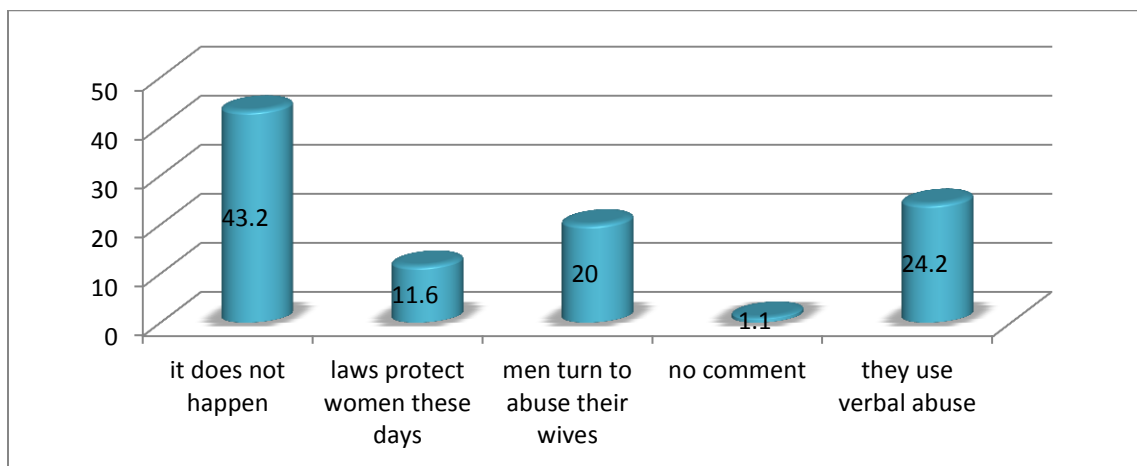


Figure 9 shows that 43.2% of the households say that it does no longer happen for men to abuse their wives because they earn more than them. Figure 9 shows that 11.6% of the households say that the laws enacted in South Africa protect women against abuse, thus, they are no longer abused when they earn more than men. However, figure 8 shows that 20% of the households say that men tended to abuse their wives because they earned more than them and they wanted to maintain control over their wives. On the other hand, 1.1% of the households have commented about the likelihood of men abusing their wives because they earned more in the labour market. Furthermore, 24.2% of the households say that verbal abuse is used by men within the household as a form of maintaining control over women.

It was stated in chapter 1 and 3 that the reduction of any form of abuse whether verbal, physical, psychological or emotional abuse on women makes it possible for the achievement of gender equality within households. Forty-three point two (43.2%) percent of the households shows that women are not abused as they earn more than men in Makanye village. This indicates the change in attitudes on the part of men towards women. Hence, men are no longer threatened by women's economic independence within household in Makanye village. Men are realising the important of women in the fight against gender inequality within the households. This helps to eradicate the marginalisation of women within households in Makanye village. The diminishing of tradition and cultural beliefs certainly help in the achievement of gender equality and the reduction of domestic violence.

Furthermore, the reduction of abusive men who want to maintain their masculinity and control over women is due to be protection provided to every citizen of South Africa by DVA, 1998. The DVA, 1998 and the Constitution have assured protection to women and every citizen of South African in order for them to enjoy their human rights. The lack of abusive men due to the protection that women get from the acts and legislations shows that women are been liberated within households in Makanye village. This is helping in the reduction of the manifestation of gender inequality within households. The change in the way women were previously perceived is changing, hence help in the achievement of women empowerment within households.

Furthermore, 20% and 24.2% of the households indicate that women are still abused while others experience verbal abuse. The persistence of domestic violence helps in the manifestation of



gender inequality. Men who turned to abuse women show that they are threatened by women's economic independence and they fear to lose control over them. Many men still abuse their female counterparts within households in Makanye village. This was constructed from the traditional and cultural belief that women should be housewives while men should be the providers of their households. Thus, maintaining men's masculinity within the households helps in the manifestation of gender inequality. Verbal and physical abuse that women are exposed to is a criminal offence and it should be reported to the police. The more the domestic violence is not reported it will condition the manifestation of gender inequality within households.

However, not every household in Makanye Village share the same sentiments concerning the likelihood of men abusing their wives when they earn more than their husbands. Only 1.1% of the households in Makanye Village did not comment on whether men were likely to abuse their wives if they earned more than them. It was found that many women do not speak out because they do not want to expose their husband. On the other hand, some say they regard it as a form of disrespect to their husbands, thus help in the manifestation of domestic violence and gender inequality within the household.

### 5.8.3. The involvement of women in community projects that empower them

As discussed in chapter 3 that the involvement of women in community projects help to increase their voice in decision making in the community. This will help reduce the persistence of gender inequality within households. Women are agents of development and should participate in the community project for them to be empowered. This helps in the reduction of gender inequality within households. The more women are engaged in the community project, the more they will be empowered and consequently, the realization of gender equality in Makanye village.

Table 14: The involvement of women in community projects that empower them

<b>The involvement of women in community projects that empower them</b>			
		Frequency	Percent %
Valid	agree strongly	80	84.2
	agree moderately	9	9.5
	Undecided	2	2.1
	disagree strongly	4	4.2
	Total	95	100.0

Table 14 shows that 84.2% of the households agree strongly that the involvement of women in community projects helps to empower them. Moreover, only 9.5% of the households agree moderately that the involvement of women in community projects helps to empower them. However, only 2.1% of the households are still undecided. This means that some of the people in the village still do not know the contribution of women's projects. Table 14 shows that only 4.2% of the households disagree moderately with the statement that says the involvement of women in community projects helps in the empowerment of women in rural households.

The cumulative percent of 93.7% of the households agree that the involvement of women in community projects help in the empowerment of women in the community. The participation of women in community projects is of paramount importance in striving to fight the persistence of gender inequality in Makanye village. Community projects help women to participate in decisions that affect them and their community. The empowerment of women in the village reduces the marginalisation within the households. This will result in the reduction of gender inequality within the household. The change in attitude of men on women encourages joint decision making within household and thus, help in the reduction of gender inequality in Makanye village.

Moreover, the involvement of women in the community projects help in increasing household poverty. The reduction of gender inequality helps in realising democratic freedom that was assured to us in the Constitution of South Africa, 1996. As it was stated in chapter 2 that democratic freedom will never be realised if women are still marginalised, oppressed, abused

and silenced. Thus, the more women are being liberated from all forms of discrimination and marginalisation within households in Makanye village, the more freedom will be realised in South Africa. Furthermore, the data affirm what the literature said about the involvement of women in community projects help them achieve empowerment and gender equality within households.

However, there are some households that do not agree that community projects help women to be empowered in Makanye Village. This shows that not everyone sees the fruits of the involvement of women in community projects. This shows that there are still problems that need to be addressed within the community that hinder the achievement of women empowerment. The failure to address these problems (male bias, male domination, traditional leaderships and the hierarchical structures found within the households) in Makanye village, gender inequality will be difficult to eradicate.

## 5.9. Conclusion

According to the survey in Makanye the cultural and traditional customs are still vision. This is due the present of domestic violence and male biasness within household. The persistence of domestic violence and male biasness conditions the manifestation of gender inequality within households in Makanye village. Domestic violence is a major concern that hinders the achievement of gender equality. Women still do not report acts of domestic violence as they fear to be victimised by their abusers. This shows that women are marginalised within households in Makanye village. Thus, the marginalisation and discrimination of women within households presents the entrenched cultural and traditional customs. The cultural and traditional customs conditions the persistence of gender inequality in Makanye village.

Furthermore, women in the labour market are taking up leadership roles and this helps them to be empowered. As a result of empowerment of women and their economic independence, women are able to influence decisions within households and at the same time able to become breadwinners in Makanye village. The participation of women in decision making helps in resolving the level of gender inequality within households. The commitment by the government

to increase women in the labour market is of paramount importance in the fight against gender inequality within households. However, regardless of the engagement of women in the labour market, there are still men who are still resistant to change their cultural attitudes. In the chapter that follows, the study focuses on the summary and recommendations.

## **CHAPTER 6: SUMMARY AND RECOMMENDATIONS**

### **6.1. Introduction**

The aim of this chapter is to provide the summary and recommendation of the dissertation, showing how the study has unfolded. The recommendations of the study are drawn from the research findings. The chapter is divided into three sections and the first section is the introduction. The second section is the summary of the research and the last one section is recommendations.

### **6.2. Summary of the study**

The aim of the study was to investigate the construction of gender inequality within the household in the context of democratic dispensation. The study was conducted at Makanye Village, ward 27, Polokwane local municipality in Limpopo Province. The discussion of chapter 1 explained the introduction and background, statement of research problem, research design and methodology, structure of the study and ethical consideration. The attitude of men to maintain control and masculinity over women within the household was found to be one of the contributing factors towards the construction of gender inequality. The engagement of women in the labour market that enhance their position and their status in the community was discussed. Chapter 1 again discussed the issue of the involvement of women in labour market that they continue to be secondary breadwinners within households.

The government of South Africa enacted legislations and acts to address the persistence of gender inequality within the household and poverty. The acts and policies were discussed in order to show how gender inequality has been addressed in the country. Chapter 2 of the dissertation focused on the following legislations, acts and policy used to resolve gender inequality. The Constitution of South Africa, 1996 showed that every citizen of South Africa has rights and that these rights should be respected regardless of gender or ethnicity. The provision of the rights in the Constitution of South Africa, 1996 and the Bill of Rights was done to liberate both men and women from oppression and marginalisation. The discussion showed that

regardless of these rights, gender inequality in the rural household is yet to be eradicated and that women are still abused.

The factors that helped in the manifestation of gender inequality discussed in the dissertation are the following: domestic violence, male domination, unequal allocation of resources in rural households, male biasness, maintenance of masculinity and control over women. The unequal distribution of roles and responsibilities that women and men undertake within the households help in the manifestation of gender inequality were discussed in depth (chapter 3). Gender mainstreaming and MDGs are some of the strategies that help to resolve gender inequality were discussed in chapter 3. WID and GAD are discussed as other ways of making sure that women form the central part in development so that they can be empowered in the community. GAD was seen by feminist scholars as the one organisation that addresses gender issues rather than focussing on women alone. It was discussed that dealing with women alone as a way of addressing gender will not work and the dream of achieving gender equality will remain a pipe dream that will never be realised.

As a way of making sure that data were collected accurately, research design and methodology was used. Qualitative and quantitative approaches were used in the study (chapter 4). Two types of data were collected which are primary data and secondary data. Secondary data were collected by reading and synthesising journal articles, reports and legislations. Primary data were collected at Makanye Village through a questionnaire schedule.

It was clear from Makanye Village that traditions and cultures still have deep roots that will make it hard for the achievement of gender inequality. However, it shows that there has been an improvement in the women's entry in the labour market. Thus, regardless of the deep rooted traditional beliefs in Makanye Village, slowly women are being liberated from their past marginalisation and all forms of discrimination. This is a good sign in the striving to achieve gender equality within the household. However, there are women who are abused within the households and help in the manifestation of gender inequality. Men use domestic violence in order to control women and make them their subordinates.

### 6.3. Recommendations

Due to the persistence of gender inequality within the households, especially in rural areas, there should be a change of attitudes towards both males and females so that people will be viewed the same way and equally. Both men and women should be included in decision making. The more women and men are participate together within the household in decision making and doing even households duties together, the more men will understand the importance of women in the reduction of poverty. However, many household responsibilities were given to women, making these overwork and not giving them enough time to rest, while men's responsibilities were only a handful. Thus, the traditional responsibilities that both women and men were constructed to do should be changed and both husband and wife should help each other within the household. Most importantly men should not see women as their subordinates. Furthermore, the creation of a good relationship between wife and husband will make them respect each other and life will become better.

- **Collaboration between villagers and police in fighting domestic violence**

Respect with the household should be increased and domestic violence should be eradicated. The act of abuse both in the community and within the household should be reported to the nearest police station promptly. The community should work together in order to alleviate the act of domestic violence. This working together with the community will increase trust within community members, thus making it simple to alleviate domestic violence. The police should be included in the fight against domestic violence. Many people do not report acts of abuse within the household because they fear to be victimised by the abuser. Thus, protection should be given to the victims so that they will not suffer further abuse. The commitment of the police and the community in fighting domestic violence will result in the reduction of domestic violence in the community. The reduction of domestic violence within the community will facilitate the improvement of women's status and the reduction of poverty and gender inequality.

- **The enforcement of the DVA, 1998**

The enforcement of the DVA, 1998 should be carried out and villagers should know that their rights and freedom are protected at all times both by the law and by the village in which they live. The more villagers are informed about the protection the DVA, 1998 offers and how victims can be protected from further victimization, the more they will be able to report any act of abuse within households. Workshops should be conducted to educate the villagers about domestic abuse and how to curb it. Every citizen of South Africa should be aware of the impact of domestic violence within the household and how it helps in the persistence of poverty in the community. Men should be at the centre of these campaigns in order to encourage other men to stop domestic violence and help in making South Africa. The involvement of men in the campaigns will help reduce the level of gender inequality within the community and even in the household. Also, traditional beliefs that marginalize women should be discouraged.

- **Mainstreaming women at the centre of development in rural areas**

Women who are empowered will be able to make decisions without any fear of victimisation. Women should be mainstreamed at the centre of development so that they are able to make decisions that will help in the reduction of poverty. As women are allowed to make decisions in the communities gender inequality will be reduced. However, the community should create projects within the community that will help generate income at the same time helping to empower women. Women should be allowed to take up leadership positions in order to empower them and at the same time getting them be involved in community projects. The contribution of the community in trying to improve the status of women in rural communities will help in the reduction of gender inequality. Furthermore, the community should establish food garden projects within the community to reduce the level of poverty. The more the whole community learns to do things for themselves and putting women at the centre of the projects, the more they will be able solve their problems by themselves instead of waiting for the government to do so.. This will create sustainable projects that will have the potential to eradicate the high level of poverty and the marginalisation of women. That will improve the standard of women within the community and will certainly reduce the persistence of gender inequality within the household.



However, in order for the community to realise the reduction of gender inequality and poverty, the government should help in the achievement of gender equality and poverty free generation. . The government should build infrastructure that will accommodate both women and men to help the community move out of poverty. The involvement of women and men in deciding the type of infrastructure to be built is of key importance and will help in the maintenance of the infrastructure. This will increase job opportunities within the community which will help increase the income within the household.

- **Resolving cultural and traditional beliefs to achieve gender equality**

Resolving gender inequality from a neoliberal approach alone will not yield the fruits of gender equality in the near future. This is due to the fact that, neoliberal-modernisation focuses on the economic development as a way of increasing women in the labour market, which will result in women being empowered. But at the same it neglects the cultural and traditional beliefs that hinder the liberation of women. Thus, the integration of both neo-liberalisation approach (top down approach) and eradicating cultural barriers (bottom up approach) in resolving gender inequality can help in the achievement of gender equality in rural areas. Women will be able to be empowered and at the same time all the barriers (abuse, women subordination, marginalisation of women, hierarchical structures within the households and women as housewives) will be resolved thus, making it easy to achieve gender equality and the eradication of poverty in rural areas.

- **Shared responsibility between men and women within the households**

Men and women should have equal allocation of duties in order to make sure that there is equality within the house. This will help in making sure that men's attitudes towards the liberation of women are changing. Thus, the level of gender inequality will drastically reduce.

- **Recommendation for further research**

The hierarchical structure within the household as a result of tradition and cultural beliefs in rural areas should be researched. Furthermore, research should focus on the implementation of

Affirmative Action policy, Employment Equity Act, 1998 and Domestic Violence Act, 1998 in South Africa. The main focus should be the effective implementation of these policies and acts without threatening the country's democracy. It was stated that the human rights protect criminal and hinder the eradication of gender violence.

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## Appendix: questionnaire

### A household questionnaire of Makanye village 2011

The title of the research project:

The Construction of Gender Inequality within Households in the Context of a Democratic Dispensation: The Case of Makanye Village in Limpopo Province

This questionnaire survey is designed to solicit data from Makanye households. The study is meant for the attainment of Masters in Administration degree, which is registered in the Department of Development Planning and Management, University of Limpopo (Turfloop Campus) South Africa. The study guarantees the respondents anonymity.

#### **Section A: Demographic profile**

1. The number of people in this household  
 2 or less                       3 to 5  
 6 to 8                               9 and more
  
2. The breadwinner in this household  
 husband                               Wife  
 children
  
3. The head of the household  
 Man                                       Woman  
 Older kid
  
4. Who is the main decision maker in the household?  
 Men                                       Women  
 other (specify) \_\_\_\_\_







18. How is traditional leadership impacting on the advancement of women's status?

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**Section E: To find out whether or not there mismatch between national gender equality and household gender inequality**

19. How has mainstreaming women form the central part of rural development changed in the past 10 years?

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20. How will you rate the improvement of women in the labour market in the past 10 years?

- No noticeable change during this period
- Decreased some years and increased some years
- Decreased every year
- Increased during some years
- Increased every year

21. Do you think the government is doing enough to improve the status of women in rural areas?

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22. What are the cultural barriers that hinder the achievement of gender equality?

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**Section F: The construction of gender inequality within household in the context of democratic dispensation**

23. How do men help in resolving the problem of gender inequality in the community?

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24. Do women earning more than their husbands likely to be abused because men want to maintain their masculinity?

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25. Please specify with an X how much you agree/disagree with the following statement. The involvement of women in community projects and meeting help to empower women in the community.

I Agree Strongly

I Agree Moderately

I am Undecided

I Disagree Moderately

I Disagree Strongly

Please explain:

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**Section G: To recommend measures that will help alleviate household gender inequality and bring about gender equality within the households**

26. What do you think should be done in order to bring about equality between men and women within the households?

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27. What can the community help in trying to improve the status of women in the community?

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28. What measures should be put in place by the government to bring about equality between men and women?

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29. What can be done to reduce domestic violence in the community?

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