



**Stellenbosch
Business School**
STELLENBOSCH UNIVERSITY



An international perspective on gender disparities in employment and old-age income security

Cape Town · 15 August 2025

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Programme

07:45 – 08:15	Registration
08:15 – 08:30	WELCOME AND OPENING REMARKS Dr Nthabiseng Moleko <i>Stellenbosch Business School, Economist</i> Welcome Address: Prof Chris van der Hoven <i>Stellenbosch Business School, Director</i> Opening Remarks: Ajit Zacharias <i>Levy Economics Institute</i>
08:30 – 09:00	KEYNOTE ADDRESS SG Risenga Maluleke <i>Statistician-General, Statistics South Africa</i>
09:00 – 10:45	SESSION 1: Employment Security: Methodological aspects CHAIR: Prof Charlene Gerber <i>University of Stellenbosch</i> Job quality deprivation in Ghana and South Africa: How does gender matter? Ajit Zacharias, Aashima Sinha, Abena Oduro, Nthabiseng Moleko, Thomas Masterson, and Fernando Rios-Avila • Prof Abena D. Oduro <i>University of Ghana</i> • Ajit Zacharias <i>Levy Economics Institute</i> • Aashima Sinha <i>Levy Economics Institute</i> Discussant: Prof Nkechi Owoo <i>University of Ghana</i> Discussant: Prof Derek Yu <i>University of Western Cape</i> (Q&A)
10:45 – 11:00	Tea break
11:00 – 12:45	SESSION 2: Old Age Income Security, Lifetime earnings CHAIR: Prof Latif Alhassan <i>University of Cape Town</i> Low informality amidst high unemployment: The case of South Africa. Haroon Bhorat, Ravi Kanbur, Benjamin Stanwix • Prof Haroon Bhorat <i>Development Policy Research Unit</i> Gender disparities in old-age economic security in Ghana and South Africa. Thomas Masterson, Ajit Zacharias, Abena Oduro, Nthabiseng Moleko, Fernando Rios-Avila and Aashima Sinha • Ajit Zacharias <i>Levy Economics Institute</i> • Thomas Masterson <i>Levy Economics Institute</i> Discussant: Prof Odile Mackett <i>University of Johannesburg.</i> Discussant: Prof Adeola Oyenubi <i>University of Witwatersrand.</i> (Q&A)
13:00 – 13:45	Lunch
13:45 – 15:15	POLICY ROUNDTABLE: Employment Legislation, Social Security and Pensions: Ensuring income security for women and men over the life cycle Moderator: Dr Nthabiseng Moleko <i>Stellenbosch Business School</i> • Adv Joyce Maluleke <i>Department of Women, Youth and Persons Living with Disabilities, Director General</i> • Mr Tshediso Matona <i>B-BBEE Commission, Commissioner</i> • Ms Juhi Kasan <i>Institute for Economic Justice, Researcher</i> • Mr Dumisani Hlophe <i>Department of Public Service and Administration, Deputy Director General</i> • Ms Samaai Seeham <i>Commission for Gender Equality, Commissioner</i>
15:15 – 15:30	Tea break
15:30 – 17:15	SESSION 3: Empirical Evidence on Gender and Employment Security CHAIR: Dr Thembi Xaba <i>Stellenbosch Business School</i> Unlocking Economic Security: Women and Micro Pensions in Zambia Ms Misozi Mwanza <i>Stellenbosch University</i> Discussant: Dr Paballo Ntobaki <i>Durban University of Technology</i> Country and firm-level heterogeneity in gender gaps during a crisis: Does pre-existing inequality matter? Adeola Oyenubi <i>University of Witwatersrand</i> Discussant: Velenkosini Matsebula <i>Stellenbosch Business School</i> Being a woman versus working with women: structural discrimination and employment quality in the South African labour market. Prof Odile Mackett <i>University of Johannesburg</i> Discussant: Prof Latif Hassan <i>University of Cape Town</i> (Q&A)
17:15 – 17:30	CLOSING REMARKS Thomas Masterson <i>Levy Economics Institute</i> Prof Abena D. Oduro <i>University of Ghana</i>
17h30 – 18h30	Cocktail

Presenters



Haroon Borhat

Haroon Borhat is Professor of Economics and Director of the Development Policy Research Unit at the University of Cape Town. His work has been hugely influential in policy making in respect of poverty, inequality and labour market issues in South Africa. He is one of the most cited South African economists globally, with a total citation estimate of 8400 and an h-index of 52. He is a Non-resident Senior Fellow at the Brookings Institution and at the UNU World Institute for Development Economics Research (UNU-WIDER), a Research Fellow at IZA, was a Cornell University research fellow, and studied at the Massachusetts Institute of Technology. Prof. Borhat is a regular referee for the world's leading academic journals in development economics

He is currently a member of the Steering Committee of the International Economic Association (IEA). He was a member on the Advisory Board of the UNDP's 2019 and 2020 and 2024 Human Development Reports and sat on the World Bank's Advisory Board of the Commission on Global Poverty. He was also a previous member of the UNU-WIDER Board.

Prof. Borhat is an advisor to President Ramaphosa, serving on his Presidential Economic Advisory Council (PEAC), and also served as an economic advisor to two past Ministers of Finance and previous Presidents Mbeki and Motlanthe.



Dereck Yu

Dereck Yu is an Economics Professor and Faculty Acting Deputy Dean at the University of the Western Cape. He previously worked as an Economics researcher at Stellenbosch University. His teaching and research areas are Labour Economics and Development Economics. He was an NRF Y-rated researcher (2017-2022) and is currently an NRF C-rated researcher (2023-2028).



Thomas Masterson

Thomas Masterson is director of graduate programs, director of applied micromodeling and a senior scholar in the Levy Economics Institute's Distribution of Income and Wealth program. He has worked extensively on the Levy Institute Measure of Well-being (LIMEW), an alternative, household-based measure that reflects the resources the household can command for facilitating current consumption or acquiring physical or financial assets. With other Levy scholars, Masterson was also involved in developing the Levy Institute Measure of Time and Income Poverty (LIMTIP), and has contributed to estimating the LIMTIP for countries in Latin America, Asia, and Africa. He has also taken a lead role in developing the Levy Institute Microsimulation Model.

Masterson's specific research interests include the distribution of land, income, and wealth. He has published articles in *Feminist Economics*, the *Review of Black Political Economy*, *Eastern Economic Journal*, *The Review of Income and Wealth*, and *World Development*, and is the co-editor of *Solidarity Economy I: Building Alternatives for People and Planet—Papers and Reports from the 2009 U.S. Forum on the Solidarity Economy*, 2010. He holds a Ph.D. in economics from the University of Massachusetts, Amherst.



Aashima Sinha

Aashima Sinha is a research scholar in the Gender Equality and the Economy program at the Levy Economics Institute. Her research interests span the fields of feminist, development, and labor economics. Her research focuses on the micro- and macroeconomic implications of unpaid care work and gender inequality. At the institute she is involved in developing the Levy Institute Measure of Time and Income Poverty (LIMTIP) and the Levy Institute Measure of Economic Well-Being (LIMEW) among other care policy evaluation projects. Other areas of her research include timeuse, gender-differentiated impact of unpaid care on well-being outcomes, the human development costs of public space harassment. Aashima has secured multiple grants to support her fieldwork research, including two grants from the Asian Development Bank Institute. Aashima holds a Ph.D. in economics from the University of Utah (2023), an M.A in economics from Jawaharlal Nehru University (2017) and a B.A (honors) in economics from the University of Delhi (2014).



Latif Alhassan

Latif Alhassan (Ph.D.) is a Professor of Development Finance and Insurance and the Director, Master of Commerce in Development Finance programme at the Development Finance Centre (DEFIC), University of Cape Town Graduate School of Business. Prof. Latif Alhassan is an NRF (C) rated researcher who has authored about 40 peer-reviewed journal articles on the industrial organisation of the financial services industry on firm behaviour (performance, efficiency, competition, and stability), operational and regulatory environment in South Africa, Ghana, Kenya, Zambia and Mauritius and the broad area of development finance (financial inclusion, ESG, financial resilience, household welfare among several others) in international journals ranked by the Chartered Association of Business Schools (CABS) journal quality guide, the Australian Business Deans Council (ABDC). He also acts as an ad hoc referee for several international journals and external examiner for master's and Ph.D. theses in South Africa, Kenya, Ghana and Australia. He is the acting Chair of the University Panel on Responsible Investments (UPRI) which is developing the implementation plan for UCT's responsible investment strategy and also serve as a member of the Board for Graduate Studies (BfGS) and Commerce Faculty Higher Degree Committee since 2020.



Adeola Oyenubi

Dr. Adeola Oyenubi is an Associate Professor and Head of the Economics Division in the School of Economics and Finance at the University of the Witwatersrand, South Africa. He holds a PhD in Economics and a Master's in Mathematical Finance, both from the University of Cape Town. His research focuses on Health and Labour Economics, with particular emphasis on heterogeneous effects in socioeconomic outcomes.



Misozi Mwanza

Misozi Mwanza is a mining engineer and business strategist whose work bridges the extractives sector and social policy. She holds a Bachelor of Mining Engineering from the Copperbelt University and an MBA in Managing International Organizations from Stellenbosch University.

While her professional mandate focuses on policy formulation, local content development, and sustainable mineral resource management, her research interests extend to gender equality, financial inclusion, and social protection for vulnerable groups.

In addition to shaping Zambia's mining policies to promote investment, value addition, and local enterprise participation, Misozi has led initiatives to improve economic opportunities for women and marginalized communities, including designing systems that enhance equitable access to markets and resources. Her recent research explores the role of micropensions in addressing income insecurity among women in Zambia's informal sector—a demographic often excluded from formal retirement schemes.

Recognized for her strategic insights and leadership, Misozi has represented Zambia at international mining and investment forums, advocating for responsible, inclusive development. She is passionate about advancing policies that integrate economic, environmental, and social sustainability, and about closing gender gaps in employment quality and old-age income security.



Ajit Zacharias

Ajit Zacharias is a senior scholar and director of the Institute's Distribution of Income and Wealth program. His research primarily focuses on the theory, measurement, and analysis of economic well-being and deprivation.

Along with other Levy scholars, Zacharias has developed alternative measures of economic welfare and deprivation. The Levy Institute Measure of Economic Well-Being (LIMEW) offers a framework that accounts for how changes in labor markets, wealth accumulation, government spending and taxes, and household production shape the economic determinants of standard of living. Levy scholars have utilized the LIMEW to track trends in economic inequality and well-being in the United States. The Levy Institute Measure of Time and Income Poverty is aimed at revealing the nexus between income poverty and unpaid work. This measure has been applied to the study of poverty in several Latin American countries, Turkey, South Korea, Tanzania, and Ghana.



Nthabiseng Moleko

Dr. Nthabiseng Moleko is a Development Economist who joined Stellenbosch Business School in 2017 as core Faculty. She has extensive experience in economics, development finance, and econometrics fields. In 2018 she was appointed as a Board of Trustee for the National Empowerment Fund, where she Chaired the Boards Investment

Committee. She is the Chairperson of the National Empowerment Fund. She has also been appointed to the Presidential B-BBEE Advisory Council where she also serves as Chairman.

She also serves in the strategic advisory committee of the Development Bank of Southern Africa's Infrastructure Fund. Nthabiseng holds an Honours in Business Science (Economics) from University of Cape Town and an MPhil in Development Finance from Stellenbosch Business School. She completed her PhD in Development Finance at USB in 2019 and is the first South African woman to be conferred a doctorate in this discipline



Velenkosini Matsebula

Dr Velenkosini Matsebula is a senior lecturer of development finance at the Stellenbosch Business School. As an academic, he works on financial development and socioeconomic issues in South Africa, with his research largely focused on issues of Development Finance and Financial Inclusion in Africa. He has a substantial and diverse research background and experience in Development economics, as well as Micro- and Macro-Economic Research.



Nkechi Owoo

Nkechi S. Owoo is an Associate Professor of Economics at the University of Ghana. She is part of ACEIR's Ghana research team and also a Senior Research Fellow at the Environment for Development Institute. She also functions as a Research Fellow at the University of Pretoria at Future Africa; is a Visiting Scholar at the University of Bristol, UK; and represents

the Africa region on the Council of the International Union for the Scientific Study of Population (IUSSP) for the period 2022 – 2025. Her research focuses on spatial econometrics in addition to microeconomic issues in developing countries, including household behaviour, environmental sustainability, health, poverty and inequality, gender issues and population and demographic economics. Her publications have been featured in the Population Research and Policy Review, Journal of Demographic Economics, Journal of Marriage and Family, Feminist Economics, and Oxford Development Studies, among others. Prof. Owoo received her Masters and PhD in Economics from Clark University, Massachusetts, in 2009 and 2012, respectively.



Abena Oduro

Abena D. Oduro is an Associate Professor in the Department of Economics, University of Ghana. She is a former President of the International Association for Feminist Economics (IAFFE) and was the Conference Chair for IAFFE's 2023 conference hosted by ACEIR's hub at the University of Cape Town. She has published widely in development

economics using survey data to analyse issues of assets, wealth, remittances and education using a gender lens.



Risenga Maluleke

Risenga Maluleke was appointed South Africa's Statistician-General in November 2017. Prior to November 2017, Mr Maluleke was the Deputy Director-General for Statistical Collections and Outreach. He has been with Statistics South Africa for the past 20 years. He was responsible for the provincial offices' data collection for censuses and sample surveys; international statistical development and communications.

Mr Maluleke has also been instrumental in international statistical development, representing South Africa on countless occasions and gaining extensive experience in international and diplomatic matters. He has managed Stats SA's participation in international meetings such as the UN Statistical Commission (UNSC).

He holds a BSc in Mathematical Statistics from the University of Limpopo and a Master's in Urban and Regional Science from the University of Stellenbosch. He has also completed Senior Executive Programmes from the University of the Witwatersrand and Harvard Business School.



Paul Gbahabo

Development finance expert with years of experience in the Development Finance Sector, specialising in structural economic transformation, financial development, Inclusive growth, international trade and the digital economy.

- Adept at scientific academic research and ever ready to engage my skills and intellect for the purpose of serving humanity.

- Practical experience developing market research on strategies to drive financial inclusions to Microfinance Institutions and Small, Medium & micro enterprises. - Development finance expert with years of experience in the Development Finance Sector, specialising in structural economic transformation, financial development, Inclusive growth, international trade and the digital economy. - Adept at scientific academic research and ever ready to engage my skills and intellect for the purpose of serving humanity. - Practical experience developing market research on strategies to drive financial inclusions to Microfinance Institutions and Small, Medium & micro enterprises.



Odile Mackett

Odile Mackett is an associate professor in the University of Johannesburg's Department of Anthropology and Development Studies. She is an economist by training and has an MCom in Applied Development Economics and a PhD from the University of the Witwatersrand. She also has a BA in International Studies (majoring Politics & Economics) and a BCom (Hons) in International Trade and Finance from the University of Johannesburg. Her research interests are related to the division, quality, and definition of both paid and unpaid work, how households and families are structured and formed around these types of work, and how the state interacts with households and the market to reinforce the gendered and racial division of work. She has broadly written on social security, poverty, and inequality, specifically as these factors relate to gender inequalities in society. She is an associate editor for the *African Review of Economics and Finance* and has a variety of resources for research students on her website and YouTube channel.



Dumisani Hlophe

Dumisani Hlophe is a Deputy Director – General at the Department at the Department of Public Service and Administration in South Africa (DPSA). He leads the branch working on Negotiations, Labour Relations and Remuneration Management (NLRRM). Part of his responsibilities include policy development and state capacity building through the professionalisation of the public service. Hlophe is currently pursuing a PhD with the University of KwaZulu/Natal (UKZN), focusing on the relationship between state fragility and basic service delivery in South Africa.



Juhi Kasan

Juhi Kasan is a Project Lead at the Institute for Economic Justice (IEJ), where she focuses on the care economy and feminist economics research. She holds a Master's in Industrial Sociology from the University of Cape Town, with her research centring on social care regimes, particularly state responses to early childhood development and long-term care for older persons during the COVID-19 pandemic.



Tshediso Matona

Tshediso Matona is an accomplished leader with over 30 years' professional experience, specifically at the interface of public policy and business, in economic planning and enterprise and investment facilitation, serving at the highest level in government. He is currently the Commissioner of the Black Economic Empowerment

Commission since August 2022. Prior to that, he was Special Advisor to Minister of Trade, Industry, and Competition, and was previously the DTIC's Director-General (2005-2010) and later DG of state-owned Public Enterprises (2011-2014), followed by a stint as CEO of Eskom (October 2014-May 2015), and DG of National Planning Commission in the Presidency of SA (2015-2021).

Matona's wide-ranging experience spans Business Regulation, Transformation, Industrial and Trade Policy (he was SA's diplomat at the World Trade Organisation, 1996-1998), as well as Corporate Governance.

He holds a Master's in Development Economics from East Anglia University (UK) and a Bachelor's and Honours in Economics and Politics from the University of Cape Town, and various certificates from international universities, including Harvard's Kennedy School of Government and Stockholm University. He is a Fellow of the Chartered Governance Institute of Southern Africa and of the National School of Government, and has served on the boards of public and private entities.



Mikateko Joyce Maluleke

Mikateko Joyce Maluleke is an Advocate of the High Court of South Africa and a member of the Johannesburg Society of Advocates. She was appointed as Director-General of the Department of Women, Youth and Persons with Disabilities on 01 August 2020.

Her qualifications are BA, LLB (Wits University), 1992-1996; LLM Tax (University of Pretoria), 2011.

Her post-graduate and vocational training includes Constitutional Analysis and Litigation, Labour law, Human Rights, Equality and Non-discrimination (focusing on race, gender, disability, social context awareness and diversity management), Administrative Justice, Development Law, Insolvency Law and Practice, Mining Laws, Legislative Drafting, Strategic Planning, Scenario Planning, Programme and Operations Management, Project Management, Leadership and Management Development, Women's Leadership Development, Governance and Gender Mainstreaming.

She has extensive knowledge and understanding of national and international legal frameworks on the empowerment and protection of women. She is a gender activist who has operated in the field of gender justice for three decades.



Thembi Xaba

Dr Thembi Xaba is an Executive who has established herself in the fields of development economics and development finance. Her publishing credits include African Journal of Economic and Management Studies, and American Journal of Economics, Finance and Management. She is the former Managing Director for Digital Earth Africa, where she led an

Earth Observation Program focused on climate change action responding to Sustainable Development Goals, with a team based in Africa. Prior to the role, Dr Xaba was the Chief Executive Officer for Deciduous Fruit Development Chamber (DFDC-SA) delivering on a transformation mandate.

Her career path of over 20 years, is balanced between government and the private sector. As an advocate for transformation, she has led programmes with a core mandate of balancing gender and economic inclusiveness. She is an Executive Director for Impathiso NPC, with a social mission focusing on empowering communities, women and youth through skills development and economic development interventions.

Dr Xaba serves as a Non- Executive Director on various Boards, in government and the private sector, including a JSE listed Board, and is currently the Deputy Chairperson for the Human Resource Development Council of South Africa.



Paballo Patience Ntobaki

Dr Paballo Patience Ntobaki is a Lecturer in Marketing and Retail and a committed scholar whose work bridges academia, policy, and practice. She is an active member of the BRICS Research Institute's Community of Practice (CoP) on BRICS Economics and Entrepreneurship, contributing to research and dialogue on sustainable development, trade, and inclusive economic growth within the BRICS framework. Her previous and current research spans digital transformation in marketing and retail, sustainable consumption and production, and the role of global value chains in shaping competitive advantage. This work examines how market structures, business innovation, and consumer behaviour interact with broader economic policy objectives particularly those aimed at promoting sustainability, trade diversification, and equitable growth. In addition to her academic role, Dr Ntobaki serves as Journal Manager for the BRICS Journal of International Relations and Development, where she oversees scholarly contributions that advance understanding of international relations, development, climate action, and socio-economic transformation in emerging economies.



Charlene Gerber

Prof Charlene Gerber is an accomplished academic at the Stellenbosch Business School (USB), where she coordinates PhD programmes and teaches research methods and marketing research. After beginning her academic career in 2000 teaching Marketing Research at Unisa, she joined Stellenbosch University's Department of Business Management in 2006. In 2015, she transitioned to USB, focusing her efforts on guiding MBA students through research assignments and supervising PhD candidates [womensreport.africaStellenbosch University Stellenbosch Business School](http://womensreport.africaStellenboschUniversity Stellenbosch Business School). www.stellenboschbusiness.ac.za.

Her scholarly contributions span a diverse range of topics in business and management. Notably, Prof Gerber has co-authored empirical studies on advertising effectiveness—such

as a meta-analysis exploring the impact of brand presence and introduction on viewer recognition in television advertising Acta Commercii. Additionally, she has investigated the role of social media in recruitment processes within the South African context, emphasizing the growing influence of LinkedIn among recruiters



Seehaam Samaai

Commissioner Seehaam Samaai was admitted as an attorney in 2002. They are a Director at the Women's Legal Centre and previously served as the Director of Legal Administration at the Western Cape Regional Office of the Department of Justice and Constitutional Development (DOJ&CD). Before their tenure at DOJ&CD, they practised as an attorney and served as the Director of the UWC Legal Aid Clinic. Commissioner Samaai also served as the president of the Association of University Legal Aid Institutions for six years and is a long-serving Board Member and Chairperson of Lawyers for Human Rights, as well as a Trustee of the Rural Legal Trust. They have been the Western Cape NEC member of NADEL and Chairperson of South African Women Lawyers Association Western Cape. They also spearheaded a project called Tipping The Scales – Gender transformation in the legal profession.



Asi Liphadzi • asil@ngezandla.com
Workshop Coordinator