Determining the Factors that Influence Female Unemployment in a South African Township

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DECLARATION

I declare that:

Determining the Factors that Influence Female Unemployment in a South African Township – The Case of Bophelong

is my own independent work, that all the sources quoted have been indicated and acknowledged by means of complete reference and that I have not previously submitted this dissertation for a degree at any University.

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ABSTRACT

Unemployment is the most popular indicator of the country's economy. As popular as it is, it remains difficult to define and to measure. This is the reason why different economists have different views of where South Africa really is as far as the unemployment rate is concerned. Female unemployment in South Africa is relatively high and much attention should be given on that issue. Some females are uneducated; others lack the skills while others are discouraged due to lack of vacant positions within their area.

The consequences of unemployment are devastating and remain one of the most significant challenges for South Africa (Naude & Serumaga-Zake, 2001:261). These consequences range from decreased standards of living to degradation of society as a whole through crime, and community unrest (Barker, 1995:113).

This study aims to investigate the factors that have an influence on the employment status of females in Bophelong Township, to determine if variables such as age, marital status, education level and income have any causal effect on the employment status of females. The results of this study will then help policy makers to create and design strategies that will help achieve the objective of unemployment reduction.

Key Words

Unemployment, females, marital status, education, income levels, Bophelong, female headed households, household structure.

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AMOS : ANALYSIS OF MOMENT STRUCTURES

ASGISA : ACCELERATE AND SHARED GROWTH INITIATIVE OF SOUTH AFRICA

ELM : EMFULENI LOCAL MUNICIPALITY

EOWW : EQUAL OPPORTUNITY FOR WOMEN IN THE WORKPLACE ACT

GDP : GROSS DOMESTIC PRODUCT

GEAR : GROWTH, EMPLOYMENT AND REDISTRIBUTION

IALSS : INTERNATIONAL ADULT LITERACY AND SKILL SURVEY

IMF : INTERNATIONAL MONETARY FUND

IOL : INTERNATIONAL LABOUR OFFICE

OECD : ORGANISATION FOR ECONOMIC CORPORATION AND DEVELOPMENT

RDP : RECONSTRUCTION AND DEVELOPMENT PROGRAMME

SPSS : STATISTICAL PACKAGE FOR SOCIAL SCIENCES

STATS SA : STATISTICS SOUTH AFRICA

USDL : UNITED STATES DEPARTMENT OF LABOUR

CHAPTER 1: THE PROBLEM AND THE SETTING

1.1. INTRODUCTION

Unemployed people are those that are without work during a specified period; are willing to work and are actively looking for work. In South Africa, this unemployment problem poses a significant challenge (Naude & Serumaga-Zake, 2001:261). The consequences of unemployment range from decreased standards of living to degradation of society as a whole through crime, and community unrest (Barker, 1995:113).

According to Levinsohn (2007:1), South Africa's unemployment levels have all but doubled in the years since apartheid, despite the increase in the labour force. The ethnic groups that suffered under the apartheid regime bear the cost of this unemployment. The end of apartheid should have signalled the end of disparity in South Africa, however, this is not the case. Banerjee *et al.* (2006:3) and Levinsohn (2007:1) indicate that the increase in unskilled Black females entering the labour force at a time when demand for labour declined and the popularity of skills-biased technology rose, led to a sharp increase in the employment gap in South Africa. Gender, and more specifically, gender gaps in earning and obstacles to labour market entry in particular industries is a prevailing condition that is not likely to change in the future (Ben-Har, 2006).

According to Haddad (1991) and Kennedy and Bouis (1993) females still have the lowest socioeconomic status than those of their male counterparts. One of the elements of rapidly increasing levels of poverty amongst females is the division of labour by gender. Females are perceived as caregivers and mothers. Any function that they perform is considered an extension of their domestic roles. Females are perceived as targets for social assistance and males as targets for employment based on a male breadwinner model (Eboiyehi *et al.*, 2006:646).

Female unemployment is a particular concern in South Africa. According to Statistics South Africa (2011:52), unemployment rates among females are higher than those among males in South Africa. The official rate among males in the last quarter of 2011 was 25.6% when for females was 34.6%. During the same period, the expanded definition shows the rate of unemployment among females to be

46.0% and 34.2% for males. The unemployment rate among white males is lower than the other groups while the rate of unemployment for black females is the highest in the margin; with the rate of unemployment among white males being 5.0% and 41.2% for black females.

1.2. PROBLEM STATEMENT

There is great variation in female labour force participation across the world and in most countries; labour force participation rates are lower for women than for men. As neither the strict or expanded definition of unemployment includes unpaid family-orientated labour, there is no clear answer as to why so many females remain unemployed (Mahlwele, 2009). This study aims to identify the factors that influence unemployment among females in a South African township in order to determine if the level of unemployment is a consequence of such factors within the economy or is related to other causes such as social pressure, family responsibility, religion, nationality, etc.

The identified factors are then analysed to determine any significant relationship between them and the status of employment among females. The study also aims to investigate not only the relationship but also the existence of a causal effect between the dependent and independent variables.

1.3. OBJECTIVES OF THE STUDY

1.3.1. Primary objective

The primary objective of this study was to determine the factors that influence female unemployment in a South African township.

1.3.2. Theoretical objectives

In order to achieve the primary objective, the following theoretical objectives were formulated for the study:

• To review theoretical and empirical literature concerning unemployment, its measurement and perceived causes;

• To review theoretical and empirical literature concerning barriers to female labour force participation in particular industries, gender earnings gaps and perceived employment roles per gender;

• To review reasons why female employment should be prioritised; and

• To make recommendations to the policy makers on strategies to alleviate unemployment

1.3.3. Empirical objectives

In accordance with the primary objective of the study, the following empirical objectives were formulated:

• To determine the demographic and socioeconomic factors that may have an influence on female unemployment in the study area;

• To identify factors that discourages female jobseekers to pursue job opportunities;

• To identify perceived obstacles to labour market entry; and

• To determine the relationship between employed and unemployed females of Bophelong.

1.4. RESEARCH DESIGN AND METHODOLOGY

This study comprises of a literature review and empirical study. A quantitative research using the survey method was used for the empirical portion of the study.

1.4.1. Literature review

Secondary data sources include relevant textbooks, government publications, website articles, journals and reports relating to unemployment. The literature study defined unemployment in general and female unemployment in particular. The literature study also contains possible strategies that may assist with the alleviation of this problem.

1.4.2. Empirical study

• **Target population**

The target population is the residents of Bophelong Township. The target population is defined as follows:

- Element: Male and female head of household;
- Sampling unit: Bophelong Township households;
- Extent: Gauteng, South Africa; and
- Time: 2013

- **Sampling Frame**

The sampling frame consists of economically active females who are either unemployed, informally employed or not actively seeking employment.

- **Sampling method**

The sampling technique that is used in this study is a non-probability, convenience sample of 300 households within Bophelong Township.

- **Sampling size**

The sample size consists of 300 households, which exceeds previous studies conducted in Bophelong Township by Slabbert (2009) (sample size of 286) and Sekatane (2004) (sample size 174).

- **Data collection method**

Data was collected using a structured questionnaire adapted from Slabbert (2004) and Charlseworth (2010).

1.4.3. Statistical analysis

The Statistical Package for Social Sciences (SPSS) and AMOS, Version 20.0 for Windows was used to analyse the captured data. The following statistical methods were used on the data set:

- Reliability and validity analysis;
- Descriptive analysis; and
- Significance tests

1.5. ETHICAL CONSIDERATION

The research conforms to the ethical standards of academic research. Voluntary participation was assured, and no participants were forced to participate against their will. All participants are free to decline participation or withdraw from the survey at any point in the research process. The confidentiality of the participants' information was guaranteed and their identities and interests are protected.

1.6. CHAPTER CLASSIFICATION

This study comprises of the following chapters:

Chapter 1 The problem and the setup:

In this chapter, a brief introduction of the unemployment crisis in the South African economy was given and narrowed to focus on gender specific unemployment. Background to the study area was provided and the study objectives were then stated.

Chapter 2 Conceptual framework:

In this chapter, available literature regarding unemployment was herewith discussed. Methods of unemployment measurement were discussed with the historical and current status of employment in South Africa outlined.

Chapter 3 An empirical study and methodology:

This chapter provides a discussion of the target population, the sampling frame, the sample method that used as well as the sample size. The method of data collection and administration of the questionnaire is outlined and discussed. The method of statistical analysis is discussed.

Chapter 4 Results and findings:

The results of the questionnaire are analysed, interpreted and discussed.

Chapter 5 Summary of findings, conclusions and recommendations

This chapter concludes the study and provides recommendations. Any limitations to the study and opportunities for further research are identified.

CHAPTER 2: THE CONCEPTUAL FRAMEWORK OF FEMALE UNEMPLOYMENT

2.1.   INTRODUCTION

The term 'unemployment' was not included in the Oxford English Dictionary until 1888 even though the term was used in official reports of 1830s. The meaning of the term was still clear that it was a person who normally worked but for some given reason, could not find work. There are many causes, forms and types of unemployment which economists have distinguished, which may also include those people who are voluntarily unemployed for a brief period (Burnett, 1994:3-4).

Most industrialised countries seemed to have found the secret to full employment during the period 1960 to 1970; with their unemployment rates ranging between 4% and 7% and not rising higher than 3% in the European countries and Japan. Things have changed since then, however, with the average rate of unemployment in member countries of the Organisation for Economic Corporation and Development (OECD) climbing to almost 9% since 1973 (Godfrey, 1986:1). Since that historic transition, unemployment remains high because of automation, globalisation, efficiency and other factors that countries no longer need the share of people working that they had in the past. It is clear that this crisis is permanent and better economic times will not make the problem go away (Huntington, 2013:1).

This chapter describes the literature relevant to this study. This chapter is organised as follows: the definition of unemployment, types of unemployment, causes and consequences of unemployment and the dimensions of female unemployment.

2.2.   DEFINITION OF UNEMPLOYMENT

Unemployment is a well-known topic and everyone knows that it is bad for the economy but it is difficult to define and to measure. It is known that a person who is looking for a job but cannot find one is unemployed but what about those that are not actively looking for a job? What about the part-time employees? What about those that are working only for a short period of time? What about those that are employed in informal sectors and those that are employed illegally? These are the questions that make it difficult to define and to measure unemployment in a country (Mohr *et al.*, 2008:498).

2.2.1. Unemployment defined

McLaughlin (1992:58) states that the definition of unemployment, recommended by the International Labour Office (ILO) is when a person:

Did not work during the survey reference week (usually the week prior to interview); he or she is available to start work immediately; and he or she looked for work during the reference week or was waiting to start work in a job already found.
An unemployed person is one out of work and who:

Has actively looked for jobs during the previous four weeks, or is waiting to be recalled to a job after having been laid off. Having looked for a job in the past four weeks proves that the person has an active interest in working (Dornbusch *et al.*, 2008:150).
Stats SA, (2000:xv) provides the official definition of unemployment as those people who are within the economically active population who:

"Did not work during the seven days prior to the interview; want to work and are available to start work within a week of the interview; and have taken active steps to look for work or to start some form of self-employment in the four weeks prior to the interview."
The expanded definition of unemployment does not include the last criterion above but does include discouraged job seekers (i.e. those who have not taken active steps to find work in the four weeks prior to the interview but said that they were unemployed) (Stats SA, 2000:xv). It has been argued, however, that the expanded measure of unemployment is a more accurate reflection of joblessness than the official definition in the South African conditions (Kingdon & Knight, 2007:814).

The shortcoming of the official definition is the last criterion which is not always realistic in developing countries. If there is no work available in that particular region, then the unemployed persons will cease to actively look for work regardless of their desperate need for the job (Barker, 2007:174).

According to Barker (2007:174-175), the unemployment rate (U_r) determined as the number of unemployed people as a percentage of the total economically active population (this includes both the employed and the unemployed). It is thus written as:

$$\textbf{Unemployment Rate } (U_r) = \frac{\textbf{Number of unemployed people}}{\textbf{Economically Active Population}} \textbf{ X 100}$$

The number of unemployed people in this formula presents a big problem with reference to different ways to define unemployment. In South Africa the formula is applied using the definitions provided by Stats SA above.

Stats SA (2013) presents the following labour market indicators according to both the official and the expanded definition of unemployment in Figure 2.1 below. Approximately 4, 6 million people were looking for work in the first quarter of 2013. The official unemployment rate increased from 23.5% in the fourth quarter of 2008 to 25.2% in the first quarter of 2013. The lowest rate South Africa ever saw was in the fourth quarter of 2008 at 21.8%. The expanded unemployment rate was 36.7% which is the highest rate since 2008.

Figure 2.1: Official and Expanded Unemployment Rate
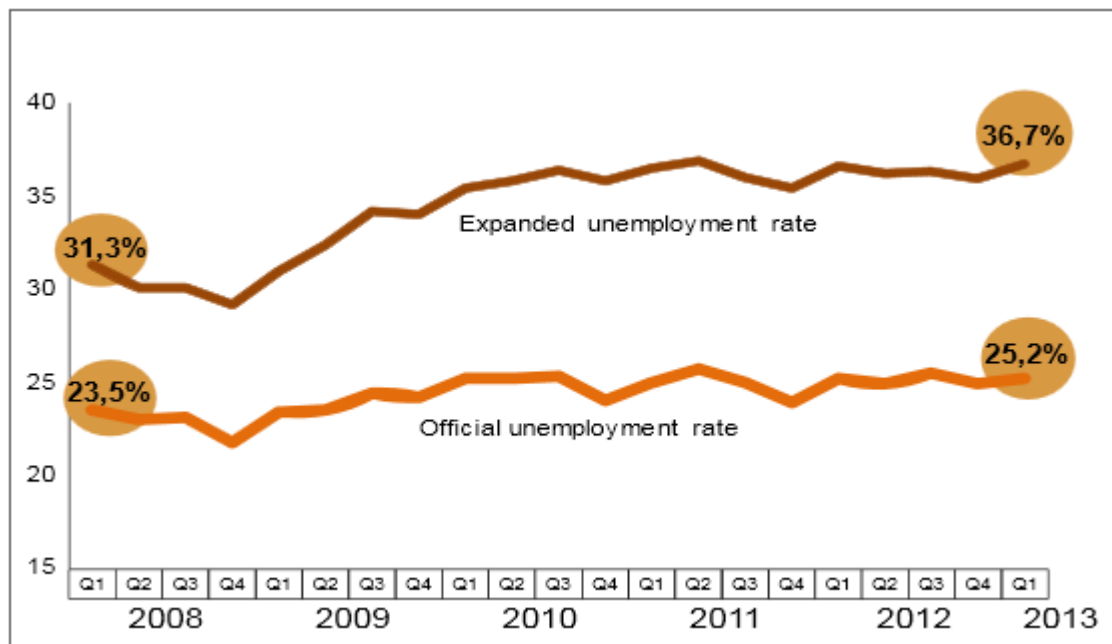
Source: Stats SA, 2013

2.2.2. Measures of unemployment

According to Barker (2003: 203-204), there are a number of different ways used to measure unemployment and this is the reason why comparison with unemployment from other countries is sometimes inconclusive. The four broad approaches are:

- **The census method**

The status of the population is determined by asking individuals about their economic status. This method takes place periodically and only a few questions relating to unemployment can be included (Barker, 2003:203).

- **The difference method**

The number of the unemployed is calculated by subtracting the economically active people from those that are in employment (Barker, 2003:203).

- **The registration Method**

This method depends on unemployed people to register as such with the Department of Labour in order to qualify for unemployment benefits. Many people do not register and therefore the numbers of unemployed people released by the Department of Labour may not be as accurate (Barker, 2003:203).

- **The sample survey method**

A survey is carried out to determine the economic status of members of a number of households. One example of such a survey is the Labour Force Survey of Statistics South Africa. This survey is on a sample basis and is required to calculate the unemployment rate of certain groups (Barker, 2003:204).

- **The natural rate of unemployment**

There is an amount of unemployment which is associated with the full-employment level of output called the natural rate. The natural rate of unemployment is the rate that arises from the existence of frictions in the normal labour markets when the labour market is in equilibrium (Dornbusch *et al.*,2008:104).

Barker (2007:176) states that there is no such thing as full employment, even in the most favourable economic conditions. The constant rate of unemployment exists when there is no excess demand or excess supply in the labour market. This natural rate of employment changes over time. One of the factors that might cause the natural rate of employment to change is the changing number of young workers who do not have a problem staying in between jobs, changes in the availability of information from the labour market and another factor can be the changes in the participation of women in the labour market.

2.3. TYPES OF UNEMPLOYMENT

The problem of unemployment can be addressed by distinguishing between the different types of unemployment. This can also assist in indicating the possible reasons of unemployment and it can be solved (Barker, 1999:165-166).

2.3.1. Frictional unemployment

McConnell *et al.* (1999:575) states that not all job seekers find and accepted employment and not all employers fill their job vacancies. Individuals will continuously:

- Quit their current employment and look for new ones;
- Look for alternative jobs after they have lost the old ones;
- Enter the labour market for the first time;
- Enter the labour market after taking a break for a certain period; and
- Move between jobs within 30 days (McConnell *et al.,* 1999:575).

In the same instance, employers will continuously:

- Search for individuals to replace those that have retired or quit;
- Discharge some employees in hopes to find better ones; and
- Look for new employees to fill vacancies created by the expansion of the firm (McConnell *et al.,* 1999:575).

According to Dornbusch *et al.* (2008:103-104), there will always be some form of unemployment because they will be accounted for by labour market frictions caused by the labour market state of flux. It takes time for an individual to find the right type of employment at the right time; therefore there will always be frictional unemployment as job seekers continue to look for jobs.

Most South African job seekers are unable to make use of modern communications technology (such as telephones and computers) that other industrialised countries have the luxury of access to. It requires the South African job seekers to put more physical effort and take more time into the search process. Moreover, there is a variety of labour market restrictions that limit geographical and vertical mobility and other job seekers do not possess the required documentation to seek jobs through the normal channels (Mafiri, 2002:8).

Frictional unemployment does not suggest that there is a fundamental structural problem in the economy and it is not viewed by policymakers with alarm. This type of unemployment is actually 'productive' in a sense that the allocation of resources is improved by search activities of job seekers and employers. The solution to reducing this type of unemployment is easy. Job seekers can be provided with adequate information about available vacancies and employers be provided with information about unemployed workers (Borjas, 2010:504).

2.3.2. Structural unemployment

Structural unemployment occurs when there is a mismatch between those who are seeking employment and the types of jobs available. The mismatch may be due to skills, education, geographic area or age of the unemployed. An example of structural unemployment is a firm seeking skilled labour in an economy filled with young people with little education and experience or adults who have been laid off from unskilled jobs. This type of unemployment can also occur if jobs available are in a different area where there are barriers to mobility between labour markets that prevents job seekers to compete for available jobs (Kaufman & Hotchkiss, 2000:652-653).

Mafiri (2002:10-11) argues that structural unemployment occurs as a result of changes in the demand and supply of labour and it is part of the natural rate of unemployment. Structural unemployment shares many characteristics with frictional unemployment but the major differing factor is that structural unemployment is long-lived. The rapid growth of the labour force, skill-intensive machinery or an inflexible labour market may be some of the reasons why job opportunities do not increase fast enough regardless of high economic growth. The major part of unemployment in South Africa is structural.

Some plant closures and job cuts occur at unexpected firms such as those affected by import competition. The employment level is surprisingly volatile from one year to another and not affected by changing business cycles or by industry trends. Much of the structural unemployment results from a job seeker being at the wrong place at the wrong time. This type of unemployment depends on changes in labour demand and supply and on how fast firms adjust to mismatches (McConnell, *et al.* 2009:550).

Frederick and Fourie (1997:365-369) have compiled the following factors that may be possible causes of structural unemployment:

- Labour market is not a single market; it is a segmented market with isolated submarkets. Mobility between these markets is limited;
- High rate of population growth increases the labour force. Migrants also contribute to this factor;
- Fluctuations in the demand and production patterns can also affect the labour absorption in some labour submarkets;
- The long term decline in the performance of a country's economy;
- The use of high capital intensive machinery during the production process which is typical of the Western markets;
- Restricted geographical or occupational mobility of job seekers;
- The implementation of larger scale mechanised farming methods in the agricultural sectors has also contributed to structural unemployment; and
- The government intervention in the mining sectors and other major agricultural markets (Frederick & Fourie 1997:365-369).

2.3.3. Cyclical unemployment

According to Kaufman (1994:654), cyclical unemployment is manifested by the fact that there are not enough jobs to go around and that it is closely linked to the movement of the economy in the business cycle. On the upswing of the business cycle, there is increased spending and production in the economy which will force firms to re-hire those that had been laid off and hiring new entrants. The unemployment rate will then gradually decline. The pattern will however reverse during the recession, where sales and production declines prompting firms to lay off some employees and reduce the number of new entrants. In this instance, the unemployment rate will gradually increase.

Cyclical unemployment (also known as demand deficiency unemployment) is a product of recessions and depressions and they result from firms being forced to lay-off or discharge workers due to inefficiencies in the aggregate demand for labour. Previous studies strongly suggest that the main cause of cyclical unemployment is the decline in aggregate demand (McConnell *et al.,* 1999:579).

Barker (2007:177) states that cyclical unemployment can arise during recession periods when aggregate demand and demand for labour is low. During these periods new entrants to the job market are created for only a few job vacancies, if any, and the existing workers are retrenched. As soon as the economy improves, the cyclically unemployed workers are given jobs.

According to Borjas (2010:505), firms are looking for a smaller number of job seekers because of the reduction in consumer demand and employers lying off other employees. This then generates the cyclical unemployment. There is a high level of labour supply but the employers cannot afford to employ them due to the wages that cannot be adjusted downwards. Unions demand wage increases and the government imposes minimum wages into the labour market preventing the labour market to clear.

The Keynesian focus has been traditionally on cyclical unemployment with the explanation of unemployment that points out to insufficient expenditure. In the Keynesian view, the cyclical fluctuations of unemployment are caused by fluctuations in expenditure (more especially the private expenditure) and the shocks from the

supply side of the economy. Policymakers should take the following steps in the attempt to combat the unemployment problem (Frederick & Fourie, 1997:362-363):

- Implement the expansionary fiscal and monetary policy; and
- Tax cuts that can create incentives for production and investments

The Monetarist approach is also concerned with the cyclical unemployment but unlike Keynesian view, the unemployment problem is short-lived and can return to full employment after any economic disturbances. Normally operating market forces can eliminate the unemployment problem. If large deviation from full employment does occur, it will be caused mainly by government intervention. Government is the cause of, and not the solution for, unemployment. Opposing to the Keynesian view; Government should rather practice fiscal abstinence complemented by restrictions in money supply (Frederick & Fourie, 1997:363-364).

2.3.4. Seasonal unemployment

Seasonal unemployment occurs when employment is required for a certain period in a single year. People who are dependent on seasonal occupations are known as being seasonally unemployed. An example is a person hired to act as an Easter Bunny or Father Christmas during the Easter and Christmas seasons respectively (Ehrenberg & Smith, 1991:600).

Seasonal unemployment is similar to the cyclical unemployment because they both depend on the demand for labour. In the case of seasonal unemployment, however, it becomes easier to anticipate the unemployment and to follow a certain pattern over the year. Agricultural firms know how many workers they will need in order to pass the planting season and harvest season (Ehrenberg & Smith, 1991:600).

2.4. CONSEQUENCES OF UNEMPLOYMENT

Labour is one factor of production that cannot be saved and used later; it is always a loss to the society. Unemployment tends to bring about crime and violent unrest among other things (Mohr *et al.,* 2008:499). Sen (1997:160-164) suggested that unemployment has the following penalties:

- Loss of current output and fiscal burden - lower volumes of aggregate output have an impact on others such that potential national output is not realised and the productive power is wasted;

- Loss of freedom and social exclusion - individuals in the state of unemployment do not get to exercise much freedom of choice even beyond the decline in income earning. The unemployed are 'socially excluded' from certain opportunities that employed people can readily use. They are also excluded from pension benefits, medical entitlements and social activities such as life of the community participation;

- Skill loss and long-run damage – individuals who are out of work and out of practice can easily lose their skills and ability to perform better in comparison with an employed person who learns each day of work and acquires more experience by doing;

- Psychological harm – empirical studies by Jahoda, Lazarsfeld and Zielsel (1933), Eisenberg and Lazarfeld (1938), Bakke (1940a, 1940b) and Hill (1977) have proved how serious the effect of unemployment on individuals can be. It can also bring people to suicidal thoughts and the state of depression;

- Ill health and mortality – unemployment can also lead to an increased rate of mortality and some identifiable illnesses. This could arise due to loss of income, loss of self-respect and motivation from being unemployed for a long period;

- Motivational loss and future work – the unemployed are discouraged and less motivated to seek employment. Brehm (1966) has argued that other people have an opposite effect on that they actually get more encouraged to keep on looking for employment;

- Loss of human relation and family life – social relations can be disrupted and coherence within the family can be weak due to low self-esteem and a drop in economic means;

- Racial and gender inequality - groups that are mostly affected by scarce jobs are the minorities and this can heighten ethnic tension and gender division within the community;

- Loss social values and responsibility – people may feel rejected by the community that fails to give them an opportunity to earn an honest living which will in turn weaken their social values and they may be cynical about fairness of social arrangements and dependence on others; and

- Organisational inflexibility and technical conservatism – unemployment caused by technological change will lead to displacement of one's present job and leading to long-term unemployment. High levels of employment make reorganisation and rationalisation easier than in countries with low levels of employment (Sen, 1997:160-164).

2.5. FEMALE UNEMPLOYMENT

Before the stages of industrialisation, households were the unit of production and all family members were involved in this production. It continued so even in the early stages of industrialisation where some females worked in their households and in agricultural industries and others found work in the new factories, the mills and manufacturing industries. According to the 1851 Census, this pattern changed. Where there were only about 10% of married women in paid employment because of factors such as the growth of industrial work which was exclusively for males along with the Victorian ideology that a woman's place was in the home (Lawes, 1993:2-3).

Between 2002 and 2007, unemployment gender gaps was constant at around 0.5% with a higher global female unemployment rate at 5.8% as compared to the 5.3% of unemployed males (see Figure 2.2. below). Regional trends show that in Africa, Asia and Latin America, females had a higher unemployment rate than males whereas in advanced economies, the gender gap was negative (unemployment rates for males higher than the unemployment rates for females) (International Labour Organisation, 2012:v-vi).

Figure 2.2: Global Female and Male Unemployment (2002-2017)

Source: ILO, 2012

In 2008, the global unemployment rate for females was 6.3%, as compared to the 5.9% rate for males. The unemployment rate increased from previous years for both males and females which lead to a slight reduction in the gaps between the males and females. ILO stated that despite the efforts made to alleviate the problem, far fewer females participate in the labour market as compared to males (Raja, 2009:2-3).

According to ILO (2012:4-5), factors such as labour market segregation, educational attainment and the predominance of temporary contracts among women may be an explanation to this unemployment gap. Another factor for women leaving and re-entering the labour market is their family responsibility while men are usually expected to just move from one job to another. These interruptions that women are faced with can lead to skills obsolescence and reduced employability. The gaps in unemployment are also explained by the gaps in flows into and out of unemployment. The outflow rate is the probability of a person moving from unemployment into employment and the inflow rate is the probability of a person moving from employment into unemployment.

Dubihlela (2010:47) explains some of the general factors influencing the unemployment rate of South Africans using Table 2.1 below. The sample of 402 000 economically active population in South Africa was used to explain these reasons, some of which can be for both males and females but one such as pregnancy, caring for children and family responsibility was specifically from the female population.

Table 2.1: Reasons for the Economically Active Population not to Work

REASONS	NUMBER
• Health	62 000
• Caring for children	33 000
• Pregnancy	31 000
• Family Responsibility	27 000
• Going to school	6 000
• Relocation	26 000
• Dissatisfied with work	173 000
• Retired	2 000
• Other	42 000
TOTAL	**402 000**

Source: Stats SA, 2008:19

2.5.1. Female Unemployment and Age

Age is an obvious factor of unemployment because the young ones will have the courage and strength to continue their search for better job opportunities while the older generation will rather settle for their comfort positions. Moreover, the younger generation has fewer financial obligations and thus can afford job-searches as compared to the older generation with more financial obligations. McConnell *et al.,* (2009:471) noted that older workers tend to have longer job searches than younger worker because they have a wide range in wage offers than the young ones.

Ehrenberg and Smith (1991:630-631) noted that teenagers usually have a higher unemployment rate as compared to adults. Females between 25-54 years have a higher unemployment rate as compared to males in the same age group. Between 1960 and 1970, teenagers and females had an increased share in the labour force due to the increasing female labour participation and teenagers.

According to the study carried out by Bowers and Harkess (1979:252-255), between 1967-1971 there was an increase in the entry level by males to the unemployment register while there was no change in the entry rates of females. Comparing the two genders, the expected duration of females in the unemployment register declined against males. Expected duration as a measure of labour market prospects was in favour of the younger workers for both genders. In addition, the entry level of the age group (18-25 years) has risen and those between 16-18 years fell.

Figure 2.3: Profile of the unemployed
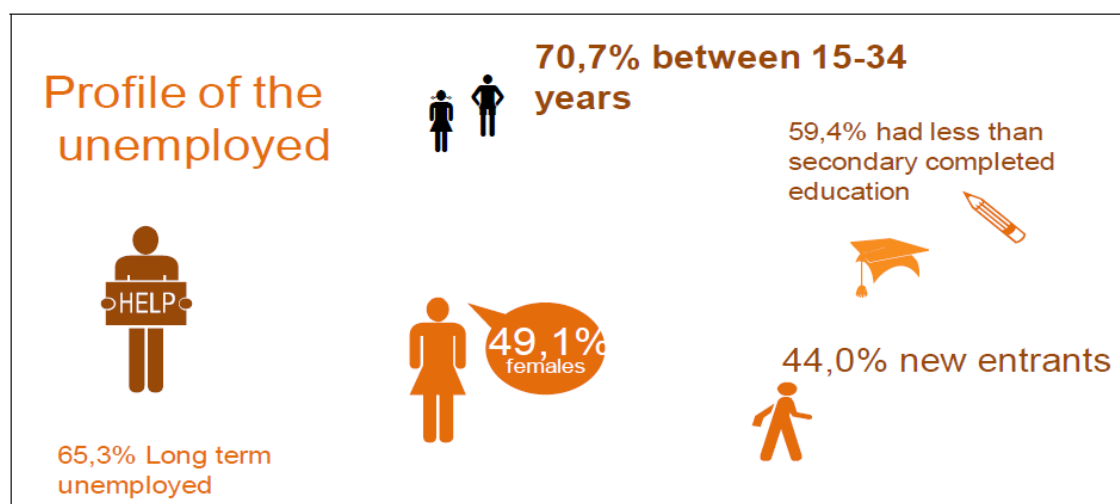
Source: Stats SA, 2013

In the first quarter of 2013, the unemployment rate in South Africa amongst the 15-24 year olds was still the highest in all age groups and is continuing to increase. The profile of the unemployed shows about 49,1% of younger females are unemployed. The highest rate is 70.7% of unemployed persons between the 15-34 year olds (Stats SA, 2013:7-8). This concludes that the younger the females, the higher the unemployment rate.

2.5.2. Female unemployment and marital status

Traditional barriers in the past have prevented females to participate in the labour market. Once a female is married, she is expected to care for the household and bare children. The responsibility of the household and taking care of the children will make it almost impossible for the female to be an economically active person. The

family responsibilities would take too much of her time and her pregnancy term will make her physically unable to work.

Regardless of the demand for females to participate in the labour market; some females still regard marital status and children dependency as important factors that prevent them from seeking employment. Young married females are more likely to leave labour market to start a family and wish to re-enter when the children have grown. Older married females are known to stay longer within the labour market. Most employers are aware of this need to allow females to take some time off from work to care for the young ones and they make special provision for such situations (Mahoney, 1961:563-577)

Despite the fact that both parents within the household are employed, the married woman still earns less than her husband, making the wife a secondary wage-earner. It also supports the fact that men and women have different jobs, development opportunities and the income that they receive (Mahlwele, 2009:22). This then validates significant relationship between the marital status of females and the employment status.

2.5.3. Female Unemployment and Education Level

Basic education and training is one of the most important factors that influence a woman's ability to participate in the economy. Educating females would give them an opportunity to gain some knowledge, skills and self-confidence that they seek in order to participate and develop in the labour market. Policy makers need to develop plans that can encourage the young females to participate in the education programs and training Organisation for Economic Corporation and Development, OECD (2012:10).

Stats SA (2010:69) confirms that education and training among females is a fundamental tool to empowering them and to achieve gender equality. The South African government has invested large amounts on the education budget. It has made attending primary education compulsory for all children, which in turn improves the level of literacy among the citizens. This also includes girls and women of South Africa. This is only the foundation phase of education; however, females still need to be motivated and assisted to further their education levels in order to flourish in the

labour market. Table 2.2 below shows the levels of literacy by gender over the age of 20 and proofs the increase in literacy among females that has been experienced within the South African economy.

Table 2.2: Literacy levels by gender and age group for persons over the age of 20 years

	Age Cohort	2002	2003	2004	2005	2006	2007	2008	2009
Male	20-39	82.8	85.3	85.4	87.1	87.4	87.8	88.5	90.3
	40-59	64.0	65.8	65.8	66.9	67.3	68.4	70.2	74.4
	60+	46.5	49.3	47.8	51.0	51.1	52.4	53.9	56.8
Female	20-39	84.2	86.0	87.3	87.5	88.5	89.2	89.3	92.0
	40-59	58.5	59.6	61.2	60.8	61.6	64.2	63.4	68.5
	60+	41.3	41.5	42.6	43.8	44.2	45.6	44.9	48.9
Total	20-39	83.6	85.7	86.4	87.3	88.0	88.6	88.9	91.2
	40-59	61.0	62.5	63.3	63.6	64.3	66.2	66.6	71.3
	60+	43.5	44.7	44.8	46.8	47.1	48.5	48.7	52.2
South Arica	**Male**	**73.3**	**75.6**	**75.5**	**77.0**	**77.4**	**78.1**	**79.2**	**81.8**
	Female	**71.0**	**72.3**	**73.6**	**73.7**	**74.4**	**75.8**	**75.4**	**78.9**
	South Africa	**72.1**	**73.9**	**74.5**	**75.2**	**75.8**	**76.9**	**77.2**	**80.2**

Source: Statistics SA, 2010

Eskola and Gasperini (2010:2) have stated some constraints that may limit females to participate in education and training:

• The negative attitudes of some household heads for educating girls rather than to prepare them for future marriages, to help with the chores around the house and that there is a higher opportunity cost for girls' education in most rural households;

• The safety and the cost of travelling from home to school every day. Lack of funds from the family to put the girls through school; and

• The negative attitudes that educators and administrators have on females who may have concerns about their safety and sexual harassment in schools.

Another factor to consider is the effect of education to the level of earnings per employee. There is a positive relationship between the education level of females and the income that they earn when in the labour market already. Most females in the past help clerical and service delivery positions whereas with higher qualifications, they can have access to higher positions which were initially made for males. Some women were also dominating in the agricultural workforce while their

male counterparts went into the cities to work at higher level employments positions (Casale, 2004:10-11).

2.5.4. Female unemployment and the province of residence

The number of unemployed people per region in South Africa differs; with Gauteng, Mpumalanga and the Western Cape in the most high of about 36 000, 24 000 and 20 000 respectively during the last quarter of 2011. Limpopo and the Eastern Cape on the other hand, had a decrease in unemployed people by 33 000 and 12 000 respectively (Stats SA, 2012:i).

The province of residence is another factor that can influence the employment status as it allows an assessment of differences in access to employment opportunities. South Africa was better known for its agriculture, mining and manufacturing sectors with high demand for unskilled labour and those with lower than grade 12 educational qualification. During the recent years, there has been an increased demand for semi - and skilled labour due to the growth in the tertiary sectors. Unskilled job seekers find it difficult to access opportunities in a region filled with tertiary sectors (World Bank, 2011:1).

Table 2.3 indicates that the highest economic sector in employment creation is the community sector at 41 694 with agricultural sector being the lowest at 450. This data then shows that the public sectors are the most committed to job creation projects in South Africa. Job seekers would then flock to the provinces with the highest job vacancies. The number of vacancies created by different sectors in South Africa should increase in order to create opportunities for first time entrants and job losers (Department of Labour, 2012:A13). This then concludes that the different types of industries established in areas have a significant relation to the employment status of that area.

Table 2.3: Number of Job Vacancies by Industry 2011/12

	Q1	Q2	Q3	Q4	Total
Unspecified	30	22	26	47	**125**
Agriculture	87	71	54	238	**450**
Mining	544	595	446	508	**2093**
Manufacturing	591	706	350	560	**2207**
Utilities	116	85	191	328	**720**
Construction	187	336	289	374	**1186**
Trade	685	751	261	476	**2173**
Transport	220	519	331	453	**1523**
Finance	1835	1869	1540	3018	**8262**
Community	14809	9738	10102	7045	**41694**
Total	**19104**	**14692**	**13590**	**13047**	**60433**

Source: Department of Labour, Job Opportunity Index Database, 2011/12

2.6. REASONS TO PRIORITISE FEMALE EMPLOYMENT

The International Monetary Fund (IFM) has encouraged developing countries to globalise their economies by increasing the size of the labour force by the employment of more previously disadvantaged groups such as women, youth and the disabled. Employment may exist in formal sectors, informal sectors and development of women entrepreneurships (Globalisation 101, 2010:2).

2.6.1. The economic impact

The employment rates for females should match those of males in a developed economy for the GDP to increase by at least 9% in 2020. The developing economy will have a larger percentage increase in the GDP if more females are employed (Booz & Co., 2012:1). The World Bank (2011:1) confirmed that the education of females is crucial to the development and growth of the economy, especially in developing countries. Each additional year of education in a female's life will increase her income by 20% and reduce birth rates; this will have an acute economic impact. OECD (2013) also adds that if the labour participation rate for females will equal that of males, the GDP will go up by 12% in 2030.

The OECD Council (2013:4) recognises that education and training of females and the development of female business owners will contribute to equal opportunities between females and males and to promote sustainable economic growth as the economy will be taking the full potential of both genders. Females that are already in

the labour market need further education and training in order to increase their level of income and have the opportunity to fill management positions.

Stats SA (2012) argues that most females in the rural areas prefer to open their own businesses, be it a small informal sector by the side of the road. This shop, however, has a potential to grow and create a larger number of employed people who need not have any education level or specified skills to operate the business. They will learn as they go. In this sense, the female has created a job for unskilled job seekers within her own community. Females are community builders; this is the reason why most are found in community sectors and service delivery sectors.

2.6.2. The human capital impact

Human capital refers to the investment made on individuals for future economic gain. It includes education, higher education for children, training, better health, employment experience, business experience and other types of experiences that might assist an individual to run a business or work effectively within an enterprise. These factors do not only impact on a person's well-being but also on the future income of each individual and the economy as a whole (Charlesworth, 2010:15).

Previous studies have attempted to explain the reasons why two individuals with the same human capital invested can still earn differently. The wage gap would still exist regardless of the human capital that each individual invests. This is especially true with previously disadvantaged groups regarding race, gender and disability. A Black female may invest certain skills and knowledge in a business but will receive a lesser wage than her male counterpart with the same skills and knowledge because of previous discrimination against females. The same can also be true for Black people or even disabled individuals (Malaza, 2010:38).

Barker (1995:140) also mentioned that investing in individuals with education and training not only improves their profitability but also increases their earnings. Educating females and most specific mothers can assist in making better health decisions for the entire household. Better health means better productivity for the economically active labourers. During the State of the Nation Address it appears that The National Development Program (2013:6) has put in place a plan for the next 20 years in tackling poverty, inequality and unemployment by ensuring that all South

Africans have access to water, sanitation, jobs, housing, public transport, adequate nutrition, social protection, quality healthcare, recreation and a clean environment to improve the human capital of individual intending to participate in the labour market.

Leibbrandt *et al.,* (2010:39) confirms that the level of education in South African post-apartheid era has in deed improved. The previously disadvantaged groups do have access to some education even though it still does not match the quality level of all the schools and as compared with other countries. Figure 2.4 below illustrates an increase in the level of education for Blacks (Africans), Coloured and Indians with the level for Whites still on the high and Indians receiving benefits close enough to those that the children receive.

Figure 2.4: Educational Attainment among 21-30 year olds across cohorts
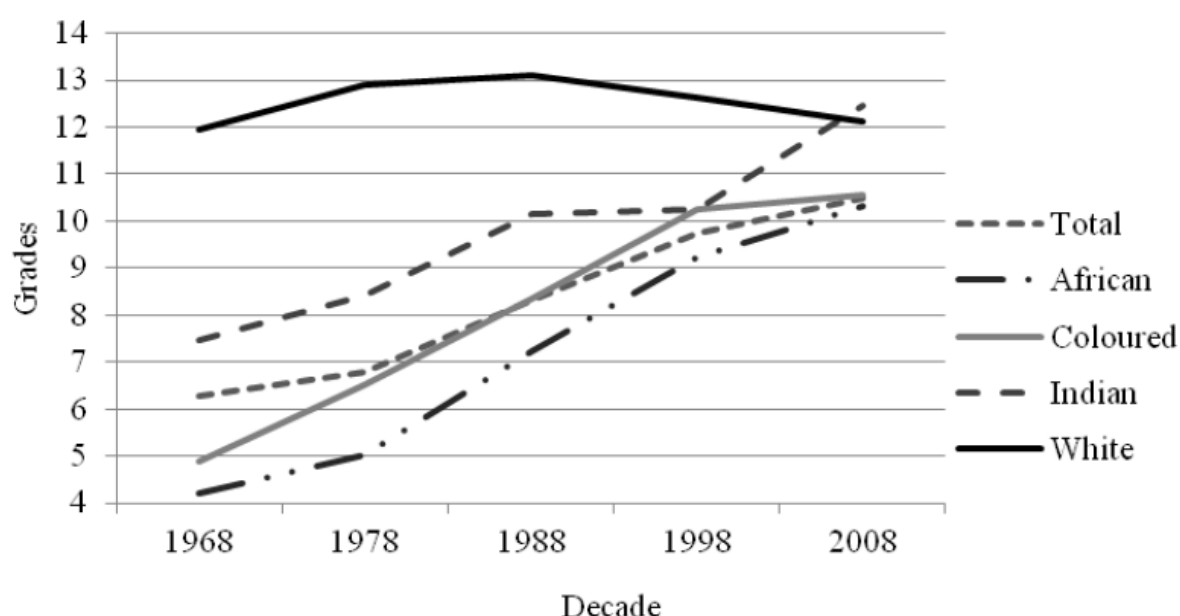
Source: NIDS, 2008

An educated female can effectively use her knowledge to be more productive in the sectors, which in turn will encourage the company to compensate her accordingly. This will then increase the income of her household. Educated females can also encourage their children to get further education and training in order to break the cycle of poverty and to receive higher returns on their investments in human capital.

2.7. RECOMMENDATIONS FOR POLICY MAKERS

The following are a few recommendations that some economists believe could assist South Africa alleviate the unemployment problem and other policies that have already been in place. They may not be effective or practical but they are worth mentioning.

2.7.1. The targeted wage subsidy

New entry job seekers find it difficult to find employment as they do not possess the required experience to enter certain formal sectors. Some companies are also not willing to employ inexperienced job seekers because it is the cost to the employer to give them extensive training with the hope that they will be productive or not want to venture out to other companies after being trained. This is where the targeted wage subsidy becomes useful (Levinsohn, 2007:9-14).

This wage subsidy is targeted at all 18 year olds who have completed the Grade 12 level of education seeking employment. Each would be given a 'subsidy account' which will be presented to prospective employers. The prospective employer will have an option to claim back up to half of the wage that they offer the young person from his/her 'subsidy account' each month until such time the employee has gained enough training and experience to become an asset in the business. In this manner, no losses will be experienced by the employer even if the young person decides to venture into other companies after the training and experience has been gained (Levinsohn, 2007:9-14).

2.7.2. The immigration reform

As part of South African government's objective to educate its people in order to improve the standard of loving; they have not yet achieved that goal. More unskilled workers are unemployed as compared to skilled workers. The immigration reform suggests that immigrating skilled workers from other neighbouring countries can help alleviate the unemployment problem. Highly skilled labour do not override the unskilled or even substitute it but it rather complements it. This means that an increase in the employment of skilled labour will lead to an increase in the employment of unskilled labour (Levinsohn, 2007:18).

2.7.3. Strategies to create employment in South Africa

In addition to the policies that have been mentioned above, Maree (2007:2-15) suggests the other most effective policies to get people employed by creating jobs for people. It is one thing to educate the masses but another not to have vacancies for those who have been educated and trained. The government has developed strategies with the aim to alleviate the unemployment problems in South Africa as (Maree, 2007:2-15):

• To form a Macro-economic policy that will sustain economic growth at a rapid rate to reduce unemployment – two policies were formed by the South African Government: Growth, Employment and Redistribution (GEAR) and Accelerate and Shared Growth Initiative of South Africa (ASGISA).

• To encourage informal economy to flourish – it was found to be important to encourage informal enterprises to grow within the market in order to create employment by employing even the unskilled population.

• To develop skills within the labour market – there has been a need for skilled labour within the South African labour market. Strategies were to be implemented that will train and improve the level of skills of the labour in the market.

• Restructuring regulations that restrict start-up businesses from entering into the formal economy – not only the informal sectors need development and growth but also those sectors starting up with the aim of entering the formal sector. These businesses can also contribute to the creation of employment in the economy.

• Encourage and finance public works projects that will create a need for labour and to improve the infrastructure necessary for economic development at the same time – examples of such projects include the reconstruction and repairing of roads, railways and airports. The building of new bridges and monumental buildings. This would lead to a number of people being employed.

• To ensure that the major industries within the country are structured in a manner that they are competitive within the neo-liberal globalisation – this involved developing processes that will improve the performance of industrial industries (especially the motor industries) by training skilled labour and improving their production capacity.

2.7.4. Other policy responses to unemployment

One scenario could be played by setting a target for the rate of employment needed in the country. If the government has a target of 13% employment rate, then they have to ensure that 16.4 million people are employed. If the target was to cut the unemployment rate in half, the government will have to create jobs for more than 4, 76 million economically active people by the end of 2014. The creation of this employment should include both formal and informal sectors as both need to be developed to create more employment. Both these sectors need to grow by an average targeted at 4, 9% in order to raise employment to 16, 4 million. With the aid of the above mentioned policies, this target can be reached with no difficulty. Figure 2.6 illustrates how the target employment will be reached if the government follows this scenario (Brynard, 2011:75-76).

Figure 2.5: Meeting Targets as Different rates of Employment Growth
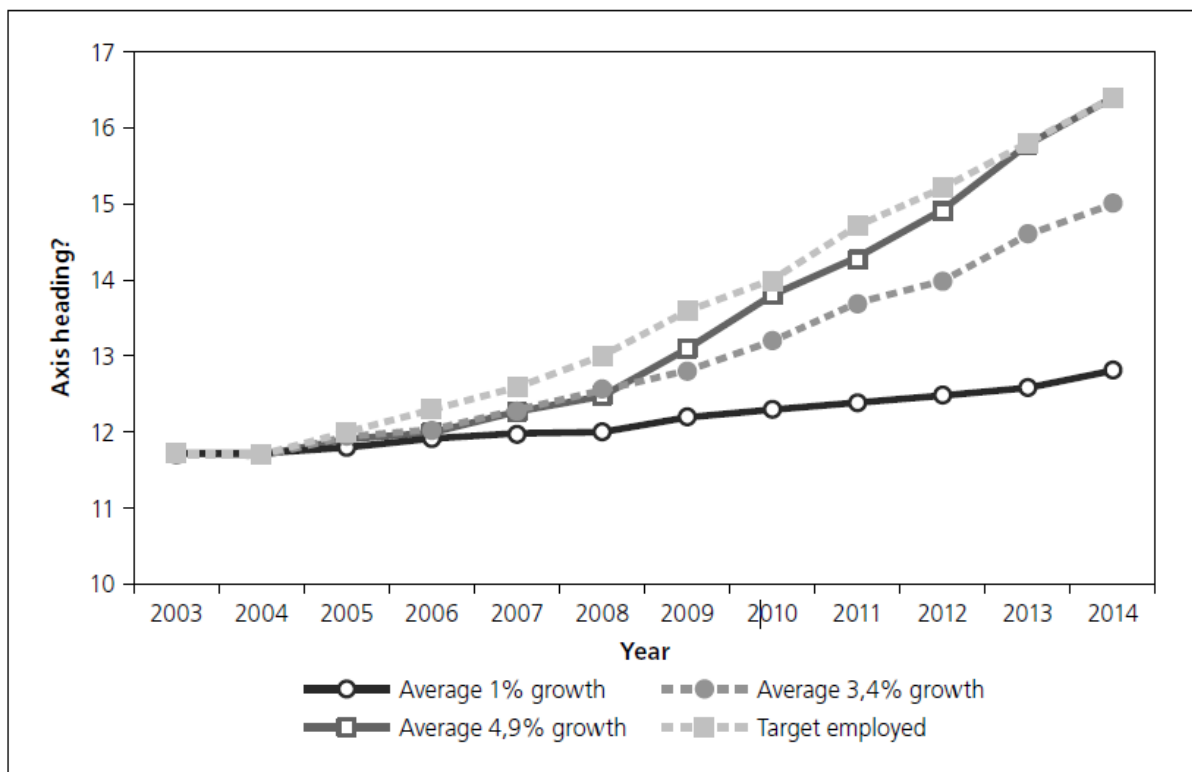
Source: Altman, 2006

Numerous attempts have been made to reduce unemployment by both policy makers and the government at large to emphasise on the importance of alleviating this problem to contribute to the economic development of the country. As mentioned above, some policies are too ambitious, costly and unrealistic. Some policies have been implemented already and are demonstrating a slow growth rate.

South African economy has a potential to reach the minimal unemployment rate where the majority of economically active people are within the labour market. Should the scenario outlined above be true, then South African is not far from reaching the targets. The South Africans are target driven. Once the target is given and the deadlines are set; the policy makers will be under pressure to establish and implement job-creation policies within that time frame. This will then speed up the process of job creation.

2.7.5. Policy responses to female employment

The Australian Human Rights Commission called for targets to reduce inequality among females by establishing the Equal Opportunity for Women in the Workplace Act (EOWW) with the following objectives (EOWW, 2012:4-5):

- Distinguish between equal opportunity for women and gender equality;
- National accountability and transparency should be improved;
- Certainty for businesses and employers;
- There is greater emphasis on the output rather than the actual process in the Employer Reporting Progress;
- Employers should get full coverage;
- Closing the gender pay gap is one of the targeted goals; and
- Fast tracking achievements in equality in leadership.

These objectives and the EOWW can also be applied in South African government with the attempt to alleviate the inequality problem, especially on job creation.

2.8. SYNOPSIS

Unemployment is the most popular indicator of the country's economy. As popular as it is, it remains difficult to define and to measure. This is the reason why different economists have different views of where South Africa really is as far as the unemployment rate is concerned. Other factors may not be included in the definition of unemployment; causing it to differ.

The unemployment problem could be solved by identifying the type of unemployment the economy has. This will then indicate to policy makers the causes of such a problem. When the causes are identified, it becomes easier to find the solutions. The South African economy is said to have a structural unemployment. This is the reason why job creation should be the highest priority in that most people are unemployed because there are not enough jobs available to choose from.

Unemployment in the South African economy is said to bring about crime and violent unrest among other things within the society. As stated in the literature above, there are many other factors caused by the mere existence of unemployment or even underemployment. The policies established to reduce unemployment and poverty would assist in reducing such penalties simultaneously.

Most economists agree that equal distribution of employment opportunities will result in increased household income, which therefore leads to increased spending and increased economic growth. It is therefore important to encourage those that are unemployed to also work or even start up their own small enterprises in order to create more jobs. Females are among those that were historically disadvantaged and priority should be placed on creating opportunities for them.

Female unemployment in South Africa is relatively high and much attention should be given on that issue. Some females are uneducated; others lack the skills while others are discouraged due to lack of vacant positions within their area. It should then become a priority that females be educated and trained to prepare them to enter into the labour market; either by being employees or business owners. Policy makers have attempted to develop strategies and processes that will alleviate the female unemployment problem in the country and some increase in female employment has been experienced on a slow growth rate.

CHAPTER 3: AN EMPIRICAL STUDY AND METHODOLOGY

3.1. INTRODUCTION

This chapter describes the research methods used in the study to provide information about the empirical research followed.

Research is an important tool that helps find answers to questions an individual has on an area of study or interest. This systematic strategy starts with the identification of the area of interest followed by the literature background on the study. It is a fundamental way for social scientists to understand human behaviour. It involves the collection, analysis and interpretation of data even though the researchers may not agree on the interpretation of the same evidence (Vanderstoep & Johnston, 2009:1-2). Kumar (1996:7) adds that in order for a research to be good, it must be controlled, rigorous, systematic, valid and verifiable, empirical and critical.

Research can be categorised as either 'library-based' or 'empirical', where the latter refers to carefully planned out descriptions and measurements of a particular observation and the former relates to research done in private or public libraries. Library-based research is found useful in the construction of a literature review which is used in support of the empirical findings. Both research methods can be utilised within the same study (MacNealy, 1999:4-7). Careful planning of one's research steps and design is important to ensure objective results as far as possible.

The study on female unemployment is based on both library-based and empirical research with the view to gain literature background on unemployment in general and unemployment on females. The empirical research is then used in addition to the literature study to investigate and analyse the level of unemployment in a South African township as well as measuring the factors that may have an influence in female unemployment.

There are a number of research designs that one can apply in the study depending on the objective of the study. There has been difference in opinions by experts with regard to the definition of what a research design really is but the key issues in all the definitions are highlighted as follows:

- There must be a technique to select sources and data to use in answering a research question;

- A manner to explain how variables in your study are related; and

- The design must give a detailed outline of the process from the point of hypothesis to the analysis of data (Cooper & Emory, 1995:114-134).

The introduction gave us a picture of the research design that was used in this study with the background of the types of designs one can choose from. The next section gives a brief description of the main aim of this study.

3.2. THE AIM OF THE STUDY

The main aim of this study is to investigate the factors that may have an influence on the level of unemployment within the females of Bophelong Township. Research was done in Bophelong previously and showed that there are more female headed-households than male headed-households. The number of unemployed people in Bophelong is higher within females. This study is therefore necessary to give important information to the policy formulation processes with the aim to alleviate the unemployment level in Bophelong and hence in the country as a whole. This study aims to achieve the following:

- To give an overview of the demographic characteristics of the females in Bophelong; both employed and unemployed;

- To identify the socio-economic characteristics of unemployed females within the Township;

- To determine the factors that may have discouraged unemployed females to continue to seek for paid employment;

- To investigate the perceptions that unemployed females have on the reasons why they remain unemployed;

- To investigate the factors that may have an influence in the employment status of females in Bophelong;

- To analyse any relationship between the independent variables and the unemployment status as the dependent variables;

- To provide results of the research and to give an overview of the situation in Bophelong; and

- To ensure that the information gives light to policy makers and the local municipalities on the steps to take to eradicate the problem.

The outline of the main aims of the study has been done in this section and therefore should be followed by the in-depth discussion of the secondary objectives necessary to achieve the primary objective. This next section provides such a description.

3.3.   RESEARCH OBJECTIVES

The first research objective investigates the factors that have an influence in the employment status of females in Bophelong Township. As aligned with the questions on the survey, the dependent variable is the employment status of females and the independent variables are age, marital status, education level and income levels. The data collected then assists in investigating the possibility of having any causal effects between these variables.

The next research objective explores the perceptions that the unemployed females have on the obstacles they experience to continue to look for paid employment. Some of these obstacles are their lack of required qualifications, lack of experience on the specific vacancy, lack of skills to conduct themselves in an interview, to name but a few. These variables that females perceive to be influential to their chances of getting employment seem to be related to the education levels of each unemployed female and this study intends to investigate if there is such a relationship.

The next objective is the investigation and analysis of the factors that might have contributed to discourage the females without paid employment to stop seeking for paid employment. Such factors may include:

- The care responsibilities for their children;
- Access to childcare;
- Care responsibilities for elderly in the household;
- Not finding appropriate jobs within their location;
- Access to transport;
- Cost of transport;
- Health reasons;
- Lack of confidence to continue the search;

- The average length of seeking employment without success; and
- Not receiving any feedback from the recruiters after applying for the post.

The last objective is the description of the demographic and socio-economic characteristics of all participants; all females within the sample who are both employed and unemployed with the aim of understanding this study population.

The next section gives an explanation of the type of data required to achieve the objectives outlined above. Some literature is helpful to mention in the decision on the type of data relevant for the study.

3.4.   DATA REQUIRED FOR THE STUDY

The type of data required to achieve the objectives outlined above are compiled in the questionnaire used to collect from the sample population and are outlined as follows:

- Data on demographic factors of participants – this is useful to define the characteristics of participants in general;
- Data on the socio-economics factors of unemployed females – to determine the characteristics of the unemployed females of Bophelong;
- Data on perceived obstacles to entry into the labour market – to investigate factors that unemployed females regard as barriers to entry into paid employment; and
- Data on factors that discourage job seekers - to identify reasons why unemployed females are no longer keen to continue the search for paid employment.

The decision for the type of data has been made and the researcher should then decide on the most relevant method to collect this data such that the analysis will prove the hypothesis.

3.5.   THE DATA COLLECTION METHOD

It is as important for the researcher to make a decision on how the data will be collected among the determined sample size. This decision can make or break the achievement of the objectives of the study.

Owens (2002:3) describes the types of data collection methods as:

- Cross-sectional surveys – this method is used when the researcher intends on collecting data at one point in time from the same set of sample selected from the target population; and

- Longitudinal surveys – this method is used by researchers who intend to collect data at different points in time with the same sample population (alternatively referred to as trend survey). A researcher can also intend to collect data at the same point in time using different samples from the same population (alternatively referred to as cohort survey). Lastly, a researcher can intend to collect data from the same sample population in different points in time (also known as panel survey).

A questionnaire as the most potent survey research tool that can be used by researchers allows the researchers to select either of the following methods to collect data from participants. Owens (2002:4-9) defines different modes of administering data collection as:

- Personal (face-to-face) interview;
- Telephone conversations;
- Sending self-administered or self-reports sent through mail;
- Attaching the questionnaires on the website; and
- A mix of all the methods

In this study the researcher has opted for personal visits to the participants because the cooperation rate is higher and less people refuse to participate. This method allows for the interviewer to explain complex questions that the participant might have difficulty in answering which improves the quality of the responses. This method, however, takes a longer period and can also be costly but the results of such a survey are mostly original and more accurate.

3.5.1. The development and construction of a questionnaire

The process of the development of the questionnaire should ensure that the questions asked are able to assist the researcher to achieve the objectives of the study and to refrain from questions that might not be used in the analysis at all.

It is also important that the researchers use a preliminary questionnaire on potential participants to observe how the questions will be answered and to identify any difficulties that they might encounter during the process before the final draft of the questionnaire is mailed or used on the actual sample population (Frary, 2002:168-169).

Another important factor to consider is the structure of the questions. The researcher has to decide whether the questionnaire should be structured or unstructured. Malhotra (2006:182-184) defines the types of questions a researcher should select from as:

3.5.1.1. Unstructured questionnaire

These are open-ended questions that allow the participant to express their perceptions, emotions and views without any restrictions from the interviewer's generalised view of how responses should fit the study.

Most open-ended questions are used in exploratory research to serve the purpose of finding information on the profile of a population. An example of such questions is 'where do you see yourself in 10 years' time?', any response can be given and therefore makes it difficult for the researcher who intends to express such data statistically to analyse it (Malhotra, 2006:182-184).

3.5.1.2. Structured questionnaire

Closed questions are used in this type of survey, where the researcher finds it easier to analyse the data statistically. The responses received in this survey can be easily coded when data is captured. There are multiple choice questions and scale questions in the structured questionnaire. With multiple choice questions the participant is given more options to choose one or more from the options given. The researcher should ensure that the questions cover the issues that need to be covered in the study. The scale questions, on the other hand, gives response categories within which the response given by the participant should fall. The scale type questions are easier to analyse statistically because they group the responses in generalised sections (Malhotra, 2006:182-184).

This study made use of the structured questionnaire adopted from Slabbert (2004) and Charlseworth (2010). Each questionnaire was personally delivered to each participant with the cover explaining the confidentiality of the participant's personal information. A pre-test phase was conducted on female students and employees of the North West University (Vaal Triangle Campus) to test the accuracy, statistical significance and precision on the study before it was distributed to the actual participants in Bophelong Township. A pilot test was also conducted on the target population to deal with any difficulties encountered on the questionnaire.

The questions on the questionnaire was structured that the biographical information relate to both employed and unemployed females within Bophelong and the next sections be specifically structured for the appropriate parties. These categories of questions were asked with relevance to the literature and the objectives of the study to insure that the data collected assists in this regard. The outline of the questionnaire is as follows:

- **Section A: General Information**
  - Age
  - Marital Status
  - Household Structure
  - Migration
  - Home Language
  - Education Level
  - Need for Further Education and Training
  - Employment Status
  - Average Monthly Income
  - Social Grants
- **Section B: Unemployed Participants**
  - Strict Definition of Unemployment
  - Factors that Discourage Female Job Seekers
  - Average Period of Unemployment
  - Feedback from Recruiters
  - Perceived Obstacles to Entry into the Labour Market
  - Services Used to Find Employment

- **Section C: Employed Participants**

o Name of Occupation

o Type of Sector

o Size of Company

o Basis of Employment

o Hours of Work per Week

o Child Care Facilities

All sections of the questionnaire have an option to tick any choice of the participant. There are, however, some questions that require the participant to select not more than two options. Other questions require the participants to select as many options as they see fit. Each response was captured as a separate variable.

The questionnaires were printed out in 300 copies to distribute to 300 females of Bophelong who are either unemployed or employed as a result of the sampling method adapted.

3.5.1.3.   The Purpose of Questions

- **Section A – Question 1**

The purpose of this question is to determine the definition of the age group of each participant. The options begin at age 15 to 19 years as they are considered part of the labour force but the age group of 65 and over are not part of the definition of unemployed persons. Only one female was found over the age of 65 and was not included in the data analysis.

- **Section A – Question 2**

The purpose of question 2 is to determine the composition of the household within which the female resides. Options range from being single to staying with people that only share the house together. The results of this question were used to determine if there is any link between the household composition and the employment status of females.

- **Section A – Question 3**

The purpose of this question was to determine the description of the type of housing the participants reside in. The options include brick houses, RDP houses or Shacks.

- **Section A – Questions 4 and 5**

The purpose of these questions was to determine the migration rate of the participants. The aim was to investigate where they have been before they moved to Bophelong and the reasons why they decided to move to the study area. This was done through preliminary descriptive analysis.

- **Section A – Question 6**

This question was designed to determine the description of the home language of each participant. The purpose of the question was to give a demographic description of the participants.

- **Section A – Question 7**

This question described the level of education that each participant has achieved thus far. The level ranges from primary school to postgraduate degrees. The purpose of the question was to determine whether there is a relationship between the participants' education level and their employment status.

- **Section A – Questions 8 and 9**

The purpose of these questions was to determine whether the participants were willing to get additional education and training. This information assisted in the assessment of whether education and training was a real barrier to employment.

- **Section A – Question 10**

The purpose of this question was to determine the employment status of each participant. This information was collected to create a dependent variable against which other independent variables were compared to determine the relationships.

- **Section A – Question 11**

The question represented the level of income of each dependent. The income ranges from R 1 to R 5000 and beyond. The income in this study includes not only the paid working participants but also those who receive minimum earnings from the government in terms of social grants.

- **Section B – Questions 1 and 2**

These questions help to determine whether those who are not in a paid employment are actively seeking employment or not and also to determine the reasons why some are discouraged to continue the search for employment.

- **Section B – Question 3**

This question helps determine the basis with which the females are seeking employment. The options range from full-time to any form of basis. The purpose of this question was to recommend to policy makers the need for informal sectors or a desperate need for contractors.

- **Section B – Question 4**

The purpose of this question was to determine the length of time that each unemployed female remained in this employment status. The response to this question will assist to realise whether the participants are discouraged to seek employment of not.

- **Section B – Question 5**

The purpose of this question was to determine whether the participant was willing to take up work without pay. The majority of the unemployed females have selected yes to this question with the hope that they will gain some experience even though they are not paid for the job they do.

- **Section B – Question 6**

The purpose of this question was to determine the obstacles that participants perceive to seek employment. Each participant can select up to 3 options in this question and they were captured as separate variables.

- **Section B – Questions 7 and 8**

These questions were asked to determine how often each participant receives response from the recruitment agencies after they have applied. The purpose was to investigate the link between the responses and the discouraging factors to continue searching for paid work.

- **Section B – Questions 9 and 10**

These questions were asked to find methods used by unemployed females to find employment and the suggestions made by these females on the most effective methods that may help them in finding employment.

- **Section B – Question 11**

This question investigated the reasons why some females who are between jobs find themselves not being able to stay in a sector. The purpose of this question was to recommend some programs that will help females within the workforce to stay longer in the workforce.

- **Section C – Question 1**

The purpose of this question was to describe the type of occupation employed and self-employed females are in. This information was important to conclude whether the majority of females prefer informal or formal employment.

- **Section C – Questions 2 and 3**

These questions helped the researcher to determine the number of females in a particular type of company and the size of that company. This information was useful for policy makers to determine which sectors they need to target.

- **Section C – Question 4**

The question described the basis of employment for each employed female. This ranged from casual workers to permanent employees.

- **Section C – Questions 5, 6, 7, 8 and 9**

These questions investigated the flexibility of each employed female. The purpose was to determine whether being a female in the work force was more flexible for those who require certain hours for care responsibilities of children and/or elders.

- **Section C – Question 10, 11 and 12**

These questions determined whether the needs for childcare are considered by those in paid employment. This was used to determine how many females still manage to care for children regardless of their hours of work and employment status in general.

After defining the purposes of each question on the questionnaire with regards to female participants; it was of importance that the most suitable sample be selected to help the researcher achieve the objectives of the study. The following section gives a brief description of the literature on each technique used in this study.

3.6. THE EMPIRICAL STUDY

The empirical study of this research generally included the following activities:

- The selection of the target population;
- The sampling frame;
- The sampling method;
- The sample size;
- The data collection method used;
- The statistical analysis; and
- The ethical considerations

3.6.1. Target population

A population can be defined as a group of human beings or things selected precisely for a statistical purpose (Collis & Hussey, 2009:50).

The researcher chose the group that was most suitable for the study of interest which is named the target population. The sample is then selected from this target population with the expectation that the participants will be able to respond to the questions related to the field of study. The selected sample within the target population should be representative of the entire population in that region (Kitchenham & Pfleeger, 2002:17).

Zikmund (2000:342-344) confirms that the target population is defined as a selected group of things or people that can assist to verify the hypothesis derived by the researchers by questioning the specifically selected group relevant to the study. The most important technique in finding the suitable target population is to conduct investigations on the profile of the target population before including them in the study because the population may not be suitable for the research or study. The best way to investigate the profile of the population is by asking them questions about their characteristics.

The element of this study is defined as females of each household in the study area. The sampling unit is at Bophelong Township which is on the South of Johannesburg in Gauteng province. The target was constructed for the 2013 year of study.

3.6.2. Sampling frame

Once the target population has been selected, a sample is then derived that should be representative of the population as a whole. A sampling frame is then a record of this population from which the sample can be drawn. The sampling frame can easily be equal to the population if the population is not that big. The bigger the population, the more chances of a random selection of a sample within that target population. A random sample is obtained where each member of the population has equal chances to participate even though not all the members are selected. This sample then becomes objective or unbiased. The results of this sample are then regarded as being true for the entire population that it represents (Collis & Hussey, 2009:209-210).

The sampling frame can also be called the working population since the researcher is able to work with the record of elements that have been selected operationally. Materials such as maps and photographs can also be used to define the sampling frame if there is difficulty in accessing the complete list of elements within the population. Errors may occur in the selection of a sample within a population caused by some discrepancies in the definition of the target population and the sampling frame. Some of these errors are the sampling frame error, the random sampling error and the non-response error (Zikmund, 2000:344).

The sampling frame in this study is related closely to the target population of male and female heads of households mentioned above. Within this target population, a sampling frame was selected that consists primarily of the economically active females who are within the Bophelong Township. The females that were selected share the following characteristics:

- An unemployed female who is currently seeking employment;
- A female who is employed within the informal sectors;
- A female who has decided to volunteer at the community projects within her community; and
- A female who is unemployed and not actively seeking employment.

3.6.3. Sampling method

Due to the restrictions of time and costs to collect data from a larger population, the method of sampling is utilised which them makes is easier and more affordable to collect the data. The conclusions made on this sample are representative of the entire population. Sampling methods are then grouped into two parts, where there is probability sampling and non-probability sampling methods. Maree (2011:172-178) explains these sampling methods below:

- **Probability sampling methods**

This method of sampling is random. Each member of the population has an equal chance of being selected. There is a non-zero probability to be selected and the selection is completely unbiased. Probability sampling is divided into four methods that can be selected (Maree, 2011:172-178):

- **Simple Random Sampling** – each population element is uniquely identified by a number which will be randomly selected such as the lottery numbers;

- **Systematic Sampling** – sample is selected by moving within the sampling frame systematically and selecting the element at a certain number beginning at a random place;

- **Stratified Sampling** – the sampling frame is divided equally or proportionally into identical groups that do not overlap called strata. In each homogenous group a random selection can then be conducted. Be it systematic or simple; and

- **Cluster Sampling** – cluster sampling is not much different from the strata sampling except that cluster sampling groups are divided equally or proportionally into smaller identical groups than the strata. These groups are then called clusters. Once the clusters have been grouped then the random selection of elements can begin (Maree, 2011:172-178).

- **Non-probability sampling methods**

These methods of sampling do not make use of random selection and therefore it will be dangerous to draw conclusive evidence on the sample that is representative of the entire population. This is the reason why researchers are advice to refrain from using this type of sampling method. This method is encouraged to be used when there is not much time and funds available and results are needed fast, when the instruments used to measure need to be tested or when there is difficulty in finding the target population. There are four types of non-probability sampling methods (Maree, 2011:172-178):

- **Convenience Sampling** – this method is used when it is easy and convenient to obtain the elements of the population but cannot be used to represent the entire population. This method is mostly used in exploratory and descriptive research where the researcher's objective is to obtain an explanation of the study;

- **Quota Sampling** – researchers are required to identify the category of population elements as well as the required number within each category. A convenience sampling can then be conducted up to the point where the quota has been achieved;

- **Snow-ball Sampling** - this method is mostly used when the target population is hard to find. Examples of such would be a study on homeless people on the streets. The one way to achieve such sampling results would be to interview one or more participants and then ask them the whereabouts of other people who share the same characteristics as they do; and

- **Purposive Sampling** – this method is used only on particular situations where the researcher draws a sample that will help serve a specific purpose. An example can be one of a sales person who wants to find reasons for a certain product to be popular. The sales person will have to draw a sample from people who have used this product to be participants of the study (Maree, 2011:172-178).

This study consists of the non-probability sampling method due to the unavailability of most recent data on female unemployment in the Bophelong Township from the Emfuleni Local Municipality (ELM). This then prompted the use of the hybrid mix of two methods of non-probability sampling; namely the convenience sampling method and the snowball sampling method. A maximum of 300 females within separate households were conveniently selected from the target population within the Bophelong Township. There are sufficient homogenous characteristics within the target population, which makes it convenient for the researcher and less costly. The researcher is also familiar with the sampling unit and therefore knows a few female headed households that can help refer to the others.

3.6.4. Sampling size

The determination of the sample size is the most important and yet difficult element of the survey research. The sample size is most difficult because the researcher may not know how big or small the sample should be. It is also important to determine whether the selected sample can be representative of the target population. Statistical methods such as the significance test can be used to test whether the sample is adequate for the analysis required (Adams *et al.*, 2007:92).

Yount (2006:3-4) has highlighted some factors that a researcher must consider in the process of sample size determination from the target population:

- **Accuracy -** In each measurement there is always an element of truth and the error which is mostly caused by extraneous sources within the study such as perceptions and expectations. The larger the sample size, the more the errors cancel each other out and a more realistic picture of the measurement will prevail;

- **Costs -** In order to have fewer errors, the researcher must attempt to obtain a larger sample size but this can lead to higher costs. The costs need not be only of money but also on the time that will be spent on the collection of such data. There is always a dilemma that confronts the researcher to minimise costs by reducing the sample size and to maximise accuracy by increasing the sample size; and

- **The homogeneity of the population -** It is important for the elements of the population to have the same characteristics (be alike) so that the selection of the sample size will be easier. The more things the elements have in common, the smaller the sample size need to be, but if there are a lot of variations then the sample size needs to be bigger (Yount, 2006:3-4).

- **Other factors to consider**

- When the researcher plans to divide samples into subgroups.

- When some variables cannot be controlled.

- When there is a requirement of high level of statistical power Sampling Size 'rule of thumb'

Gay (1984) suggested that a minimum of 10% of the larger populations should be selected as samples while at least 20% of the smaller populations can be selected. Curry (1984), Professor of Educational Research, added that his rule of thumb for a sample size is shown in Table 3.1.

Table 3.1: 'Rule of Thumb' for Sample Size Determination

Size of Population	Sampling Percentage
0-100	100%
101-1000	10%
1001-5000	5%
5001-10000	3%
10000+	1%

Source: Yount, 2006

In this study, a sample size of 300 households was selected to represent the females in the Bophelong Township. In 2011, the ELM Annual Report stated the number of households in Bophelong was 4883 which is made up of 99.5% of African Blacks and 5% of Coloureds. The sample size of this study exceeds previous studies conducted by Slabbert (2009) with a sample of 286. The sample percentage also exceeds the 'rule of thumb' of the sample size stated above by Curry (1984) (Table 3.1) and is on line with the required percentage of sample size stated by Gay (1984).

Table 3.2: Characteristics of Sample Population (N = 300)

Variables	Values	N	Percentage
AGE	15-19 years	3	1
	20-24 years	27	9
	25-34 years	87	29
	35-44 years	102	34
	45-54 years	56	18.7
	55-64 years	24	8
	65-over years	1	0.3
MARITAL STATUS	Single	64	21.3
	Single with children	151	50.3
	Partnered	10	3.3
	Partnered with children	59	19.7
	Group/Share household	6	2
	Other	10	3.3
HOUSEHOLD STRUCTURE	Shack	46	15.3
	RDP house	175	58.3
	Brick house	79	26.3
EDUCATION LEVEL	Primary school	63	21
	STD8/Grade 10	121	40.3
	STD 10/Grade 12	111	37
	Certificate/Diploma	4	1.3
	Degree	1	0.3
PREVIOUS ADRESS	Born in the Vaal	211	70.3
	Town(ship) in FS/GP/NW	29	9.7
	Farm in FS/GP/NW	27	9
	Town(ship) in another province	16	5.3
	Farm in another province	17	5.7
EMPLOYMENT	Employed	75	25

STATUS			
	Unemployed	216	72
	Self-Employed	9	3
Income Level	No Income	32	10.7
	R1 - R200	49	16.3
	R201 - R600	83	27.7
	R601 - R800	40	13.3
	R801 - R1000	31	10.3
	R1001 - R2000	49	16.3
	R2001 - R3000	13	4.3
	R3001 - R4000	3	1

Source: Survey Data, 2013

3.7. STATISTICAL ANALYSIS

Statistical analysis describes different ways researchers can define, explore, understand, prove and predict the datasets collected from the sample population. With statistical analysis researchers find it easier to understand the findings and can use them to predict future behaviours of the same variables or related variables.

The target population has been selected, from which the researcher has to select the sample population which was used in the study to represent the entire population. The method of sampling was also established as well as the size of the sample. As soon as the researcher has completed collecting all the necessary data from the sample population, the results of the data was read, analysed and recommendations were made based on the findings.

3.7.1. Statistical analysis software packages

Statistical analysis can occur with the use of a number of software packages, some of which are older and slower versions while others are faster and recent versions. Pripp (2013:8-9) mentions are few examples of the software packages utilised by researchers to statistically analyse their datasets:

The study makes use of two software packages:

- **Analysis using Microsoft Excel**

The excel program was not ideally made for statistical analysis but most have found it mostly useful with smaller data entries. Some users find it difficult to interpret results once they have been captured on the program relative to other packages (Simonoff, 2008:1). This study makes use of data captured on SPSS by transferring the data to excel in order to make clear descriptive graphs and tables.

- **Analysis using SPSS**

SPSS also uses menu-based systems to write command lines. It is a program from the IBM Company which is a leading provider of the analytics software and solutions. Companies across the world are using SPSS to attract better and faster methods of making crucial business decisions (SPSS Inc., 2010:2). This study makes use of SPSS Software Program Version 20.0 for Windows to analyse the dataset.

3.7.2. Statistical methods

To properly analyse statistical data, it is necessary to define the objectives of the study. It is also important to know what the objects are in order to know where to start looking and where to ignore in order to cover all that needs to be analysed to reach the primary objective. Pallant (2010:51-297) has grouped the statistical analysis methods into three distinct groups. For the purpose of this study; only two is herewith mentioned:

3.7.2.1. Preliminary statistical analysis

At this point all data has been checked for errors and the first phase can begin with the Descriptive analysis. Descriptive analysis is used mainly to define the characteristics of the sample population, to check if the assumptions associated with variables have not been violated and to ensure that specific objectives of the study have been addressed. The analysis in this stage depends on the type of variables in the study; categorical or continuous variables.

The descriptive analysis for this study is performed by using methods adapted from Pallant (2010:51-102):

- **Using graphs to describe and explore the data**

SPSS provides a number of different graphs to visually explore some aspects of the variables in the sample. This study uses Bar graphs to describe the characteristics of female participants as well as the characteristics for just the females who are unemployed in order to make recommendations to the policy makers of the changes they could make and to give a clear picture of the situation in the township (Pallant 2010:62).

- **To manipulate data**

The data for the study has been cleared for errors and the following step would be to manipulate the data in order to use it for better analysis. This has been done by grouping similar variables in the same scale, swapping continuous variables into categorical variables for the purpose of correlation and to reduce the number of categories within the categorical variables (Pallant 2010:62).

- **To check the reliability of the scale**

It is important to ensure that the scales of the variables are reliable with the analyses of the sample population. Its reliability depends vastly on the type of sample in the study. A scale manual can be checked to ensure that variables are grouped in the right category (Pallant 2010:63).

- **To select the right statistic**

Lastly, the researcher needs to make one of the most difficult decisions in the process of research and select the appropriate technique to analyse the data. It is important for the researcher to know the different types of statistical techniques available to work around each one and determine the correct technique for the dataset. More on this topic is discussed below (Pallant, 2010:51-102).

3.7.2.2. Techniques to explore relationships between variables

SPSS has outlined some few techniques helpful for the analysis of the relationship between variables under study. The study of these relationships is based on the

correlation technique. Correlation techniques are useful on non-experimental research designs because variables exist naturally.

The techniques are therefore used to investigate the relationship among variables, score predictions between related variables, to predict the scores between dependent and independent variables and to finally identify the structure of the groups of related variables. The following techniques have been used in the study to define relationships between variables:

- **Correlation**

Correlation is the study of the relationship between variables. SPSS offers a number of statistics for the correlation study depending on the sample population and the study area. A Bivariate correlation can be calculated between two variables only while the Partial correlation is also between two variables and controlling for another variable. Running a correlation concludes whether there can be any relationship as it was set out above. The results of the correlation run on the relationship between employment status of females in Bophelong and the explanatory variables such as age, income, education and marital status.

- **Logistic regression**

This type of technique studies the correlation between two or more variables that are categorical in nature. This technique allows for the independent variables to be either continuous or categorical or both but the dependent variable should remain categorical at all times for an effective analysis. Unlike the correlation where a suggested association or relationship is measured; logistic regression confirms a causal effect between a dependent variable and independent variables.

The regression is run on the employment status of the females as the dependent variable (employed = 0; unemployed = 1); where the self-employed are categorised under employed females. Table 3.3 describes the types of variables and the description of each variable.

Table 3.3: Description of Variables

DEPENDENT VARIABLE	DESCRIPTION
Employ_stat	Employment status of females: 0 = employed; 1 = unemployed
INDEPENDENT VARIABLES	**DESCRIPTION**
Age	The age level of each female in years
Mar_Stat	The marital status of females: not married = 0; married = 1
Educ	Education level of females
Income	Level of income of females

Source: Survey Data, 2013

In order to determine the relationship between these above mentioned variables; the following logistic regression model will be used:

Equation 3.1: Regression Model

$$Y_i = \beta_1 + \beta_2 X_i + U_i$$

Source: Gujarati, 2004

Where:

Y_1 = Employ_stat;

X_i = Socio-economics Characteristics (age, marital status, education and income);

$\hat{U}_i$ = error term

- **Factor analysis**

This technique is different from the above mentioned as it is not concerned with the effect of one variable to another. It is a data reduction technique. It summarises large groups of variables with similar characteristics to form one group. SPSS is brilliant with this type of job because the naked eye would not be able to perform this task effectively. The main types of factor analysis are (Pallant, 2010:121-181):

- Exploratory Analysis; and
- Confirmatory Analysis

3.8. ETHICAL CONSIDERATIONS

This study conforms to the ethical standards of an academic research. Voluntary participation was assured and no participants were forced to participate against their will. All participants were free to decline participation or even withdraw from the survey at any point of the data collection process. The confidentiality of the participants' information was guaranteed and their identities and interest were protected.

3.9. SYPNOSIS

This chapter has provided a description and some background information on the methodology used to define the empirical study applied in this research. The target population, sampling frame, sampling methods and the sampling size were defined in this chapter. Data collection methods and the construction of the survey method were also explained. There was also a discussion of the statistical analysis methods used to aid the researcher define the findings of the datasets.

CHAPTER 4: RESULTS AND INTERPRETATION OF FEMALE UNEMPLOYMENT

4.1.   INTRODUCTION

One of the biggest problems facing the South African economy is the high rate of unemployment Stats SA (2013:i). The government together with policy makers have made numerous attempts to combat this problem. The African Blacks, Indians and Coloureds; with special reference to the females within these ethnic groups, are targeted.

Stats SA (2013:xii) confirms, as shown in Figure 4.1 below, that there has been a steady increase in the number of unemployed people in South Africa since the fourth quarter of 2010 with 4, 137 million people increasing to 4, 244 million in 2011, 4, 501 million in 2012 and a further increase to 4, 723 million unemployed people in South Africa. This then indicates that this issue requires urgent attention.

Figure 4.1: Total Unemployed Population
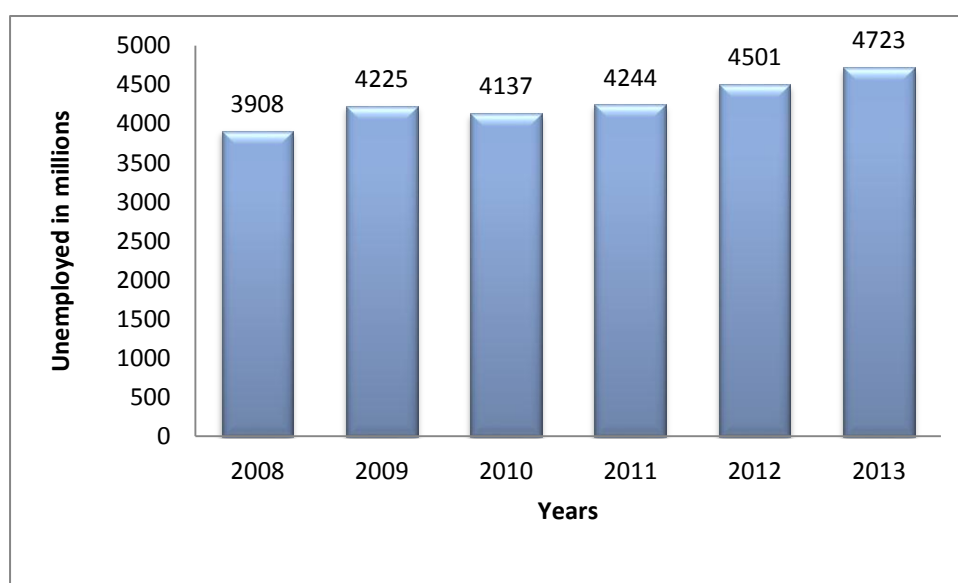
Source: QLFS, 2013

This chapter presents results from the analysis of the data collected through a survey done on females in Bophelong with an attempt to identify reasons some of these females in the Township are unemployed, discouraged to seek employment and the factors that they perceive to have been obstacles in the process of job seeking.

Frequency tables provided the demographic characteristics of participants, a regression analysis was run to analyse the relationships in similar variables between employed and unemployed females within the study area, cross-tabulations provided the characteristics of the unemployed females in comparison with the employed and lastly the correlation analysis on the perceived obstacles to entry into the labour market by females of Bophelong Township. The next section begins by describing the geographical location of the study area in order to have an understanding of the area.

4.2. THE LOCATION OF BOPHELONG TOWNSHIP

Bophelong Township falls under the Emfuleni Local Municipality (ELM) which is one of the three local municipalities that constitute the Sedibeng District Municipality and it covers the whole Southern area of the Gauteng province. The ELM is known for its contribution to the iron and steel industries in South Africa with an estimated population of about 718 477 (Census, 2011). ELM covers two main cities namely, Vereeniging and Vanderbijlpark and six larger townships namely, Evaton, Sebokeng, Sharpeville, Boipatong, Bophelong and Tshepiso (ELM, 2013:2).

Figure 4.2: Geographical Location of Bophelong Township

Source: Census 2011 Maps, 2012

Bophelong is one of the largest townships within the ELM with a population of about 46 089 and about 14 267 households (Census, 2011). Bophelong consist of the 'old' Bophelong, Bophelong Extension, Bonnane, Muvhango and Joko Tea where Bophelong ext. has the majority of the population. These areas fall under Wards 7 and 23 of ELM. Travelling from Johannesburg, Bophelong is found on the right side of the Golden Highway after passing the Iscor land field site ELM (2013:2).

Bophelong was established in 1955 for Black labour working at the surrounding industries with little development sites and facilities such as clinics and libraries. It still remains a low-income Black Township to date (Van Driel, 2009:128-129). Unemployment is the main characteristic of Bophelong and most residents rely on informal businesses such as tuck shops, selling vegetables, running taverns (some legal and others not) as their primary source of income (ELM, 2007/12:98).

It is important to understand the next section as it gives background information of all participants within the study and more about the study area. The population of the study area, the household composition of the participants and the demographics of the females of Bophelong are also described. This has also given us an idea of the reasons why there was a need for a study in this area.

4.3. DEMOGRAPHIC CHARACTERISTICS OF PARTICIPANTS

4.3.1. Population Composition

As mentioned in section 4.2 (Location of Bophelong Township) above, the population of Bophelong Township has grown to about 46 089 and about 14 267 households relative to 37 779 from the Census 2011 survey data. Within the total population of Bophelong, 50.53% are females and 49.47% are males. The Blacks take up about 99.12% of the population and the rest of the 0.88% is taken by Indians, Coloureds and Whites. Within the dominating Black group 69.39% speak South Sotho (Census, 2011). A study done by Sekhampu and Dubihlela (2012:178) found that 46.2% of the households were headed by females who were either unemployed or in an informal sector.

ELM (2007/12:7) provides findings on the population composition of the Emfuleni Local Municipality as a whole given by Table 4.1 below. This table shows the demographic composition of the ELM from 2001 to 2011 in different ethnic groups which prove the racial division within the municipality with Blacks being the largest in the population with about 85.75%.

Table 4.1: Demographic Composition of ELM 2001 to 2011

	Black	Coloured	Indian	White	Total
2001	553 307	7 011	5 891	92 213	658 422
2011	616 095	8 356	7 078	86 948	718 477

Source: ELM, 2012/13

Table 4.2 below shows the 300 females who participated in the survey. The main focus of this study is on females who are unemployed relative to those in the paid workforce. The survey also shows that most of the female participants are the heads of their households.

Table 4.2: Gender

	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Female	300	100.0	100.0	100.0
Total	**300**	**100.0**	**100.0**	

Source: Survey Data, 2013

4.3.2. Household Composition of Bophelong Residents

Slabbert (2003: 5) stated that the population of females in the township is increasing. An increased population of unemployed people also increases the rate of unemployment in that area. More females need to participate within the labour market in order to reduce the number of unemployed people. Within his sample population, 56% were females and the year before then there were 55.8%. He also confirmed that females represent a higher percentage in Bophelong than males.

• **Employment Status**

The labour participation rate of South Africans has shown an improvement in the second quarter of 2013 to 55.3% by 0.5% but in the same instance the

unemployment rate has also increased by 0.4% from 25.2% to 25.6% (Stats SA, 2013: iv). ELM (2012/13:3) also reports an increase in the level of unemployment in townships within the Emfuleni Local Municipality from about 29.57% to 34% in 2011 (See Table 4.3 below).

Table 4.3: ELM Unemployment Status between 2001 and 2011

EMPLOYMENT STATUS	YEARS	
	2001	**2011**
EMPLOYED	93537	202543
UNEMPLOYED	63160	107555
UNEMPLOYMENT RATE	**29.5%**	**34%**

Source: Census, 2011

The figure below indicates that sample population of this study was about 72% of unemployed females within the population of Bophelong and about 25% of the employed females; with less than 3% of the self-employed females. This figure depicts the employment status of the participants of the survey data for Bophelong Township for 2013.

Figure 4.3: Household Employment Status
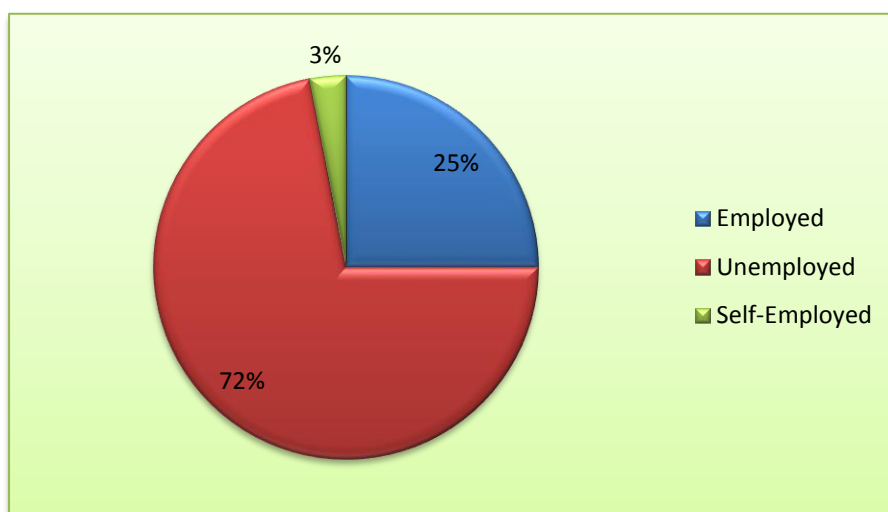
Source: Survey Data, 2013

The results of the survey data in Figure 4.3 above show that more females within the study area are unemployed and a very small group falls on the expanded definition defined in the literature section of Chapter 2. The objective of this study is to determine factors that may influence the high rate of unemployment within females in Bophelong.

- **Age**

The median age distinguishes the young from the old and Shryock *et al.* (1976) described a young population as one with the median of less than 20. The population with a median age of more than 30 is considered old and those between 20 and 29 are regarded as those in the intermediate age.

Figure 4.4 below shows the median age of South Africa to be 22 (1996), 23 (2001), 24 (2007) and 25 (2011) and are the intermediate ages between the age of 20 and 30 for all periods. The median of Gauteng and the Western Cape are both the oldest median age of 28 with the Limpopo province being at the lowest median age of 22. The pattern of the medial age changes when the population groups are considered with Black people at the lowest median age of 24 and Whites at the highest median age of 39 (Census, 2011: 21).

Figure 4.4: Median Age by Province

	Western Cape	Eastern Cape	Northern Cape	Free State	KwaZulu-Natal	North West	Gauteng	Mpumalanga	Limpopo		SA
Census 1996	26	19	24	24	21	22	27	21	17		22
Census 2001	26	20	25	24	21	24	27	21	19		23
CS 2007	27	21	26	25	22	25	28	22	20		24
Census 2011	28	23	26	26	23	26	28	24	22		25
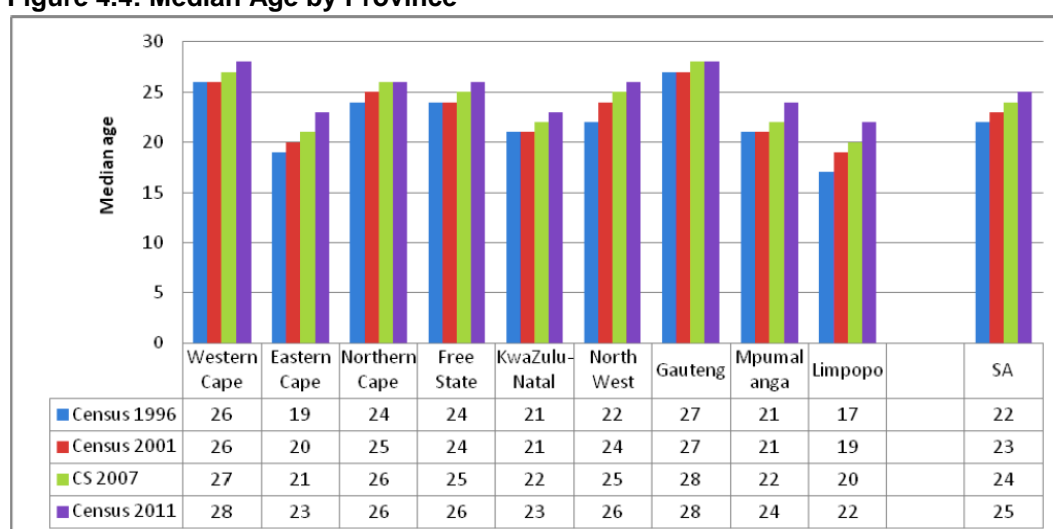
Source: Census, 2011

Census (2011:22) shows results of a fairly larger group of females than males in each age group excluding the youngest groups where males are larger than females. There has been a decrease of the population of males and females within the youngest age groups and reasons for such a circumstance are still being investigated. The survey data of Bophelong also shows that the sample population has more participants falling under the age group 35-44 years. The results show that the population of Bophelong Township decreases as they grow older and most do not reach the age of 65 and over.

The youngest participant interviewed was 16 years and the oldest participant was 65 and was not seeking employment due to ill health. Dubihlela (2010: 63-64) found that the highest percentage of female heads in Bophelong were between the ages of 35-39 at 23% with the youngest participants at age 21 and the oldest participant at age 79 years.

Figure 4.5: Age Range of Participants
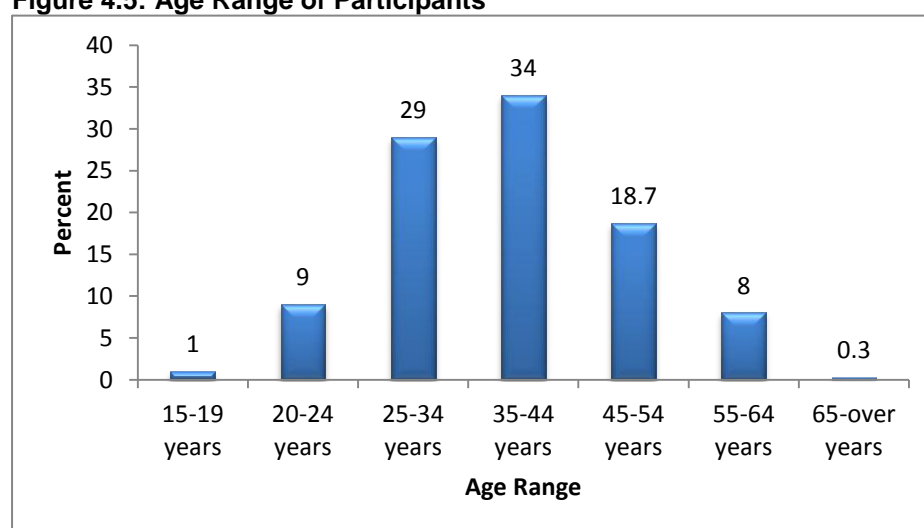
Source: Survey Data, 2013

- **Marital Status**

The results for the marital status of the Bophelong population are shown in Figure 4.6 below. Single females in Bophelong who are taking care of children are about 50.3% followed by 21.3% of females who are single with no children. Females who are partnered and have children within the household are at about 19.7%. The lowest percentage is one of those living in a shared household.

Figure 4.6: Head of Household Marital Status
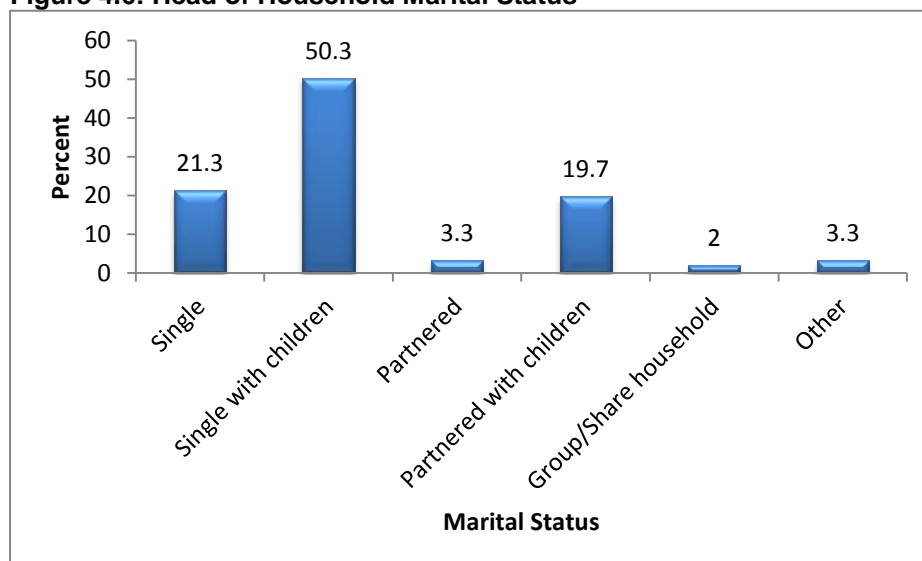
A study done by Mahlwele (2009:36) shows results that agree with the survey data collected for this study that 70.8% of the sample population were females who were never married but have children, 22.8% of the females were married and only 6.4% were divorced or separated. A study by Van Driel (2007:181) also confirms that the marital status of the largest group is of the females in Bophelong are single (with and without children) at 66%.

- **Structure of the Household**

Figure 4.7 below shows an increase in households that live in brick houses since 1996 from 65.1% to 77.6% and an impressive decline in those that live in RDP houses by more than half from 18.3% to 7.9%. Shacks have also decreased from 16.2% to 13.6% (Census, 2011:57).

Figure 4.7: Household Distribution by Type of Dwelling between 1996 and 2011
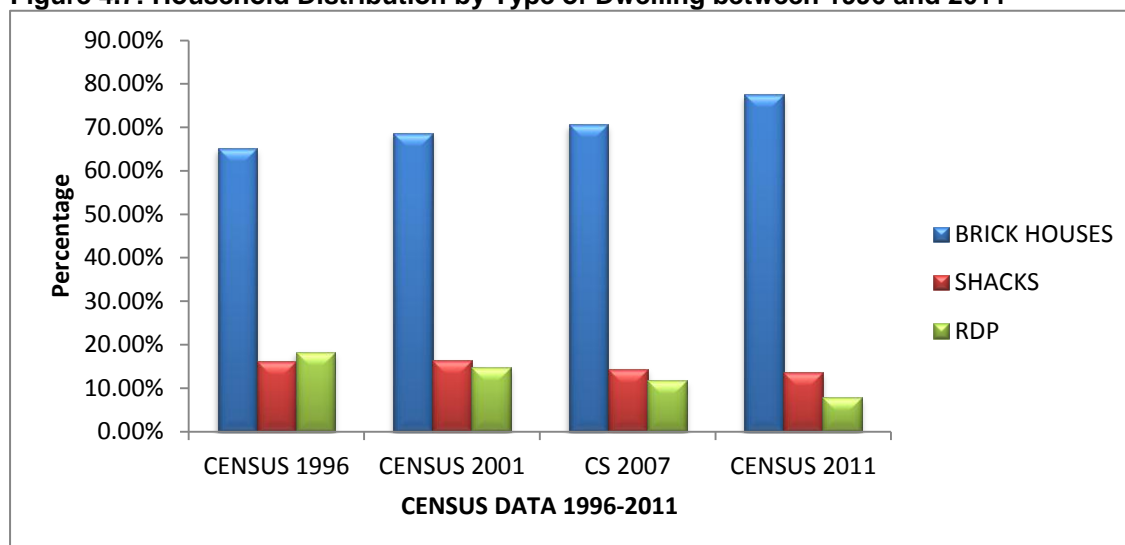
An estimation of about 85.3% of ELM households lives in brick houses while 16.45% of households are living in RDP. Almost 1% of the rest of the population still remain in shacks and other forms of houses (ELM, 2012/13:2-3). The sample population of females in Bophelong shows the results of the largest group living in the Reconstruction and Development Programme (RDP) houses (59%) while the rest of them live in informal settlements and traditional housing, 15% and 26% respectively (See Figure 4.8 below).

Figure 4.8: Structure of Households
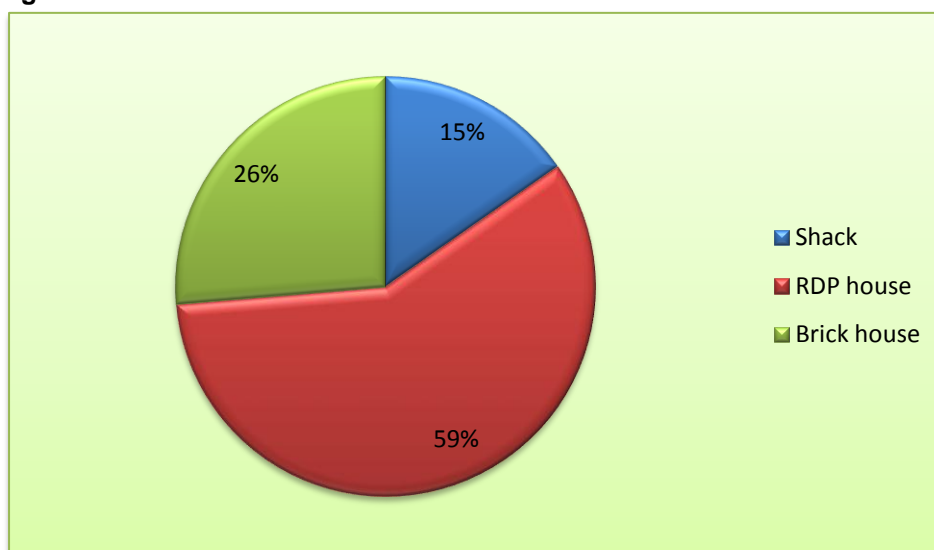
- **Education Level**

Figure 4.9 below shows the results of the survey done on the education level of females in Bophelong by type of qualification obtained. The results show that the highest education level that the majority of females in the sample population was Standard 8/Grade 10 at 40.3% followed by the 37% of those who have achieved Standard 10/Grade 12. The females in Bophelong who have achieved higher education degree are about 0.3% and only 1.3% of the females have certificates or diplomas.

Figure 4.9: Head of Household Educational Level
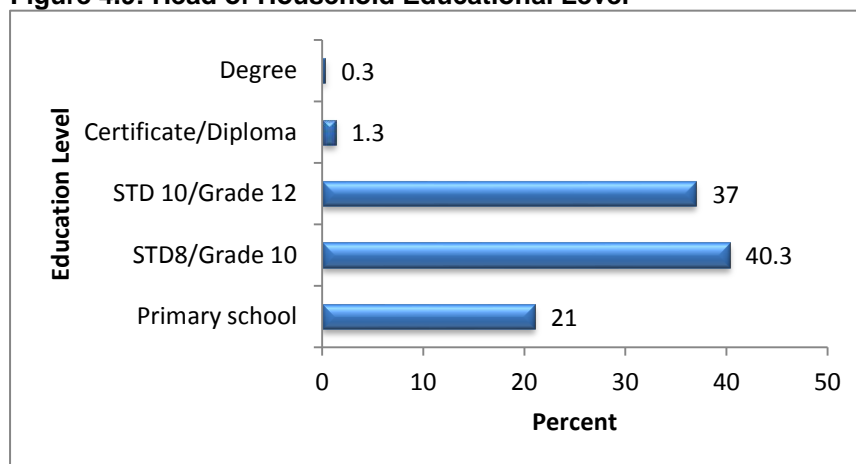
The study done by Mahlwele (2009:37) confirms that most females in his sample population have only managed to attain education in the primary and lower levels at about 44.6% followed by a close 43.3% of those females who went to as far as Secondary education. Only 12.1% have managed to find post-Secondary education. The survey conducted by Dubihlela (2010:79) agrees that about 21% of females were only able to get primary and lower level of education while others of about 10% can attain as high as standard 8/grade 10. Results from a study by Slabbert (2009) show a slight increase in the number of females who achieved post-secondary qualification from 4.7% 2005 to 5% in 2009. Slabbert then showed results that 7% of females are still illiterate and the number has grown from 5% in the survey data of 2003.

- **Further Education and Training Required**

Table 4.4 below shows results that the majority of females in Bophelong require further education at 73% relative to the minority that do not require further education at about 27%.

Table 4.4: Request for Further Education

		Frequency	Per cent	Valid Per cent	Cumulative Per cent
Valid	No	81	27.0	27.0	27.0
	Yes	219	73.0	73.0	100.0
	Total	300	100.0	100.0	

Source: Survey Data, 2013

More than 81% of females in Bophelong require further training, 8% higher than those females who require education. A reason for this could be that most females have already achieved the qualification required for the vacancy and just need the experience in the job and about 57% of the females do not require further training (See Table 4.5 below).

Table 4.5: Request for Further Training

		Frequency	Per cent	Valid Per cent	Cumulative Per cent
Valid	No	57	19.0	19.0	19.0
	Yes	243	81.0	81.0	100.0
	Total	300	100.0	100.0	

Source: Survey Data, 2013

4.3.3. Migration

Emfuleni has a history of high migration; this could be due to the development of housing projects or the iron and steel industries with hope of getting employed. Boipatong, Sharpeville and Vanderbijlpark have an outflow of population whereas Bophelong, Evaton. Sebokeng, Tshepiso and Vereeniging are still experiencing high migration rates. Table 4.6 below shows the results of migration rate within the ELM.

Table 4.6: Migration Rate between 2001 and 2004

Main Area	Inflow	Outflow
Boipatong		-4 885
Bophelong	16 962	
Evaton	13 975	
Sebokeng	13 570	
Sharpeville		-3 208
Tshepiso	9 987	
Vanderbijlpark		-2 390
Vereeniging	6 097	
TOTAL	**60 632**	**-10 704**

Source: ELM, 2007/12

- **Previous Address**

The highest percentages of females in Bophelong (about 70%) were born there, about 10% of females moved to the township from neighbouring townships and over 9% moved from neighbouring farms and other females moved from other provinces and townships further from Bophelong. Figure 4.10 below shows results of the females who live in Bophelong to see if they were all born there or there is a reason for each of them to move to Bophelong.

Figure 4.10: Previous Address
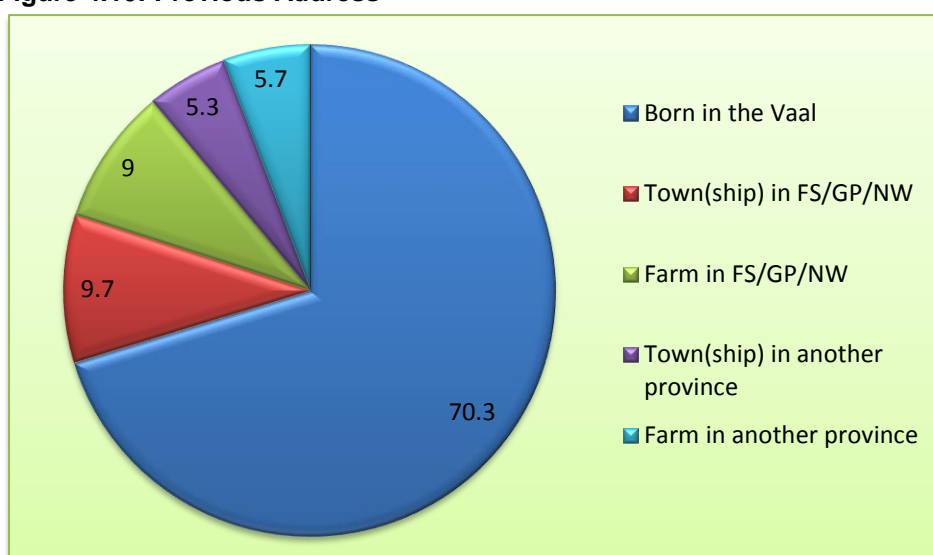
Source: Survey Data, 2013

- **Reasons to Move to Bophelong Township**

Figure 4.11 below shows results of reasons why females in Bophelong migrated into Bophelong. Results show that the majority of females that were interviewed were born in Bophelong (66%) and 19.3% of other females moved into Bophelong Township to seek a better life. 9.7% of the females moved into the township to follow their family and less than 1% of the females moved into Bophelong because of low cost housing.

Figure 4.11: Reasons to Migrate
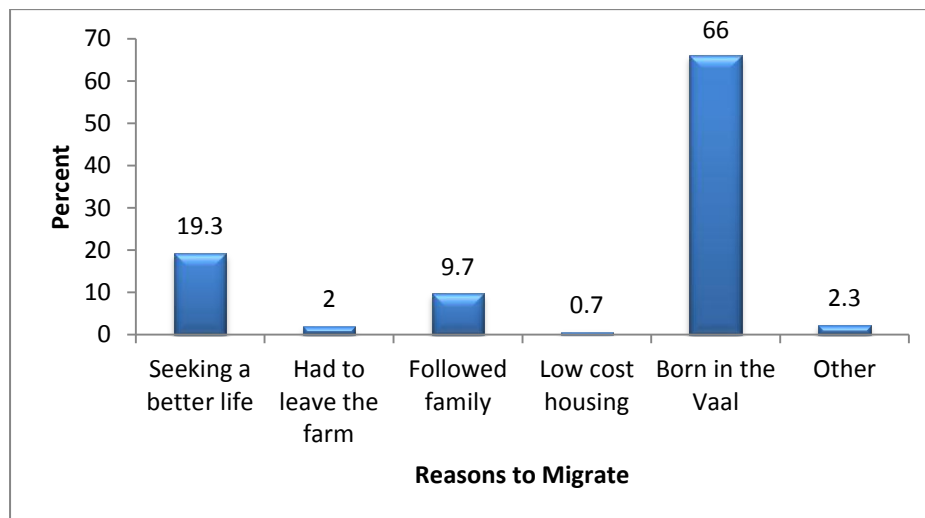
Source: Survey Data, 2013

The next section investigated any relationship or association between the dependent variable (employment status) and the independent variables (Age, Marital Status, Education Level and Income). This is done with the aim of giving recommendations on what can be changed or improved in order to influence the employment status of the study area.

4.4. BIVARIATE ANALYSIS BETWEEN EMPLOYED AND UNEMLOYED FEMALES

This section investigates any association or relationship between the dependent variable (employment status) and independent variables such as the level of education, average income, age and marital status. A logistic regression model was used with two dependent variables (0=employed; 1=unemployed) and a number of independent variables.

4.4.1. Female Unemployment and Education Level

A study by Mahlwele (2009:42) shows results that the probability of females to gain employment increase with a higher level of education. There is a strong association between education levels and employment rates. Table 4.7 below shows that the highest level of employment rate of about 45.3% is associated with higher education level of grade 12. There could be a significant increase in the employment rate by 9.3% if females could gain higher education than grade 10.

Table 4.7: Education Level and Employment Status

		EMPLOYMENT STATUS		
		Employed	**Unemployed**	**Self-Employed**
EDUCATION LEVEL	Primary school	14.7%	23.6%	11.1%
	STD8/Grade 10	36.0%	41.2%	55.6%
	STD 10/Grade 12	45.3%	34.3%	33.3%
	Certificate/Diploma	2.7%	0.9%	0%
	Degree	1.3%	0%	0%
TOTAL		**100.0%**	**100.0%**	**100.0%**

Source: Survey Data, 2013

The unemployment rate also decreased as the level of education increases. Females with grade 10 are standing at about 41.2% rate while at a higher level of education the rate of unemployment decreased by 6.9% from 41.2% to 34.3%.

Altbeker and Stomer (2013:1) confirm, from their findings on another South African township, the association of education level and status of employment. The findings gave results that 16% of those with post-matric degrees are unemployed, 29% have completed matric and 42% of those who did not complete matric are unemployed.

4.4.2. Female Unemployment and Income Levels

Some studies indicated that a teenage girl who receives a minimum wage (either from social grants or family support) was more likely to remain unemployed because they gain more from the minimum wage than losing. Results continue to prove that employment among teenage girls is reduced by 7%. Any 10% increase in the minimum wage leads to a 1 to 3% decline in teenage employment. Further study

also shows that young female adults are also reluctant to seek employment when they are receiving minimum wages (McConnell & Brue, 1995:381-382).

Figure 4.12: Income Level
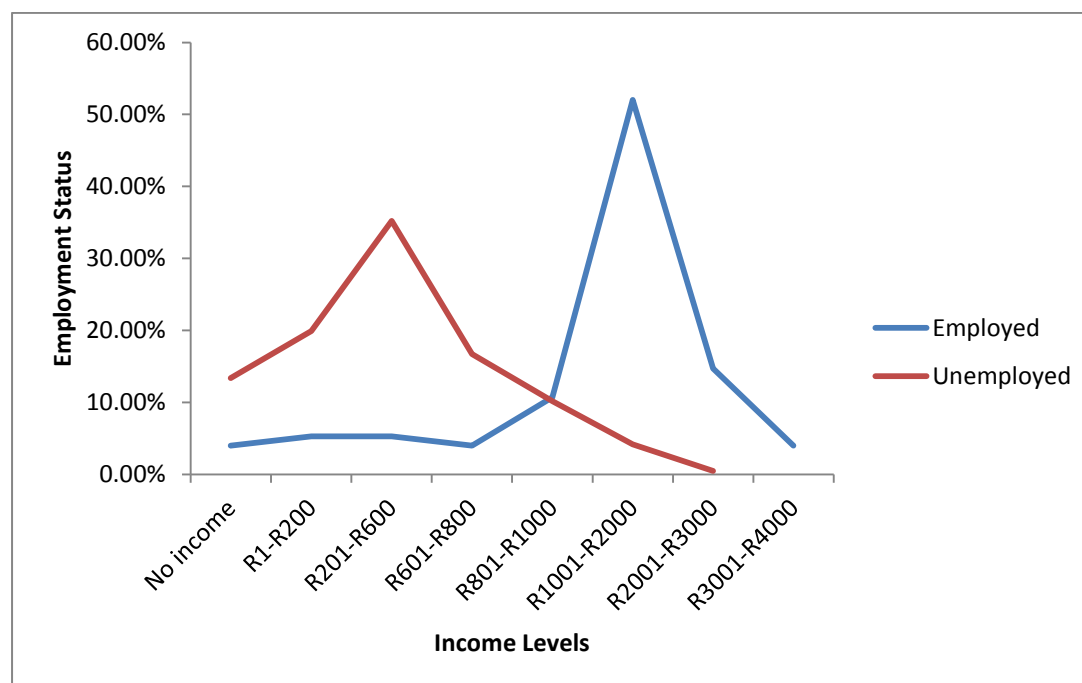
The survey data of Bophelong shows the high rate of unemployment for those who receive the minimum wage; either from social grants or supporting family. Results from Figure 4.12 above add that about 35.2% of unemployed females in Bophelong prefer living on the minimum wage and need not seek employment.

4.4.3. Female Unemployment and Marital Status

Table 4.8 below gives a report that the highest unemployment rate of about 53.7% is found with females that are single and unemployed but have children. In the same instance, the highest levels of single females of about 42.7% are employed. This then proves that there is no association or relationship between a female's marital status and employment status. There should be other factors that influence females not to be employed except being married.

Table 4.8: Marital Status

		EMPLOYMENT STATUS		
		Employed	Unemployed	Self-Employed
MARITAL STATUS	Single	21.3%	20.8%	33.3%
	Single with children	42.7%	53.7%	33.3%
	Partnered	2.7%	3.7%	
	Partnered with children	21.3%	18.5%	33.3%
	Group/Share household	4.0%	1.4%	
	Other	8.0%	1.9%	
Total		100.0%	100.0%	100.0%

Source: Survey Data, 2013

Literatures confirms that females in the older generations were meant to be married, stay home and perform household duties but those days are non-existent because females are now awarded with opportunities to seek employment in order to assist the husband on household expenditures. A study was done by Mahlwele (2009:39) and the results show that there is no association or relationship between marital status and employment status of females.

4.4.4. Female Unemployment and Age

Table 4.9 below shows the survey results of unemployed females as compared with those that are employed. The results show that 33.8% of unemployed females of Bophelong are between the ages of 35-44 which makes the highest percentage. In the same instance the 37.3% of employed females of Bophelong also fall between the ages of 35-44 years. This then confirms that the age of females does not have any impact on their employment status; that there are other factors that may have influenced the employment status within which they find themselves.

The results also show that the participation rate of females drops by 22.6% as they grow older. Charlesworth (2010:45) agrees that females in the older cohorts are discouraged to work due to care responsibilities in the households for their children or grandchildren.

Table 4.9: Age

		EMPLOYMENT STATUS		
		Employed	**Unemployed**	**Self-Employed**
AGE	15-19 years		1.4%	
	20-24 years	9.3%	8.8%	11.1%
	25-34 years	34.7%	27.8%	11.1%
	35-44 years	37.3%	33.8%	11.1%
	45-54 years	14.7%	19.0%	44.4%
	55-64 years	2.7%	9.3%	22.2%
	65-over years	1.3%		
Total		100.0%	100.0%	100.0%

Source: Survey Data, 2013

Running a correlation concluded whether there can be any relationship as it was set out above. Table 4.10 below shows the results of the correlation run on the relationship between employment status of females in Bophelong and the explanatory variables such as age, income, education and marital status.

Table 4.10: Correlation between Employment Status of Females in Bophelong and Independent Variables

CORRELATION		Employ_stat
Age	Pearson Correlation	0.033
	Sig. (2-tailed)	0.571
	N	300
Mar_Stat	Pearson Correlation	-0.102
	Sig. (2-tailed)	0.077
	N	300
Educ	Pearson Correlation	-.145*
	Sig. (2-tailed)	0.012
	N	300
Income	Pearson Correlation	-.575**
	Sig. (2-tailed)	0
	N	300

Source: Survey Data, 2013

The direction of the correlation can be found on the sign before the absolute value but there are no threshold from which to interpret the strength of the correlation between dependent and independent variables. Gertsman (2003:14.5) offered the following guidelines on the strength of correlation between variables:

Table 4.11: Correlation Guidelines

RANGE	STRENGTH
0 < |r| < .3	Weak Correlation
.3 < |r| < .7	Moderate Correlation
|r| > .7	Strong Correlation

Source: Gertsman, 2003

In accordance with Gerstman's interpretation guidelines (Table 4.11); the results from the survey data confirm that there is a weak correlation between age and employment status. This then implies that the employment status of females is not influenced by their age. Table 4.10 shows that there is also a weak correlation between the marital status of a female and her employment status. Whether the female is single, married or partnered; her employment status will be influenced by other factors.

The relationship between the education level of the females and their employment status shows a strong correlation which is significant at 0.05 levels. The negative sign of the coefficient shows that the relationship goes in different directions. This then implies that if the education level of females in Bophelong improves, the unemployment decrease. Table 10 also shows the relationship between the level of income and the employment status of females. It proofs a strong correlation which is significant at 0.01 levels. The relationship is also negative.

Running a logistic regression could assisted in confirming that there is a causal effect between the variables. Table 4.12 below defines the causal effect of the explanatory variables to the dependent variable. The regression shows the Wald Test and the odds ratio for each dependent variable. The results show that the level of income (Income; sig = .000) significantly explains the employment level of females in Bophelong.

The United States Department of Labour (USDL) (2013:1) states that there is a significant relationship between the earnings levels, educational attainment and therefore employment status. If the earnings are used to improve education then the unemployment rate declines.

Table 4.12: Regression Results on Unemployment Determinants

	B	S.E.	Wald	df	Sig.	Odd Ratio	95% C.I.for Odds Ratio	
							Lower	Upper
Age Mar_Stat(1) Educ Income Constant	.041	.160	.065	1	.799	1.042	.761	1.425
	.061	.355	.030	1	.862	1.063	.531	2.131
	.010	.216	.002	1	.962	1.010	.662	1.543
	-.931	.114	66.503	1	.000	.394	.315	.493
	4.604	1.056	19.020	1	.000	99.883		

Source: Survey Data, 2013

The negative sign of the coefficient (B = - .931) shows that the level of income of females in Bophelong negatively affects the probability of the females being employed. This variable is the significant at 0.01 levels. The coefficients of other variables such as education have a positive effect on the probability of a female being employed.
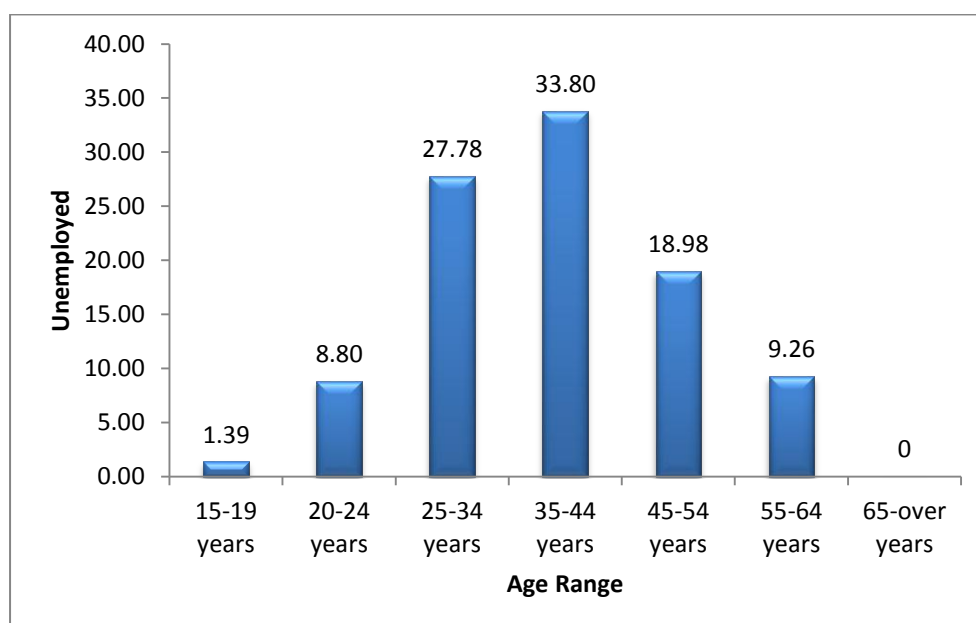
This section concludes by confirming a significant relationship between the employment status and the independent variables income and education. The results also show that the age level and household composition of a female in Bophelong Township does not significantly influence her employment status. The following section then described the characteristics of those females who are unemployed as compared with the employed to investigate whether the above mentioned variables had any influence on the female employment status in Bophelong.

4.5. CHARACTERISTICS OF UNEMPLOYED FEMALES IN BOPHELONG

4.5.1. Age

Figure 4.13 below depicts results of unemployed females in Bophelong characterised by their age range. Results show that 33.8% of unemployed females in Bophelong are between the age of 35-44 years followed by 27.78% of females between the age of 25-34 years and only 1.39% of unemployed females are between the ages 15-19 years.

Figure 4.13: Age

Unemployed (y-axis) vs Age Range (x-axis) bar chart:
- 15-19 years: 1.39
- 20-24 years: 8.80
- 25-34 years: 27.78
- 35-44 years: 33.80
- 45-54 years: 18.98
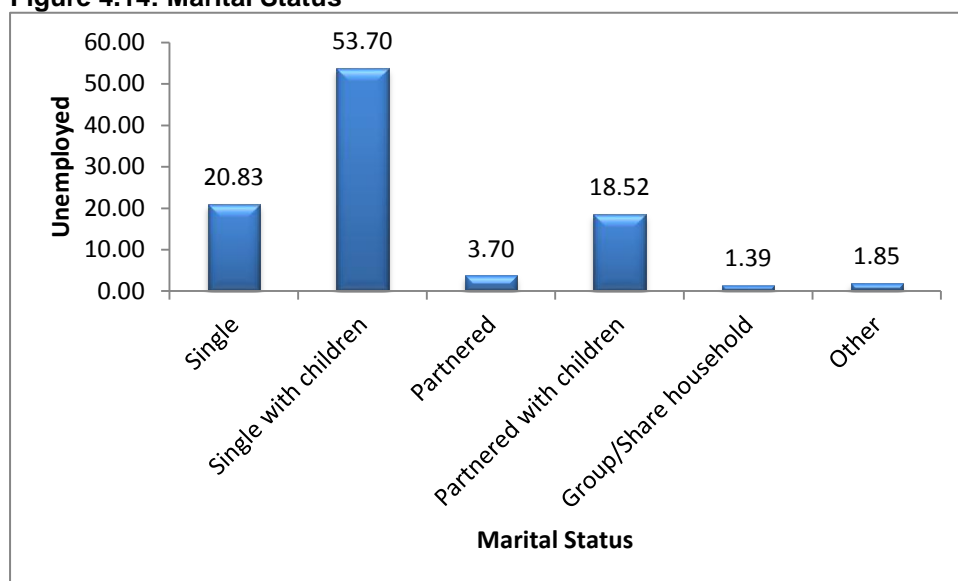- 55-64 years: 9.26
- 65-over years: 0

Source: Survey Data, 2013

ELM has experienced the highest unemployment rate relative to other municipalities and the highest level of unemployment rate is within the females between the age of 18-59 and they end up depending on social grants to support their households. The 18-59 age range also includes youth that has completed matric and are unable to further their studies or to find employment (ELM, 2007/12).

4.5.2. Marital Status

Mahlwele (2009:38) states that the majority of unemployed females are not married but have children under their care. In his study there were 71.5% of single unemployed females with children. Figure 4.14 below shows results that 53.7% of unemployed females in Bophelong are not married but have children; followed by 20.83% of females who are single without children. Females that were partnered with children (including married and just living together) are about 18.52% of the unemployed. Those females with children, whether married or single, are mostly unemployed in Bophelong.

Figure 4.14: Marital Status

Figure 4.14: Marital Status bar chart showing percentages of Unemployed by Marital Status: Single 20.83, Single with children 53.70, Partnered 3.70, Partnered with children 18.52, Group/Share household 1.39, Other 1.85.
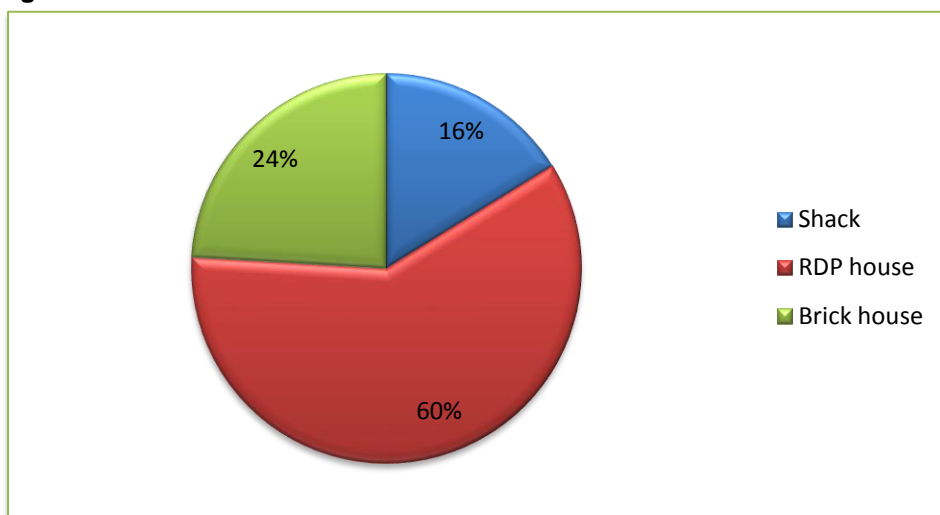
Source: Survey Data, 2013

The report given by Stats SA (2013:39) agrees with the study that the majority of unemployed females are never married but have children. 69.68% of the unemployed population in South Africa have never been married and have children followed by about 16.24% of the unemployed population that are married but with no children and about 10.06% of the population has been living together as husband and wife.

4.5.3. Household Structure

Figure 4.15 below shows results that about 60% of unemployed females in Bophelong live in Reconstruction Development Program (RDP) houses; followed by about 24% of females living in brick houses and about 16% of the unemployed females living in shacks (informal settlements).

Figure 4.15: Household Structure
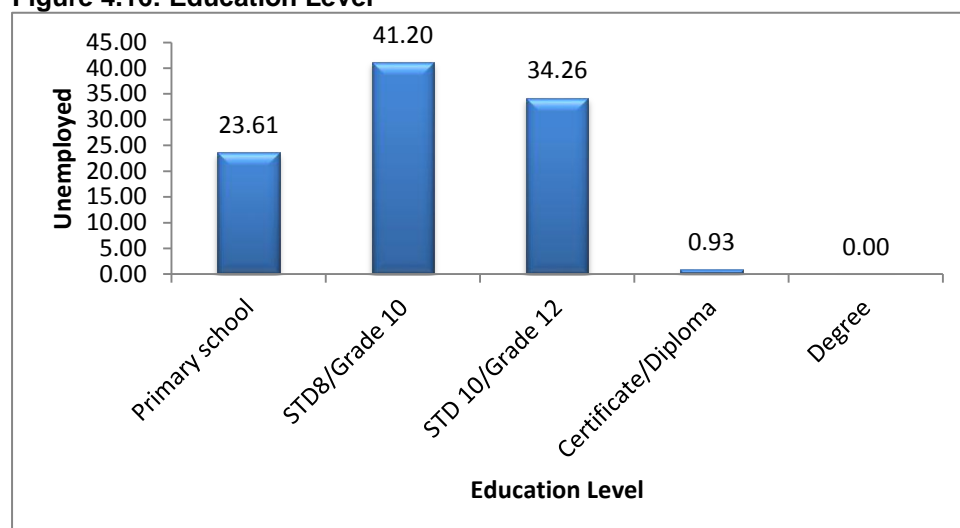

Source: Survey Data, 2013

Dwellers in formal housing has increased by females in the ELM from 81.8% to 85.3% in 2011 while there is a significant decline in dwelling in owned and paid off houses within the ELM from 56.5% to 48.8% (ELM, 2013:3).

4.5.4. Level of Education

In the year 2000, 67.7% of the ELM population obtained the education level of grade 3 and above; followed by about 22.8% the ELM population had education level of grade 10 and above in comparison with 19.8% of population that had no education in 1999 (Slabbert, 2004:64).

Figure 15 below shows the results of the unemployed females in Bophelong with regard to their education levels. The results show that 41.20% of unemployed females in Bophelong have an education level of grade 10; followed by 34.26% of females in education level of grade 12 and higher and 23.61% of females in Bophelong who are unemployed have primary education level. Less than 1% of the rest of the unemployed females have post-matric qualifications such as certificates, diplomas or even degrees.

Figure 4.16: Education Level

Source: Survey Data, 2013

4.5.5. Further Education and Training Required

Females in Bophelong who have been reported to only have grade 10 are about 41.20% of the unemployed females. This should then mean that they would require more education but 28% of these unemployed females deem it unnecessary to gain further education while 72% of the females require further education in order to improve their chances of gaining employment.

Figure 4.17: Further Education
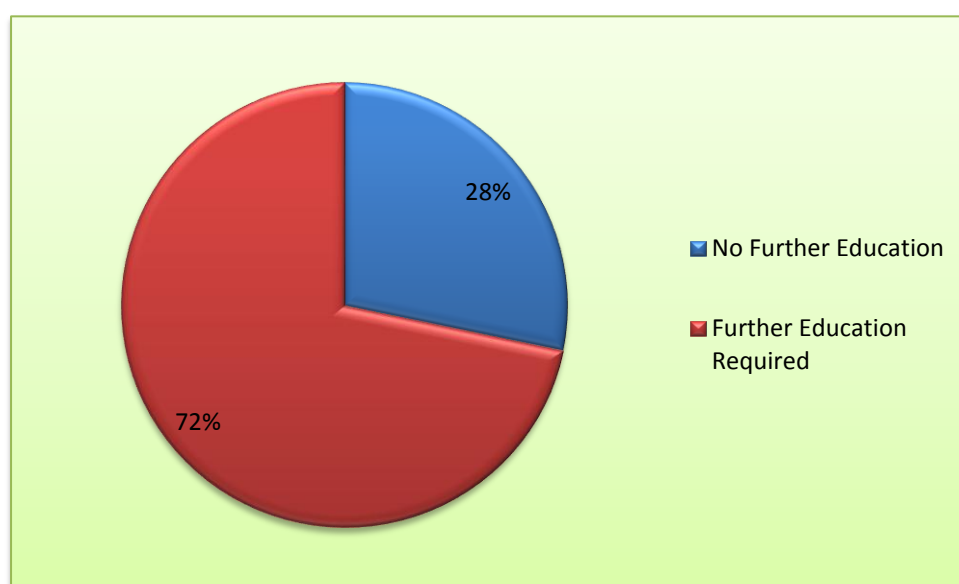
Source: Survey Data, 2013

An estimated 34.26% of unemployed females in Bophelong only studied up to grade 12 and about 77% of them require further training in order to gain enough experience to have 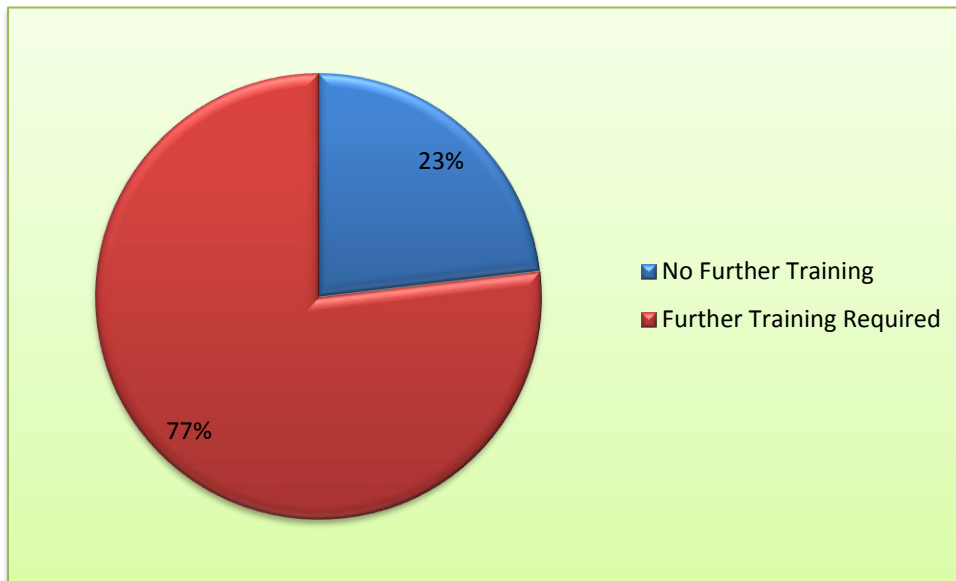access to higher positions in the workplace. Figure 4.18 below also shows that 23% of unemployed females do not require further training. Reasons for such a circumstance have not yet been investigated.

Figure 4.18: Further Training

Source: Survey Data, 2013

4.5.6. Migration Rate

Dubihlela (2010:65-66) confirms that about 47% of female heads moved into Bophelong township in the past 15 years and about 13% of females moved into Bophelong over 51 years ago and have been staying there since.

Figure 4.19 below shows the survey of females in Bophelong who are unemployed and whether they have migrated into Bophelong from other locations or not. The results show that the majority of the unemployed females at about 70.37% were born in Bophelong. The highest migration rate is then seen at about 10.65% of those females who moved from farms in Free State Province, Gauteng Province and the North West Province.

This is followed by about 8.33% of females who moved to Bophelong from townships in the Free State Province, Gauteng Province and North West Province. Results also show that about 6.02% of the unemployed females living in Bophelong have moved from farms in further provinces and only about 4.63% of females came from townships in further provinces. The reasons for these females to migrate to Bophelong are discussed in Figure 4.19 below.

Figure 4.19: Previous Address
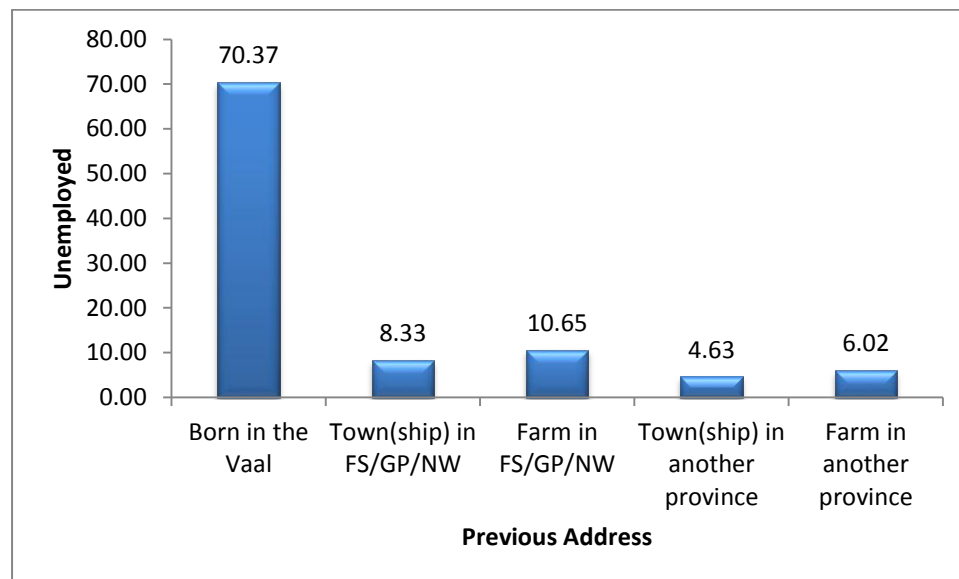
Source: Survey Data, 2013

Figure 4.20 below gives results of the reasons why some unemployed females now living in Bophelong decided to move to that township. The results of the survey data show that 19.44% of females who are unemployed moved to Bophelong because they were seeking for a better life than the one they were living in their hometown. About 7.87% of females move to Bophelong because their families were living in Bophelong and they had to follow them.

Van Driel (2007:69) adds that the main reasons why there is a high migration rate into Bophelong is the increased government provision of housing by building brick houses through the RDP.

Figure 4.20: Reasons to Migrate
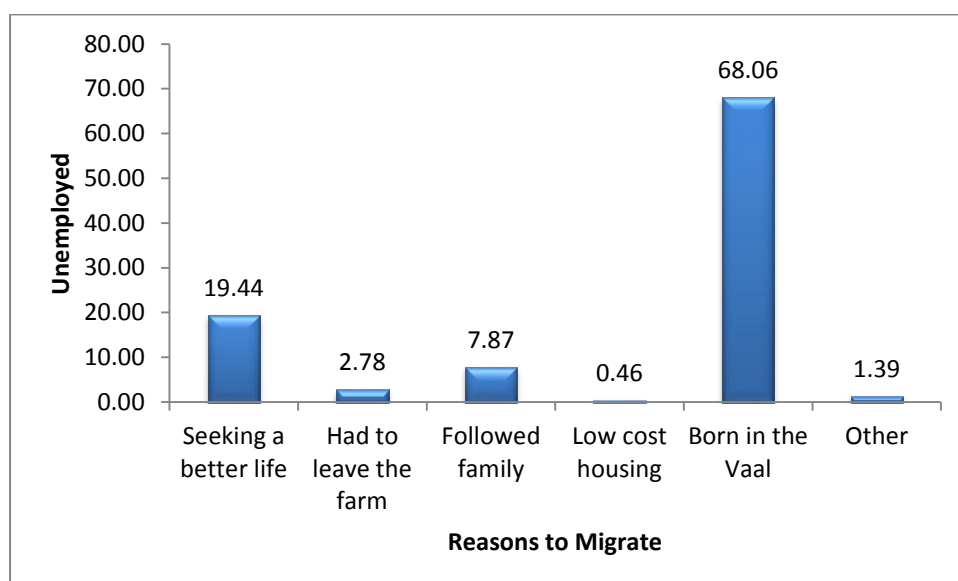
Source: Survey Data, 2013

Results also show that 2.78% of the unemployed females moved to Bophelong because the circumstances in the farm where they are from were not that good to stay longer and less than 1% of some females moved because they wanted to acquire low cost housing. The majority of the females in this study have however been born in Bophelong (68.06%).

4.5.7. Income Levels

The results of the survey of unemployed females of Bophelong shown in Figure 4.21 below describe the basic earnings of the participants received from either social grants, family donations or by selling vegetables to neighbours. Unemployed females of Bophelong who earn between R201-R600 are about 35.19% with the assumption that they collected child support grants; followed by 19.91% of females who earn between R1-R200. Females who collect their social grants between R601-R800 are about 16.67% of the unemployed; 13.43% of these females who are unemployed do not collect any form of grant or source of earnings, 10.19% earn an income between R801-R1000 and about 4.17% of these females earn an income between R1001-R2000.

Figure 4.21: Basic Earnings
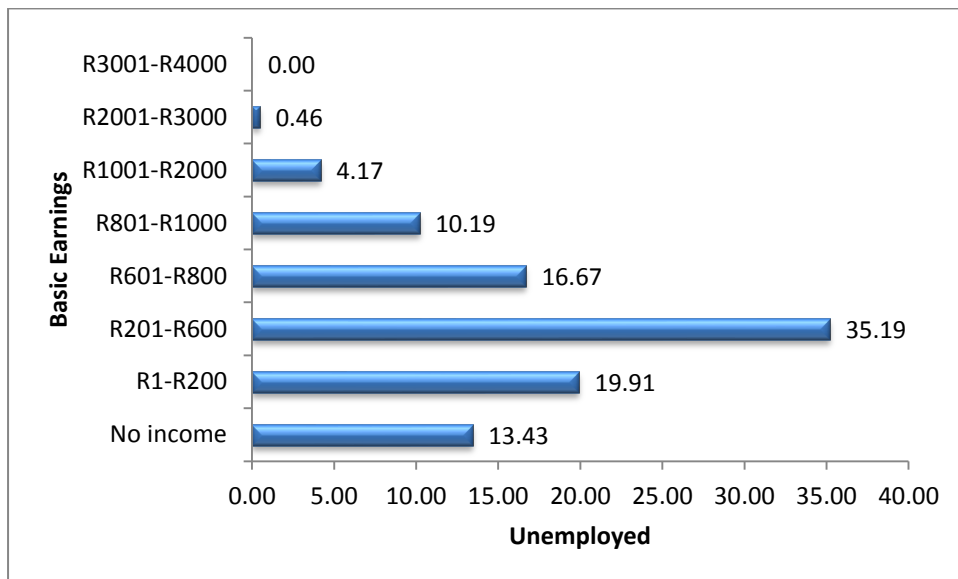
Source: Survey Data, 2013

Those unemployed females who do not receive any income should have some way to make ends meet. An investigation was done as to a number of sources of income for those females of Bophelong that are without paid work but still receive some form of gross income. Figure 4.22 below gives results of the sources of income for the unemployed females under this study.

Figure 4.22: Source of Income
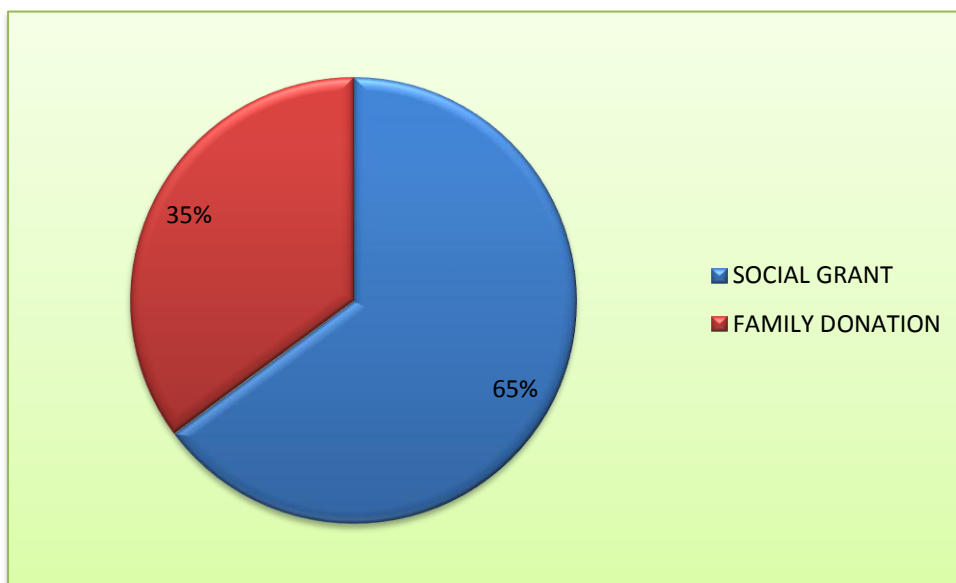
Source: Survey Data, 2013

Figure 4.22 above gives results of sources of basic earnings for those unemployed females in Bophelong where 65% of the earnings of unemployed females were from social grants offered by the government. Unemployed females with basic earnings between R2001-R3000 are assumed to come not only from social grants but also from family contributions. The majority of females that receive income between R1001-R2000 confirmed that they receive disability grants or war veteran grants and about 35% of other females in Bophelong depend on contributions made by other family members only.

4.5.8. Methods to Search for Employment

Results show that 47.2% of females have not been making any effort to look for employment; where 28.7% of the unemployed females of Bophelong used the community organisations for assistance in job searches and only 9.8% of the females used the job network services. The small number of those who used government websites, job network services and private employment agencies is due to lack of access to computers and knowledge of such services.

Table 4.13: Employment Search Methods

Search Methods	Responses	
	Number	**Percentage**
Job Network Service	26	9.8%
Government Websites	21	7.9%
Private Employment Agency	17	6.4%
Community Organisations	76	28.7%
None	125	47.2%
Total	**265**	**100.0%**

Source: Survey Data, 2013

Most of the females who never attempted to use any of the aforementioned methods to look for a job say they wait for 'word of mouth' information about a job opportunity and it is usually casual and temporary positions. They believe that the only way to get employment in that area is when you are well connected with those who are already in the paid work. More factors that discourage job seekers are discussed in the next section.

4.6. FACTORS THAT DISCOURAGE FEMALE JOB SEEKERS

There are a number of factors that may discourage job seekers to continue to search for employment; some of which can be the expected income as compared to the income that the unemployed person receives without working full time. Another can be the long hours of work of which the females in the household would not be able to work due to care responsibilities.

4.6.1. Reasons not to Pursue Job Opportunities

According to the survey there are certain reasons that discourage unemployed females of Bophelong to seek employment

Only 5.2% of the total unemployed females in Bophelong do not want to continue to look for employment. Figure 4.23 below shows results of the reasons why those females have stopped looking for employment. The results show that the majority of the unemployed females in Bophelong (50%) do not seek employment because they are still studying, 25% of the unemployed females who do not seek employment is due to the responsibilities that they have to take care of children in the households and the other 25% of unemployed females not looking for work is because they do not feel the need to work.

The older generations are too tired to work; some are injured at work and cannot perform physically demanding duties. Most of the others have decided to study in order to improve their skills and qualifications. This group will most likely to go back being job-seekers (Sherk, 2013:1).

Figure 4.23: Reasons not to Seek Employment
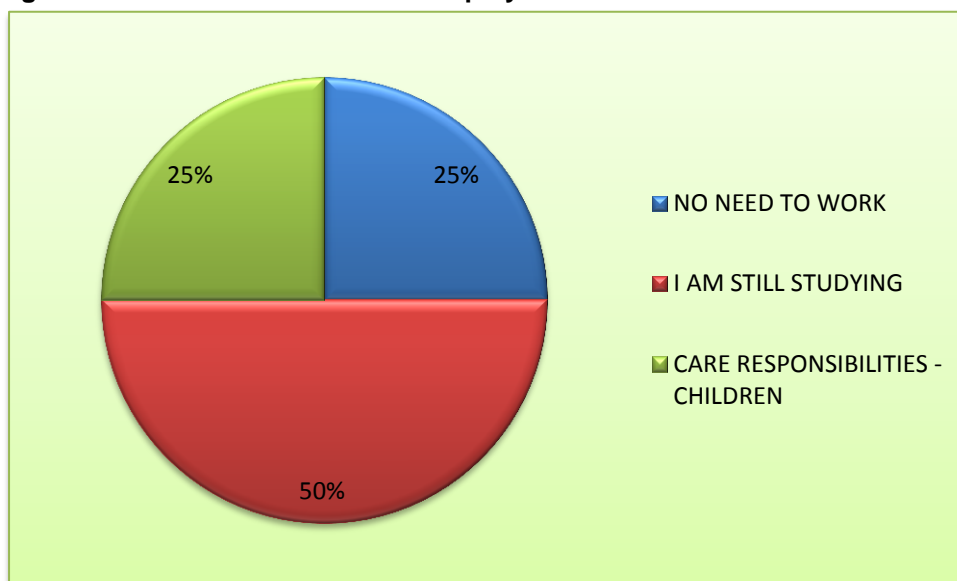
Source: Survey Data, 2013

4.6.2. Average Length of Search for Employment

Other reasons for females of Bophelong to feel discouraged to continue to look for work is that they have spent a lot of time in the search. Figure 4.24 below shows results for the length of time that unemployed females in Bophelong have been searching for employment. Results show that 81.1% of unemployed females in Bophelong have been searching for paid work for more than two years; which will be reason enough to discourage anyone to continue looking for work and 13.2% of unemployed females have been looking for employed for 1 to 2 years.

Figure 4.24: Unemployment Duration

Source: Survey Data, 2013

Research shows that about 3.9% of unemployed females of Bophelong have been looking for work for more than 7 months but less than a year and about 1.8% of the females have been seeking for paid work for less than 6 months. A study done by Slabbert (2009) agrees that the most discouraged unemployed population are those that have been unemployed for more years. In his study 19% of unemployed females were unemployed for more than 11 years and the rest of the 81% were unemployed for 10 years and lower (Dubihlela, 2010:76).

4.6.3. Feedback from Recruiters

Unemployed females of Bophelong who have been going through the process of applying for vacancies have had experiences with the recruiters and this section focuses on the correspondence (if any) that recruiters give to applicants to determine whether they should be discouraged. The following two questions were asked to those who made attempts to apply to investigate on how effective correspondence with the recruiters has been to encourage any future interest in the labour market:

- **How often do you receive acknowledgement of your letters of application?**

The results of the question are shown in Figure 4.25 below that the majority of unemployed females seeking unemployment rarely receive such acknowledgement.

Figure 4.25: Acknowledgement of Application
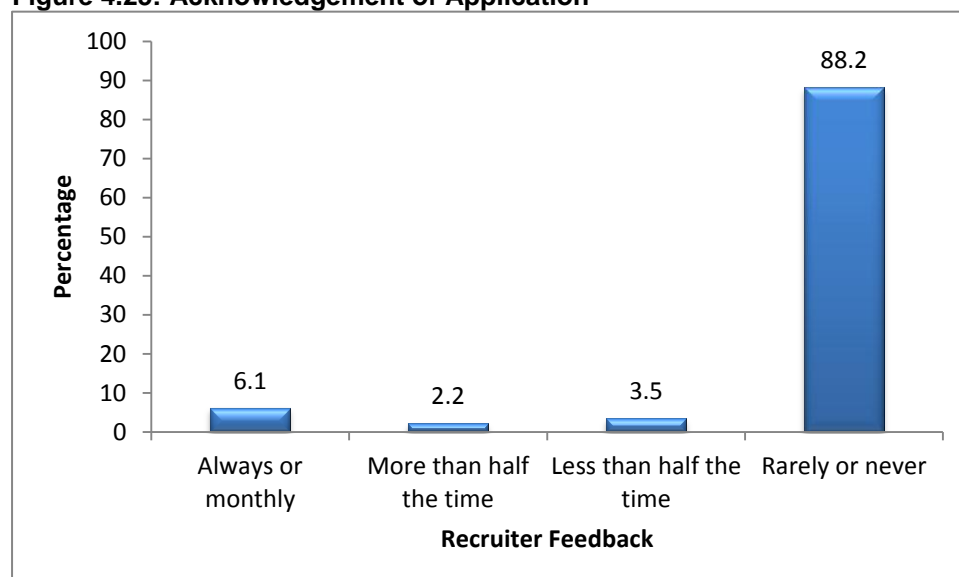
Source: Survey, 2013

Results show that 88.2% of females attempted to apply for jobs but rarely or never got feedback on whether their applications were received. Only 6.1% females receive acknowledgement of receipt of applications.

- **If you have been interviewed for a position, how often have you been offered post-interview contact as to the reason why you were not successful?**

Figure 4.26: Post-interview Correspondence
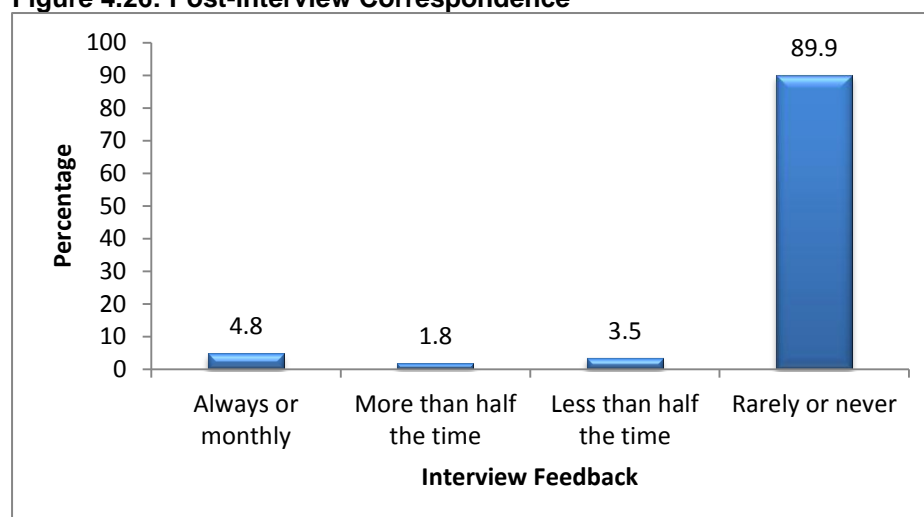
Figure 4.26 above shows results of unemployed females in Bophelong who went for interviews. The results show that 89.9% of those unemployed females who went for interviews rarely or never received feedback on the reasons why they were not successful. Only 4.8% of females who went to the interview always receive feedback on the reason why they were unsuccessful.

This section describes possible reasons perceived by unemployed females of Bophelong to be obstacles to enter into the labour market. Table 4.14 below shows the perceived obstacles with the highest level of agreement by percentage of response and relative to the rest. Lack of qualifications, education and experience seem to stand out from the rest of the obstacles. Each of the highest agreed obstacles was discussed below.

4.7. PERCEIVED OBSTACLES TO ENTRY INTO THE LABOUR MARKET

Table 4.14: Perceived Obstacles to Entry into the Labour Market

		Responses	
		N	**Per cent**
PERCEIVED OBSTACLES	MY QUALIFICATIONS ARE NOT GOOD ENOUGH	98	15.7%
	I NEED BETTER CV WRITING SKILLS	66	10.6%
	I DO NOT INTERVIEW WELL	67	10.7%
	I DO NOT HAVE ENOUGH EXPERIENCE	85	13.6%
	I AM TOO OLD OR TOO YOUNG	11	1.8%
	I DO NOT HAVE THE RIGHT REFERENCES	22	3.5%
	I DO NOT HAVE THE RIGHT CONNECTIONS	36	5.8%
	MY SPOKEN LANGUAGE SKILLS ARE NOT GOOD	73	11.7%
	I DO NOT HAVE A COMPUTER	64	10.3%
	READING AND WRITING SKILLS NOT GOOD	72	11.5%
	I HAVE A DISABILITY	3	0.5%
	I HAVE CHILDREN OR AM PREGNANT	5	0.8%
	MY SEXUAL PREFERENCE	1	0.2%
	I CANNOT WORK THE HOURS REQUIRED	4	0.6%
	MY GENDER	13	2.1%
	I AM OVER-QUALIFIED	1	0.2%
	I DO NOT KNOW	2	0.3%
	OTHER	1	0.2%

Source: Survey Data, 2013

4.7.1. Qualifications

Table 4.14 shows results that 15.7% of unemployed females in Bophelong perceive a lower level of education and lack of qualifications to be the highest obstacles to finding employment. These females believe that had they studied any further to gain better qualifications, they would stand a better chance to get paid work. Fisher and

Scott (2011:1) add that the production of qualified graduates and post graduates plays an important role in alleviating the unemployment problem in South Africa.

4.7.2. Experience

Results also show that 13.6% of unemployed females in Bophelong perceive lack of experience to be another obstacle to find employment. World Youth Report (2012:5) confirms that employers are sceptical about hiring new entrants who lack not only the expertise to do the job but the life skills to sustain themselves under pressure. They would rather settle for the adults that have the experience both on life skills and work skills.

4.7.3. Literacy Levels

Results from Table 4.14 above show that 11.7% and 11.5% of the unemployed females in Bophelong perceive lack of knowledge of spoken language and illiteracy respectively, are the obstacles that prevent females to find employment. According to the International Adult Literacy and Skill Survey (IALSS, 2012:1) people who are employed generally have higher literacy scores than the unemployed people. People with higher literacy scores are more likely to get employment and those with lower literacy scores found themselves struggling to find employment.

4.7.4. Interview Skills

Results show that 10.6% of unemployed females in Bophelong perceive lack of CV writing skill as one of the obstacles to find employment and 10.7% of unemployed females perceive lack of knowledge on how to handle interviews as another obstacle to finding paid work. About 10.3% of the females perceive lack of access to computers to be another obstacle.

Only 2.1% of unemployed females in Bophelong perceive their gender as an obstacle. Less than 1% of unemployed females of Bophelong perceive having a disability, being pregnant or having children, having alternate sexual preferences and being required to work abnormal hours as obstacles to prevent them from finding employment.

The section has outlined the main perceived obstacles to entry into the labour market. A further investigation was done on these obstacles to confirm any causal effect between the independent variable (employment status) and the dependent variables (Qualifications, CV skills, Interview skills, Experience, Language skill, Computer skills, Literacy levels). The results are shown on Table 4.15 below.

Table 4.15: Regression Analysis Results on Perceived Unemployment Determinants

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B)	
							Lower	Upper
No_Qual	-.754	.348	4.697	1	.030	.470	.238	.930
CV_Skill	.734	.325	5.110	1	.024	2.083	1.102	3.935
Interv_Skill	-.243	.352	.478	1	.489	.784	.394	1.562
No_Exp	.187	.329	.321	1	.571	1.205	.632	2.299
Lang_Skill	.173	.360	.232	1	.630	1.189	.587	2.409
Comp_Skill	.158	.365	.188	1	.665	1.171	.573	2.394
Literacy_Skill	-.214	.371	.333	1	.564	.807	.390	1.670
Constant	1.052	.685	2.359	1	.125	2.864		

Source: Survey Data, 2013

The results above show that qualifications have a negative relationship with the employments status from it coefficient of (B = -.754). This implies that the more qualifications a female has, the better the chances of being employed and thereby reducing the rate of unemployment and it is also significant at 0.05 levels. Results above also show that having CV skills has a positive relationship to employment status and is significant at 0.05 levels. A conclusion can therefore be made that the perceived obstacles could very well be the actual obstacles of employment as most of them are related to literacy levels.

4.7.5. Literacy Levels and other Obstacles

Qualifications, experience, CV skills, interview skills and knowledge of professional language have a strong relationship with literacy levels. Table 4.16 below shows the results of the correlation run between these variables.

Table 4.16: Correlation between Literacy Levels and Other Obstacles

Correlations		No_Qual	CV_Skill	Interv_Skill	Langua_Skill
Literacy_Level	Pearson Correlation	.782**	.940**	.950**	.990**
	Sig. (2-tailed)	0	0	0	0
	N	228	228	228	228

Source: Survey Data, 2013

The results above show a positive correlation between the participants' literacy levels and other perceived obstacles. An increase in the literacy level is closely related to an increase in qualifications, language skills, interview skills and CV writing skills. There is a correlation between the variables at a 0.01 level of significance. A conclusion can therefore be made that unemployed females in Bophelong should improve their literacy skills in order to overcome the perceived obstacles to entry into the labour market.

4.8.   SYNOPSIS

The survey results show that 72% of the female population in Bophelong are unemployed. The highest percentage of unemployed females is between the ages of 35-44 years. Their age however is not a determinant if their employment status. Results also show that their education level and income levels are the determinants of their employment status. The status of their household composition (marital) does not have a relationship with their unemployment status. Conclusions were also made that their perceptions of obstacles could very well be valid but mostly dependent on their level of literacy.

CHAPTER 5: SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1. INTRODUCTION

The objective of this study was to determine the factors that may have an influence in the employment status of females in the Bophelong Township. The study was inspired by the interviews conducted with a number of females who reside in this area and the realization of the high number of females who are unemployed. This study then aims to determine these factors with the intention to develop females and seek means to encourage them to seek employment.

5.2. SUMMARY

The summary of this study was drawn in accordance with the outline of this study.

5.2.1. Literature Review

Unemployment is bad for the economy; that is a well-known statement. There have, however, been difficulties in defining and measuring this phenomenon. To determine what actually qualifies a person to be unemployed. It has come to the conclusion that there should be an official and expanded definition of unemployment.

In this study, the official definition of unemployment is those people who are currently not working, who want to work, are available to start work and have taken active steps to look for work. The expanded definition rules out the last criterion of those who are taking active steps to look for employment. The expanded definition was taken to be more accurate than the official definition of unemployment because to some regions unemployment exists due to lack of vacant opportunities and most will cease to seek for employment as such.

The rate of unemployment is measured by dividing the number of people who are deemed unemployed by the number of the total economically active population. The different definitions of unemployment pose a problem with the calculation of the number of unemployed people when determining the unemployment rate. This confusion with the final criteria poses a problem of who should be included in this calculation.

This study provides the definition of an employed person relative to those that are unemployed with the aim of distinguishing the two. The employed person is one that is in paid employment for more than one hour, whether in an informal or formal enterprise or a private company. Those who have been absent from work for reasons such as illness, vacation or child care responsibilities are also included in the definition of an employed person.

Comparing unemployment rate with different countries is sometimes inconclusive because each country can select from varying methods of measuring unemployment. Barker (2003:203-204) has described these methods as the Census method, the difference methods, the registration method and the sample survey method.

This study also defines the different types of unemployment as the frictional, structural, cyclical as well as seasonal unemployment. The majority part of unemployment in South Africa is structural. Structural unemployment occurs when there is a mismatch between job seekers and vacant opportunities. This mismatch may be due to skills, education, age or the geographical area of the unemployed.

The structural unemployment may be caused by limited mobility between labour markets, increased population growth rate due to migration, fluctuations in the demand and supply patterns, a decline in the performance of the economy of the country, high capital intensive equipment that replaces labour, restricted mobility for job seekers and finally the intervention by the government sectors on the mining and agricultural industries.

Unemployment can bring about crime and poverty within the economy; this is one of the consequences of unemployment. Further study has shown other penalties of unemployment to be reduced productivity and increased fiscal burden, loss of freedom and social exclusion, loss of skills and long-term damage, psychological harm, ill health and mortality, motivational loss and future work, human relation loss and family life, gender and racial inequality, loss of social values and responsibilities and lastly the organisational inflexibility and technical conservatism.

This study moves towards the core description of unemployment within females by providing the historical background and trends of unemployment in females. Females were seen as household keepers for centuries up to the time when industrialisation began. More females entered the labour market and flourished in the work they do. Married females were bound to stay home to care for children and their elders and did not have the opportunity to seek employment to improve their standard of living by increased income.

An explanation to the gender gap in unemployment could be factors such as the segregation of labour market, educational attainment and the predominance of temporary contractors among females. Factors that stood out in this study were the age, marital status, educational level and location of females as the causes of their unemployment. These factors can lead an unemployed female to skills obsolescence and reduce her employability.

Age has been one of the obvious factors of unemployment with the higher rate being the teenagers due to lack of experience or limited vacant positions within their area of location. The older females have also had a high rate of unemployment relative to males in South Africa. The cause of that predicament was mainly family responsibility, which was enforced on married females as men carried on from one job to another.

The abolishing of the apartheid system of the previous South African government and the development of policies to promote racial equality promoted access to developed economic, physical, educational, communication, other infrastructure and the right to exercise equal opportunities by Blacks. The situation of unemployment in 1999 did not change much where more of the Blacks were still unemployed relative to the Whites. Race was therefore one of the other factors that contributed to the high rate of unemployment in the South African economy.

Tradition in the past had forced married females to stay home and care for their households and bare children while males are moving between jobs. This situation would occur mainly in the rural areas. At the event of the husband's death, the wives would lose their main source of income and be forced to work.

Other females who are in the workforce would choose to leave work in order to start a family and their husbands would be the bread winners of the families even though most companies make provision for such situations. In some households both females and males are employed but the females are earning less than their spouses.

Education and training is one of the most fundamental factors that influence a woman's ability to participate in the economy. Plans need to be made to encourage females to participate in programs that improve literacy levels and offer further training. The South African government has invested a large amount of money into educating girls and women and made education for children compulsory. There has been a significant improvement in the literacy levels of women and girls since the post-apartheid government system.

The reasons why there is the need to prioritise on female employment is that developing countries such as South Africa can improve their economy by increasing the rate of labour participation from previously disadvantaged groups such as females, the youth and the disabled. An improvement in the education level of a female will increase her chances of gaining employment and an increased income, and reduce the birth rates. This will have a positive impact on the economy.

The empowerment and development of females in the workforce can also improve the opportunities of business ownership. A female with a higher level of education is less likely to fail in business ventures. It can also increase their chances of holding management positions in big companies and hence contribute to the economy.

The literature above confirms the importance of understanding unemployment as one of the biggest problems in the South African economy. It is important that policy makers know how to define and measure this phenomenon in order to realise the extent of the problem and attempt to alleviate the problem. The labour participation rate of females in the past was low but recently increasing and therefore a need was realised that if more females were employed; a country will have a better chance in improving the economy by increased spending.

5.2.2. Empirical Study and Methodology

This study made use of the library-based and empirical research to achieve literature background of unemployment as well as to determine the factors that may have an influence in the employment status of households.

5.2.3. The Aim of the Study

Previous investigations were done that show that there are more female headed households in Bophelong than male. This brought about the question of the high rate of unemployment which was clearly rooted in the females. This phenomenon prompted a further study into the factors that may have an influence in the high rate of unemployment within female headed households in the area of Bophelong Township. The analysis of these results gave a clearer picture to the policy makers of the strategies and programs they need to put in place in order to alleviate this problem.

The study aimed to characterise the females of Bophelong who were either employed or unemployed. It aims to specifically provide a profile of the unemployed females in the area. There was also a need to investigate the reasons why other unemployed females are discouraged to continue to seek further employment. These unemployed females had perceptions on what causes them to stay unemployed and this study aims at determining what those perceptions are.

The investigation of the factors that may have an influence in the high rate of unemployment in Bophelong was vital when determining that there is a significant relationship between these factors and the employment status of females in Bophelong. The results provided an overview of the extent of the situation in Bophelong Township for recommendations to policy makers.

5.2.4. Research Objectives

The questionnaire was constructed with the aim of determining the factors that influence the unemployment status of female headed households in Bophelong.

The categorical dependent variable (employment status) was compared with the independent variables such as age, marital status, education level and the income levels of the females. The study also attempted to investigate any causal effect between the variables.

An investigation of the relationship between what unemployed females perceive to be obstacles or barriers to finding employment and to determine whether there is any correlation between these variables. Some of the perceived obstacles are lack of qualifications, lack of experience, lack of skills and failure to conduct themselves properly during an interview. Other factors that may lead an employed female to leave her current vacancy were investigated.

5.2.5. Data Required for the Study

To enable this study to reach its full potential by achieving the above objectives, certain data was collected from the survey run within the study area. This data included demographic factors, socio-economic determinants, perceived obstacles to entry into the labour market and factors that discourage job seekers. All this data made it possible to achieve objectives.

The question then remains on the method to be used to collect this data. This decision is vital for the study as it may make it difficult or easy to achieve the objectives of the study. In this study, personal visits were preferred because the corporation rate was higher and less people refused to participate. This method allowed participants to ask questions when they do not understand and for the field worker to further explain the questions even though it took a longer period and was costly.

- **The Development and Construction of the Questionnaire**

Questions in a questionnaire should help the researcher achieve objectives. It is important to have a preliminary questionnaire that you distribute to potential participants in order to test the responses and to correct mistakes before distributing the final draft to the study area.

This study made use of the 300 structured questionnaires which was adopted from Slabbert (2004) and Charlseworth (2010). Field workers delivered the questionnaires personally to each participant and took them through the process of completing them.

The pre-test was done on students of the North West University for the accuracy and statistical significance and the distributed to the Bophelong Township. The demographic questions were asked to both employed and unemployed participants in order to investigate the similarities between them. The perceived obstacles were then asked to those who are unemployed. The questions were asked with relevance to the literature and the objectives of the study. Participants had an option to tick any choice and some questions they could select more than one option of which each selection was treated as a separate variable.

5.2.6. The Empirical Study

- **Target Population**

The target population of this study is females who are either employed or unemployed. These females reside in Bophelong Township, South of Johannesburg in the Gauteng Province of South Africa. The time of the research was for 2013 during May.

- **Sampling Frame**

Related to the target population above is the sampling frame of females in Bophelong Township. Within this population, special attention is given to the females who are heading the household and are either employed or unemployed. The sampling frame included females who are unemployed and are taking acting steps to

seek employment and those who are employed even in informal or formal sectors. It also included females who work at community projects voluntarily.

- **Sampling Method**

Due to the unavailability of female data in Bophelong, a non-probability method sampling method was selected. The mix of the convenience method and the snow-ball sampling method was used in the study. 300 females selected within separate households from the target population within Bophelong Township.

- **Sampling Size**

This study used the sample size of 300 females in separate households which represent the entire female population of Bophelong Township. The 'rule of thumb' by Gay and Curry (1984) suggests that the most appropriate sample size percentage is 5% of households between 1001 and 5000. This then implies that the appropriate sample size for Bophelong with 4883 households would be 244. The 300 size is therefore more than appropriate.

The characteristics of the selected sample size are as follows:

- Age – 34% of the females are between the ages of 35-44 years and 29% are between the ages of 25-34 years;

- Marital status – the majority of the females in Bophelong are single but living with children (50.3%) whereas the next highest percentage of 21.3% are never married and have no children;

- Household structure – 58.3% of the females in Bophelong reside in RDP houses and only about 26.3% could afford to live in a brick house;

- Education level – 40.3% of the females in Bophelong have attained education only up to Grade 10/Standard 8 and only 37% managed to push all the way to their matric year;

- Migration – 70.3% of female who live Bophelong were born there; this then implies that the migration rate would have such an impact on the employment status of the females. Only 9.7% of them are from neighbouring farms;

- Employment status – 72% of females in Bophelong are unemployed, followed by the 25% with paid work. Those that are self-employed are considered to be employed because they work more than one hour a day for compensation in the form of profits; and

- Income level – the highest income received by females in Bophelong is between the ranges of R201-R600 with about 27.7%. It is then assumed that this income falls under the government grants for children and those who are unemployed due to disability receive assistance from the government with an income between R2001-R3000.

5.2.7. Statistical Analysis

This study makes use of SPSS 21 in 2012 for the analysis of the data collected from females of Bophelong Township. The statistical analysis is important in that it helps the researcher understand, prove and predict that data collected. This information can then be used to predict future behaviours. The analysis of this data can give a picture of the strategies that need to be implemented in order to alleviate this problem.

A preliminary statistical analysis was done in this study using Descriptive analysis after the data has been checked for errors. This type of analysis is used to describe characteristics of participants using frequency tables and converting some into graphs. It is important that the scales of the variables are manipulated in order to ensure reliability.

The preliminary analysis shows 72% of females in Bophelong are unemployed and 25% are employed with only 3% who own their own businesses. The results also show that more unemployed females fall under the scale of 35-44 years and the population of Bophelong decreases as they grow older and some do not even reach the age of 65. About 50.3% of the females are not married but have children under their care and 21.3% of the females are single without any children. Only 19.7% of the females have partners with children.

The results show that 59% of females in Bophelong live in RDP houses while 15% and 26% of them live in informal dwelling and traditional dwelling respectively. The education level of females in Bophelong according to qualifications obtained stands at 40.3% in standard 8/Grade 10, followed by 37% who obtained Standard 10/Grade 12. Those females who managed to receive post-school qualifications are only 0.3%. The question then remains whether these females need further education and training; 73% of them agree that they require education and training when only 27% of them do not see the need for further training. The results also show that 70.3% of females of Bophelong were born there and only 9% moved from neighbouring farms to seek better lives by finding employment.

SPSS allows researchers to also analyse possible relationships between variables. In this study a descriptive technique by cross-tabulation was used to analyse the relationship between the employment status of each participant as the categorical dependent variable and age, marital status, education level and level of income as the continuous independent variables.

The results thereof show that the highest rate of employment of 45.3% is associated with the attainment of Grade 12. There is a 9.3% increase if females could gain a level higher of education. Simultaneously the unemployment rate reduces as the level of education increases. The minimum earning in this study also refer to the government grants that the unemployed receive; therefore the results show that 35.2% of females living on this minimum wage prefer not to seek employment.

The highest unemployment rate of 53.7% is associated with females who are not married but living with children but in the same instance the single and living children are also employed at the rate of 42.7%. There is then no association between marital status and the employment status of females in Bophelong. Results also show that 33.8% of females between the ages of 35-44 years are unemployed being the highest of the lot. The highest employed females of 37.3% are also between the ages of 35-44 years. This then shows that there is no association between the age of females and their employment status. The workforce participation rate of females drop by 22.6% as the females becomes older.

This study ran a correlation between the employment status and the above mentioned variables of females in Bophelong to confirm a significant relationship between the variables. According to the interpretation guidelines adopted from Gertsman (2003), the employment status of females in Bophelong is not influenced by their age. The results also show that there is a weak correlation between the employment status and marital status of these females. There should be other factors that influence their employment status.

The education level has a strong correlation with the employment status of females in Bophelong at the significance level of 0.05 levels. The correlation is negative showing the relationship goes in different directions. This implies that when education levels increase, there are lesser chances of being unemployed.

A logistic regression was also run in this study to compare not only the relationship between the variables set above but also the extent and causal effect of this relationship. It is important to understand that the logistic regression is more useful when the dependent variable is categorical. Logistic regression also confirms the causal effect between variables. This logistic regression is run of the employment status of females in Bophelong as the dependent variable and is therefore categorical in nature; where 1=employed females and 0=unemployed females.

The results then show the level of income significantly explains the employment level of females in Bophelong. The coefficient is negative, which proofs the relationship goes in different directions implying that the more grants the unemployed are granted, the less likely they will seek employment. The level of income is significant at 0.01 levels.

Descriptive analysis was again used to describe the factors that discourage unemployed females to continue to seek for employment. Females who are completely discouraged from seeking work are about 5.2% of the population. The results show that 50% of the female are still studying, 25% of the females have care responsibilities of children or elders and the rest do not see the need to work.

The length of job search also contributes in discouraging females to seek employment. Results show that 81.1% of unemployed female in Bophelong have been looking for jobs for more than 2 years; this is reason enough to discourage anyone to continue with the search.

Other discouraging factors include the feedback expected from recruiters after the application has been submitted and feedback after the interview has been conducted. It is discouraging to keep applying and not receiving any feedback from any company or being rejected after interview. Females who applied and rarely or never received any feedback take 88.2% of the population and only 6.1% received acknowledgement of receipt of application. Those females who went for an interview who rarely or never received any feedback have the highest rate at 89.9% and only 4.8% went to the interview and actually received feedback. This could be seen as the most discouraging factors.

Females perceive certain factors to be obstacles to entry into the workplace to be:

- Lack of qualification – 15.7%;
- Lack of experience – 13.6%;
- Lower literacy levels – 11.7%; and
- Interview skills – 10.6%

A regression was then run to test for any causal effect between the obstacles and the employment status. The results show that there is a negative relationship between qualifications and being employed at a significance level of 0.05. CV writing skills has a positive relationship with employment status at a significant level of 0.05. A conclusion was also made that once a female has lower literacy levels it will have an impact on other above mentioned obstacles. A correlation run show that there is a very strong correlation between literacy levels and other obstacles such as qualifications and experience.

5.2.8. Ethical Considerations

This study conforms to the ethical standards of an academic research. Participants have voluntarily responded and each had an option to decline participation. There was guaranteed confidentiality of the participants' information.

5.3. CONCLUSION

Unemployment in the South African economy is said to bring about crime and violent unrest among other things within the society. As stated in the literature above, there are many other factors caused by the mere existence of unemployment or even underemployment. The policies established to reduce unemployment and poverty would assist in reducing such penalties simultaneously.

The unemployment problem could be solved by identifying the type of unemployment the economy has. This will then indicate to policy makers the causes of such a problem. When the causes are identified, it becomes easier to find the solutions. The South African economy is said to have a structural unemployment. This is the reason why job creation should be the highest priority in that most people are unemployed because there are not enough jobs available to choose from.

The survey results show that 72% of the female population in Bophelong are unemployed. The highest percentage of unemployed females is between the ages of 35-44 years. Their age however is not a determinant of their employment status. Results also show that their education level and income levels are the determinants of the employment status. The status of their household composition (marital) does not have a relationship with their unemployment status. Conclusions were also made that their perceptions of obstacles could very well be valid but mostly dependent on their level of literacy.

5.4. RECOMMENDATIONS

5.4.1. From Participants

A survey was also run to obtain the participants' response as to the methods they used to obtain employment as well as the suggestions that they can make into the methods that would further assist them into getting the job.

Table 5.1 below shows results of a frequency table run on methods used by females in Bophelong to seek employment.

Table 5.1: Services Used to Seek Employment

		Responses		Per cent of
		N	**Per cent**	**Cases**
Services Used	**JOB NETWORK SERVICE**	26	9.8%	11.4%
	GOVERNMENT WEBSITES	21	7.9%	9.2%
	PRIVATE EMPLOYMENT AGENCIES	17	6.4%	7.5%
	COMMUNITY ORGANISATION	76	28.7%	33.3%
	NONE	125	47.2%	54.8%
Total		265	100.0%	116.2%

Source: Survey Data, 2013

The results show that 28.7% of females in Bophelong use community based projects to seek for employment and 9.8% of them make use of job network services. It is shocking to find that the majority of females in Bophelong (47.2%) do not use any services provided for them. Most of the females who were interviewed say they make use of 'word of mouth' techniques were one would notify them of a vacancy.

Unemployed females in Bophelong also gave suggestions on the services that they would like to be exposed to in order to assist them to find employment. The results from the frequency table 5.2 below show that 28.1% of females in Bophelong would like to attend CV writing workshops and 20.5% of them prefer the job application assistance in general.

Table 5.2: Services Needed to Assist in Job-Seeking

		Responses		Per cent of Cases
		N	Per cent	
Services to Assist	JOB SEARCHING SITES	63	14.9%	27.8%
	CAREER COUNSELLING	80	18.9%	35.2%
	CV WORKSHOPS	119	28.1%	52.4%
	JOB APPLICATION ASSITANCE	87	20.5%	38.3%
	INCREASED COMPUTER SKILLS	73	17.2%	32.2%
	OTHER	2	0.5%	0.9%
Total		424	100.0%	186.8%

Source: Survey Data, 2013

A conclusion can then be made that females in Bophelong would prefer to be taught skills that would help her seek employment in a proper manner. The community projects that already exist in Bophelong are helpful in keeping the females busy with voluntary employment but they should rather concentrate on helping them know how to search for suitable jobs, how to write an appropriate CV, how to conduct themselves in an interview and finally how to prepare themselves for the actual work environment.

5.4.2. Policy Options

ILO (2012:36-41) has made some recommendations on how to ease the burden of females unemployment which might also be relevant to the unemployed females of Bophelong. These recommendations are for policy makers within that study area and the researcher believes they are relevant for this study as well. Those policy options are:

• Household work burden reduction – this can be done by improving public services such as sanitation, electricity supply and clean water. Females would spend less time in the households completing certain tasks and participate more in the workforce;

• Reducing the burden of care – there could be chid-care services provided for mothers who need to participate at work. Examples such as the after-school programs and early childhood care for little children;

- Redressing gender division – there should be an improvement in the men's participation in childcare by giving them allowance to take leave so as to relieve the female counterparts to go back to work. This will increase their participation rates; and

- Changing costs of gender specialisation – it is advised to change taxing household members separately rather than jointly will lessen the burden of the second earner with special attention to the females of the households (ILO, 2012:36-41).

Education is the priority objective of the South African government. The strategies needs to improve in order encourage young girls to pursue further education and training such that greater interest to progress will be seen in them. The government has already placed compulsory education for primary pupils but less attention is given to the high school girls whose lives are challenged by social factors such as crime, teenage pregnancies and alcohol and drug abuse.

As the results have suggested that minimum income received from government grants has a direct impact on the employment status of females; it is suggested that social workers employ more field workers to investigate the effect of such wage on the employment status of females and encourage them to continue to seek employment and to inform them of the benefits of higher income than that of grants if they decide to apply for paid employment. the females should be made aware that living on grants will not help them improve their lives but will increase the level of their poverty in the household.

In general, policy makers need to put more focus on females who are living in Townships and encourage them to participate in the labour force.

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APPENDIX A: FEMALE EMPLOYMENT SURVEY

INTRODUCTION

This survey should take about 20 minutes of your time to complete.

SECTION A is designed to understand the background of each participant where your personal information will be required. This section is compulsory for all participants.

SECTION B is designed for participants that are currently not in the paid workforce or those that are self-employed and looking for paid work. With this section, we aim to find out about barriers that women face in terms of workplace participation. This information may be useful to develop services that will provide better assistance.

SECTION C is designed for participants that are currently in the paid workforce. This section will provide information needed to find out how these females managed to find paid workforce and use this information to assist those that are still unable to find paid work.

This survey is strictly confidential. Your name is not required. No identifying data will be provided in the final report to protect confidentiality of each survey participant. Extension and house numbers are required just to break down the data by region if necessary.

BOPHELONG	Extension:	Date:	Questionnaire no.:
Street:	House number:	Interviewer:	

SECTION A

GENERAL INFORMATION

1. How old are you? (please tick one)

☐ 15-19 years ☐ 35-44 years ☐ 65-over years

☐ 20-24 years ☐ 45-54 years

☐ 25-34 years ☐ 55-64 years

2. What is your household composition? (please tick one)

☐ Single ☐ Partnered with children

☐ Single with children ☐ Group/share household

☐ Partnered ☐ Other (specify) _____

3. What is the structure of your household? (please tick one)

☐ Shack ☐ RDP house ☐ Brick house

4. Before moving to the Vaal Triangle, where did you stay? (please tick one)

☐ Born in the Vaal ☐ Town(ship) in another province

☐ Town(ship) in FS/Gauteng/NW ☐ Farm in another province

☐ Farm in FS/Gauteng/NW

5. What was your main reason for moving to the Vaal Triangle? (please tick)

☐ Seeking a better life ☐ Low cost housing

☐ Had to leave the farm ☐ other, please specify_____

☐ Followed family

6. Are you from a non-English speaking background?

☐ Yes ☐ No

If 'yes', what is your first language?_____

7. What is your highest level of education? (please tick)

☐ Primary school   ☐ Degree

☐ STD 8/Grade 10   ☐ Graduate diploma

☐ STD 10/Grade 12   ☐ Postgraduate degree

☐ Certificate/Diploma

8. Would you like to study further?

☐ Yes   ☐ No

9. Do you require further training?

☐ Yes   ☐ No

10. What is your current employment status? (please tick)

☐ Employed   ☐ Self-employed

☐ Unemployed   ☐ other, please specify_____

11. What is your average gross monthly income?(please tick)

☐ No income   ☐ R 1 001 – R 2 000

☐ R 1 – R 200   ☐ R 2 001 – R 3 000

☐ R 201 – R 600   ☐ R 3 001 – R 4 000

☐ R 601 – R 800   ☐ R 4 001 – R 5 000

☐ R 801 – R 1 000   ☐ R 5 001 and above

12. Do you receive any social grants from the government?

☐ Yes   ☐ No

If 'yes', which grant do you receive? _____

13. Do you receive any financial assistance from the family/relatives?

☐ Yes   ☐ No

If you selected 'unemployed' in question 10 above, please complete Section B.

If you selected 'employed' in question 10 above, please complete Section C.

Participants who are self-employed do not have to complete either of the two sections unless you are seeking paid employment under an employer; then you will have to complete Section B.

SECTION B

UNEMPLOYED PARTICIPANTS

Please complete if you are not employed.

1. Are you looking for paid work?

☐ Yes   ☐ No

If 'no' please complete Question 2 below and thank you for your contribution.

If 'yes' please complete Question 3 and continue with the survey.

2. If you are not seeking paid work, please tell us your reason (tick up to 2).

☐ No need to work	☐ Access to child-care
☐ I am still studying	☐ Cost of child-care
☐ I have given up	☐ Care responsibilities - children
☐ No appropriate jobs in my area	☐ Care responsibilities - other
☐ I do not feel confident to work	☐ Health reasons
☐ Access to transport	☐ I am retired
☐ Cost of transport	☐ I do not know

Other (please specify) _____

3. On what basis are you seeking work? (please tick)

☐ Full-time   ☐ Part-time   ☐ Contract   ☐ Casual   ☐ Any

4. How long have you been looking for paid work?

☐ 0-6 months ☐ 7-12 months   ☐ 1-2 years   ☐ More than 2 years

5. Would you be able to take up volunteer work?

☐ Yes   ☐ No

6. If you have applied for paid work and not been successful, please identify the main reasons why you think that is so. (you may tick up to 3 boxes)

- ☐ My qualifications are not good enough
- ☐ I need better CV writing skills
- ☐ I do not interview well
- ☐ I do not have enough experience
- ☐ I am too old or too young
- ☐ I do not have the right references
- ☐ I do not have the right connections
- ☐ My spoken language skills are not good
- ☐ I do not have a computer

- ☐ Reading and writing skills not good
- ☐ I have a disability
- ☐ I have children or am pregnant
- ☐ My sexual preference
- ☐ I have an interrupted work history
- ☐ I cannot work the hours required
- ☐ My gender
- ☐ I am over-qualified
- ☐ I do not know

Other (please specify) _____

7. How often do you receive acknowledgement of your letters of application? (please tick)

- ☐ Always or monthly
- ☐ More than half the time

- ☐ Less than half the time
- ☐ Rarely or never

8. If you have been interviewed for a position, how often have you been offered post-interview contact as to the reason why you were not successful? (please tick)

- ☐ Always or monthly
- ☐ More than half the time

- ☐ Less than half the time
- ☐ Rarely or never

9. What services have you used to assist you in looking for a job? (tick as many as you want)

- ☐ Job network services
- ☐ Government websites
- ☐ Private employment agencies

- ☐ Community organizations
- ☐ None

Other (please specify) _____

10. **What services or assistance do you consider would assist you in seeking and gaining employment? (Tick as many as you want)**

☐ Job searching sites   ☐ Job application assistance

☐ Career counseling   ☐ Increased computer skills

☐ CV workshops

Other (please specify) _____

11. **In your opinion, what barriers might prevent you from staying full-time or part-time employed?**

_____

SECTION C

EMPLOYED PARTICIPANTS

Please complete if you are in the paid workforce.

1. **What is your occupation?**

_____

2. **In which sector are you employed?**

☐ Government   ☐ Family business

☐ Business/private   ☐ Not for profit/community

☐ Small business

3. **Approximate number of employees in a business/department.**

☐ Under 10   ☐ 10-20   ☐ 20-50   ☐ Over 50

4. **On what basis are you employed?**

☐ Casual basis   ☐ Fixed-term contract

☐ Permanent part-time   ☐ I do not know

☐ Permanent full-time

5. **How many hours in a week do you usually work?**

☐ 1-15 hours   ☐ 16-29 hours   ☐ Variable

☐ 30-39 hours   ☐ More than 40 hours

6. Are you able to negotiate hours that suit you?

☐ Yes   ☐ No

7. Do you have set, regular working hours each week?

☐ Yes   ☐ No

8. Have your hours decreased in the past 12 months?

☐ Yes   ☐ No

If 'yes', why? _____

9. If you work public holidays or weekends, are you paid overtime?

☐ Yes   ☐ No

☐ Sometimes

10. Do you have children?

☐ Yes (please go to the next question)   ☐ No (thank you for your contribution)

11. If you have pre-school aged children, have you been able to secure child-care that you need to work the hours that you want?

☐ Yes   ☐ No

☐ Not required (family member is able to care for the children)

12. If you have school-aged children, have you been able to secure out-of-school care that you need to work the hours that you want?

☐ Yes   ☐ No

☐ Not required (family member is able to care for the children)

THANK YOU!!!