

Gender, Employment and Time Use: Some Issues in South Africa

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Key Questions

- Income from paid employment is critical for poverty alleviation.
- What are the links between women and men's unpaid work and paid work? How is time spent on paid work affected by time spent on unpaid work?
- Is this related to the *quality* of employment? Are informal workers time use patterns different?
- Are there some *intra-household* dimensions to employment and unpaid work?

Approach

- We use the South African time use survey to explore some intra-household time use patterns.
- We look at how women and men's unpaid work might affect the time available for paid work.
- Gives indication of how time use data may be used.

- We divide activities reported in time use diaries into:
 - Paid Work (SNA Productive Activities)
 - Unpaid Work (Non-SNA Productive Activities)
 - Leisure and Personal Activities (Non-Productive Activities)
- We have time diaries for two members of the household, usually adults, and male and female.
- We construct employment combinations (e.g. formal:formal, formal:informal) and link to time use.

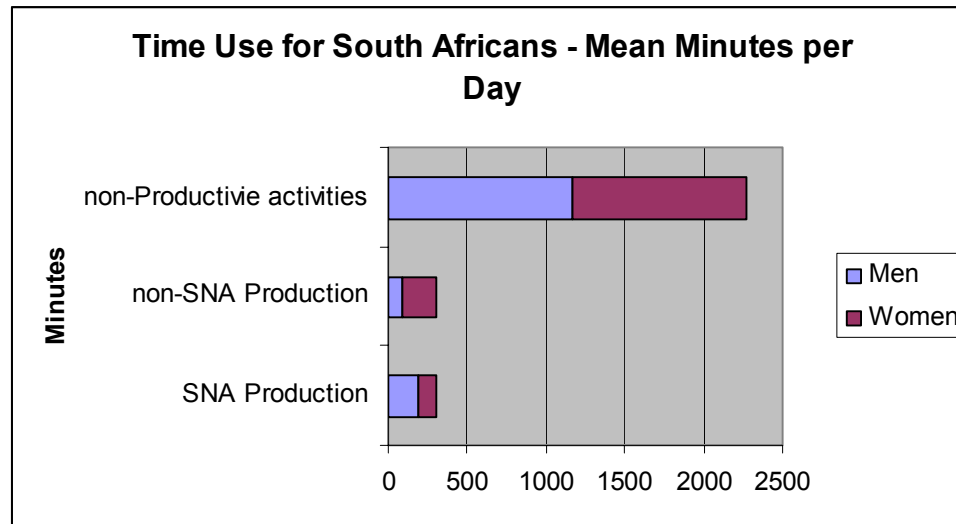
- **SNA Production**
- Work in establishments includes waged work, domestic employment, and seeking work.
- Primary production not for establishments includes subsistence farming and collection of water and fuel.
- Other productive activity not for establishments includes home-based production, informal street trading, and informal provision of services such as hairdressing.

- **Non-SNA Production**
- Household maintenance such as housework
- Care for persons in the household, including looking after children, and sick and aged members of the household
- Community service

- **Non Productive Activity**
- Learning activities
- Social and cultural activities
- Mass media activities including watching television and listening to the radio.
- Personal care including sleeping, eating and drinking, washing and dressing, and receiving medical and personal care.

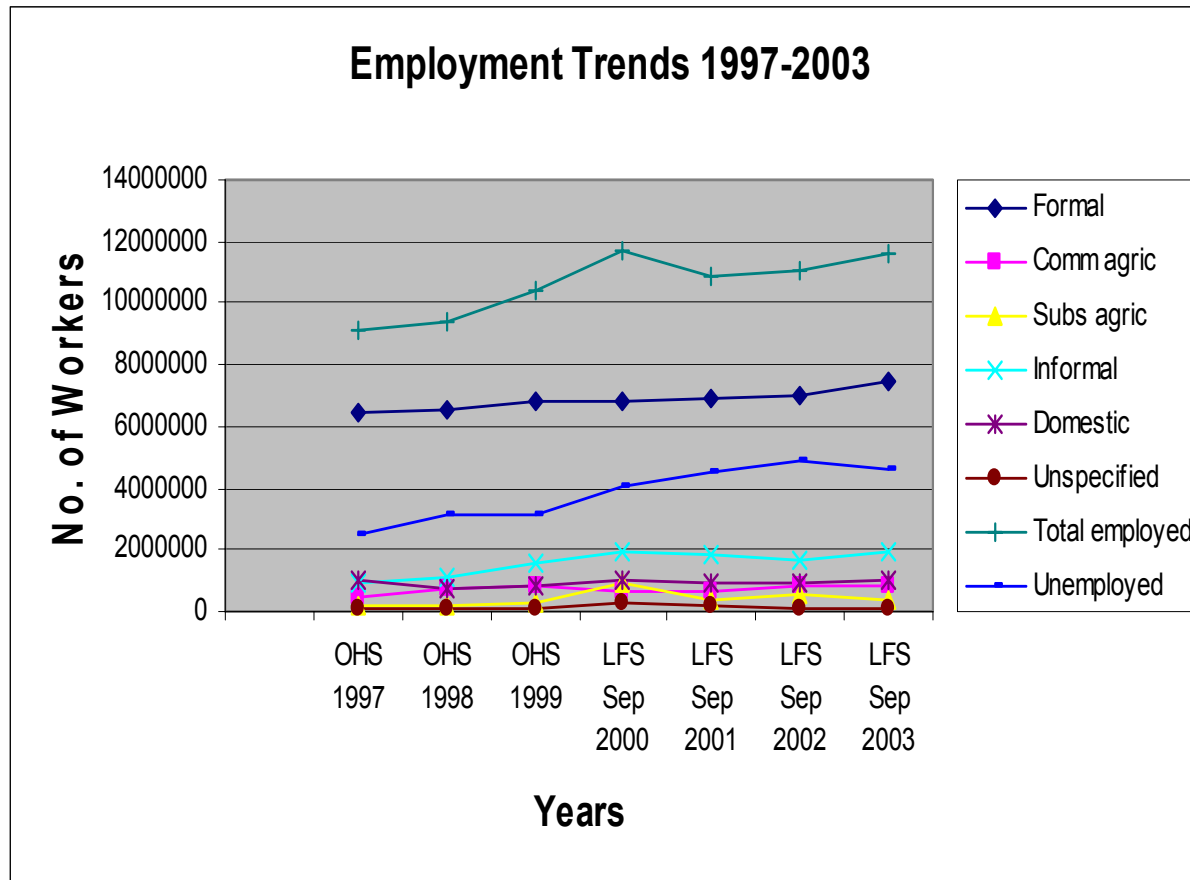
Time Use Patterns in SA

Figure 1: Mean Minutes per day on Productive and Non-productive Activities



(Source: Stats SA, 2001:36)

The Employment Context in SA



Time Use for Households

Table 1 : Time Use Patterns by Gender and Employment (30 minutes time units)

Employment Combination	Paid Work	Unpaid Work	Leisure and Personal
Formal : Formal	18.0 : 15.3	2.4 : 7.9	34.3 : 32.9
Formal : Informal	17.3 : 8.8	2.3 : 12.2	34.2 : 34.5
Informal : Formal	16.8 : 14.0	2.9 : 7.2	34.8 : 32.8
Informal : Informal	10.8 : 9.1	2.9 : 12.5	40.0 : 34.2



Time use by Income Class

Table 1 : Time Use Patterns by Income Class, Gender and Employment (30 minutes time units)

Income Category	Paid Work	Unpaid Work	Leisure and Personal
Formal-Formal Households			
Ultra Poor	17.8 : 12.8	1.5 : 9.8	34.6 : 33.2
Poor	18.4 : 16.1	2.7 : 7.8	34.3 : 32.7
Non-poor	17.8 : 15.9	2.6 : 7.2	34.4 : 32.9
Formal-Informal Households			
Ultra Poor	16.2 : 9.8	2.4 : 12.4	35.6 : 32.6
Poor	17.0 : 8.1	2.5 : 12.6	33.7 : 34.1
Non-poor	19.5 : 8.8	2.0 : 12.7	31.4 : 31.6
Informal-Formal Households			
Ultra Poor	19.8 : 13.6	3.1 : 7.6	28.8 : 31.9
Poor	16.0 : 12.3	3.3 : 7.9	37.4 : 35.9
Non-poor	17.5 : 14.4	3.0 : 6.7	34.0 : 33.0
Informal-Informal Households			
Ultra Poor	10.6 : 8.9	2.8 : 12.9	40.4 : 33.4
Poor	10.6 : 10.6	3.2 : 11.2	40.7 : 35.9
Non-poor	13.0 : 7.3	3.4 : 12.0	36.1 : 36.0



How might paid employment be affected by unpaid productive work?

- We examine effect of time spent collecting water and fuel on time spent on paid employment
- Largely done by females
- Poor rural women can spend up to 4 hours per day on these tasks

Table 1: Average time units on Employment and Water and Fuel Collection

	Formal or Informal 2	Formal or Informal 3	Formal 4	Formal 5	Informal 6	Informal 7	Poor Rural 8	Poor Rural 9
Collects	Male	Female	Male	Female	Male	Female	Male	Female
Both	7.0	2.5	9.3	3.6	NA*	2.3	6.3	2.5
Fuel	12.5	3.7	15.1	8.1	6.4	2.0	14.0	2.7
Water	9.4	3.9	13.9	10.2	6.3	1.8	11.0	2.8
Neither	14.8	13.3	17.2	14.4	8.6	7.4	15.0	10.2

Note: * too few respondents

Conclusion

- Causal relationships need further investigation.
- However, clearly, women's paid work is affected by unpaid work.
- For women, informality reduces time spent on paid work. This is less so for men.
- Time use information gives us valuable insights into intra-household time allocations.
- Poor women have both income and time deficits, but these patterns are complex.