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**AN INVESTIGATION INTO THE CHALLENGES FACING
MUNICIPALITIES IN WOMEN EMPOWERMENT: A CASE
STUDY OF WARD 2 IN THULAMELA MUNICIPALITY.**

by

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of the requirements for the **DEGREE OF MASTERS IN
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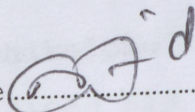




DECLARATION BY MR. MAMIDZE A.A

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I, **Mr. MAMIDZE AZWIDALI ALFRED** hereby declare that this dissertation for the MASTERS IN PUBLIC MANAGEMENT (MPM) degree at the University of Venda, hereby submitted by me, has not previously been submitted for a degree at this or any other university, and that it is my own work in design and execution and that all reference material contained therein has been duly acknowledged.

Signature  Date 28/02/2012

I would like to dedicate this dissertation to the following members of my family for the contribution and support they have given me.

- My wife , **Shumani Rejoice Mamidze** for her dearly support and continuous encouragements.
- My parents , **Mrs Tshavhungwe Mamidze** and the late **Ramaano Mamidze** for perceiving the essence of my education since then.
- To all my children , **Terry , Reneeshnev and Reality.**
- All my **brothers** and **sisters.**

ABSTRACT

This study was intended to investigate the challenges facing municipalities in women empowerment. The investigation was done on the selected individuals from both Thulamela municipality and ward 2 in Thulamela.

The sample was drawn from the population using the purposive and systematic random sampling methods. Sixty five respondents were chosen as follows: four managers and twenty employees in Thulamela municipality, Fourty women under ward 2 in Thulamela and finally the ward 2 Counsellor in Thulamela municipality.

A single instrument for data collection was used. A questionnaire in (Appendix A) was handed out to concerned people. The analysis of data was mostly qualitative and based on relevant frequencies of response.

SOME OF THE MAIN FINDINGS OF THIS STUDY WERE:

- The majority of the respondents agreed that women were employed in low paid jobs during apartheid era.
- It has been confirmed by 92,3% of the respondents when they agreed that gender equity act and policies created more jobs opportunities for the previously disadvantaged groups of women in particular.
- Most of the respondents indicated that more women are employed in more decent jobs in democratic era than in apartheid period.

- There are currently more projects that are established to empower women.
- Majority of the respondents indicated lack of education as an obstacle to women empowerment.
- Education for girls will promote women empowerment.
- Most of the respondents disagreed that uneducated women are recognized in women empowerment.
- Most of the respondents disagreed that majority of the ward Counselors are women.
- Combination of family and gender roles hamper women empowerment, this has been confirmed by 63,1% of the respondents.

RECOMMENDATIONS

As a result of the findings and conclusion, it has been realized that so many problems regarding challenges facing municipalities in women empowerment need to be addressed.

The following are some of the recommendations made out of those findings.

- Women need to be employed to top management positions and in more decent jobs through Affirmative action.
- Gender equity act and policies must be implemented by both public and private sectors for more jobs creation as women empowerment.
- Government should go on providing more projects aimed at women empowerment.

- Women must also be given tenders for their economic stability.
- There are educational programmes like ABET that need to be provided to women as they were previously disadvantaged in education.
- Government should have campaigns aimed at discouraging teenage pregnancies.

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INTRODUCTION AND BACKGROUND OF THE STUDY

1.1 INTRODUCTION

There are several challenges that municipalities are faced with in South Africa. One of the challenges is women empowerment. According to policy document on Gender and Women Empowerment (2004:3) women make up more than half of the world's population, yet they are still facing gender, class, racial and cultural discrimination.

Women from all over South African municipalities, including Thulamela remain the victims of poverty and unemployment. Dutta (2003:127) indicated that poverty is caused by the fact that the majority of women are illiterates globally. They are in such a situation because of being previously disadvantaged. In South Africa, women from all ethnic groups were also discriminated against during apartheid era. This is an indication that women suffered many forms of discrimination.

The dawn of democracy in South Africa in 1994 has brought a major change in the lives of women in the country.

The objective of the democratic government was to mobilize the economic resources of the country towards changing the lives of all irrespective of gender or even race.

Thulamela Municipality was not an exception because of apartheid consequences. Women empowerment meant that women

should be given empowerment like men as their counterparts.

Consequently, for the eradication of poverty and all forms of exploitations amongst women in Thulamela Municipality, training programmes, Adult Basic Education and training (ABET) should be started to capacitate and empower women.

1.2 PROBLEM STATEMENT

So many factors contributed to poverty and discrimination problems amongst women in Thulamela Municipality.

This study intends to investigate challenges facing Thulamela Municipality to empower women. Even though the empowerment of women has been incepted since democracy was introduced in 1994, Thulamela Municipality has a greater number of women who are still economically, socially and politically disadvantaged and poor. This is so because the majority of women are not in leadership positions in political structures and they do not even own businesses.

Most women do not have an access to health and social services due to poverty. The majority of women in Thulamela Municipality are illiterates like in many Third World countries where majority of illiterates are women. This becomes womens' problem hindering their empowerment.

Consequently, Thulamela Municipality has an obligation to alleviate these problems by empowering women.

1.3 AIM OF THE STUDY



The main aim of this study was to investigate challenges facing municipalities with regard to women empowerment in Thulamela Municipality.

1.4 SPECIFIC OBJECTIVES

- To encourage creation of employment opportunities for women.
- To encourage development of the women quality of life
- To provide women with basic skills.
- To improve literacy level of all women.
- To encourage women to start and involve themselves in small businesses.
- To assist women with gain access to health facilities.

1.5 RESEARCH QUESTIONS

An in-depth study of the problem was done using the following questions to guide the research:

- Can women empowerment create an employment opportunities?
- Can women empowerment provide women with basic skills?
- Can women empowerment encourage women to start and own small businesses?
- Can women empowerment assist women to access health facilities.
- Can women empowerment assist women to ascend to political leadership positions?

1.6 RESEARCH HYPOTHESIS



- There are challenges facing Municipalities in Women Empowerment in Thulamela Municipality with regard to creation of job opportunities for women and improving their quality of life.
- Women educational Empowerment will develop high literacy level for all women and provide them with basic skills to be promoted into political leadership positions.

1.7 SIGNIFICANCE OF THE STUDY

This study will add more theoretical framework on the concept of women empowerment.

The following are among others the importance of this study:

- It will assist municipalities to realize a challenge or problem with regard to women empowerment.
- It will help Thulamela Municipality to employ mechanisms for solving challenges encountered by women in various wards.
- It will assist South African government to assess progress made by various municipalities
- It will assist specifically women to start their own businesses and to be in leadership positions.
- It will speed-up the transformation process in different municipalities.
- Helps to realize the essence of democratic practices in municipalities.
- It helps with total economic emancipation of women.

1.8 LIMITATION OF THE STUDY



This study was threatened by the following:

- Low literacy level of women.
- Traditional and cultural beliefs of the respondents.
- Lack of information that would be treated as confidential by the municipalities.

1.9 DELIMITATION OF THE STUDY

The researcher was more concerned with the challenges facing municipalities in women empowerment, especially using Thulamela Municipality as a point of reference. Thulamela Municipality is located in Vhembe District under Limpopo Province.

The study mainly focused on the empowerment of women in this Municipality.

1.10 DEFINITION OF CONCEPTS

- **Women Empowerment:** According to Policy document (Gender and women Empower) (2004:13) it is a purpose to empower women through greater self-reliance, Women subordination not only seen as the problem of men but also of colonial and neo-colonial oppression".
- **Gender:** refers to patterned, socially produced distinctions between females and males masculine and feminine (Fiona 1995:108). It is said to be a daily accomplishment that occurs in course of our participation in organizations.
- **Employment Equity Act:** According to the Employment Equity Act (55 of 1998), it outlaws any form of

discrimination on the grounds of race, sex, gender, family responsibility, pregnancy and HIV status.

- Affirmative Action: According to Shaffritz et al. (2001:378) it "emerged in response to pervasive employment discrimination, and refers to practice, efforts, diversity in the workplace in terms of race, ethnicity, gender, and even physical disabilities"

1.11 LITERATURE REVIEW

Women in South African municipalities are experiencing a very serious problem of poverty and discrimination. Apartheid system seems to have contributed to the problem because women were amongst others the discriminated group. Women are not currently well empowered because of such segregation. The role of the municipalities is to see to it that women are empowered in the following levels; educational, economical, social, political and in training and development

1.11.1 EDUCATIONAL EMPOWERMENT

Dutta (2003:127) indicated women as forming the majority of illiterates in the whole world. Education helps the whole community with the elevation of poverty and unemployment.

Municipalities should therefore empower women educationally because they were historically disadvantaged.

Similarly Gysman N et al (2004:4) also proved low literacy level amongst women as contributing to their misunderstanding of tendering process.

This study will focus on the role of Thulamela Municipality in empowering women educationally.



1.11.2. ECONOMIC EMPOWERMENT

According to Lessing (1994:46) there is a need for women entrepreneurs in South Africa.

A campaign launched by women Brew in 1986 was aimed at encouraging women to start their small businesses and for them to create jobs.

Similarly Gysman et al (2004:6) indicated that women stay in abusive relationship because of economic dependence on the abuser.

Therefore it is the responsibility of the municipalities (Thulamela) to make sure that all women are empowered.

The study focused on what Thulamela is doing to empower women economically

1.11.3. POLITICAL EMPOWERMENT

Women in Thulamela Municipality are extremely underrepresented in political positions. For instance, there were 16 female ward councilors and 22 males in Thulamela Municipality by 2010. This meant that there were few women in leadership positions than men.

The Constitution of the Republic of South Africa, 1996 provides for the equality of people regardless of sex, race and gender. It is essential that all women be empowered politically and be given full status they deserve.

Uttaro (1995:65) indicated that women with equal political rights should participate in any political activity.

Thulamela Municipality has an obligation to make women empowered politically.



1.11.4 SOCIAL EMPOWERMENT

The social empowerment of women includes amongst other aspects of life health, nutrition, women in difficult situations and violence against women.

According to National Policy for the Empowerment of Women (2001:5) women should have access to affordable and quality health care. It is easy for women to acquire HIV than men due to their vulnerability to rape and unprotected sex.

Thulamela Municipality should try to empower women socially.

1.12.1. STUDY POPULATION

1.11.5. TRAINING AND DEVELOPMENT

National Policy for the Empowerment of Women (2001:3) referred to women as comprising of the majority of the population below the poverty line and who are often in situation of extreme poverty. They need macro-economic policies and poverty eradication programmes to address their needs. Training and development for women who were previously disadvantaged by apartheid laws is a positive step ahead, because women can be able to move away from poverty or unemployment trend. Training in such areas as use of sewing machines, business management can be recommended as the right ones for women in Thulamela Municipality to be capacitated and equipped with the skills to change their life situation.

Training will enable women to stand on their own and forget about their inferiority based on apartheid rules and regulations. Therefore this study is based on the need for Thulamela Municipality to initiate and increase the training and development programmes for women empowerment.

1.12 RESEARCH METHODOLOGY

In order for the research to be successful qualitative research design was used. According to Thornhill A et al (2003:378) "qualitative data are associated with such concepts and are characterized by their richness and fullness based on the opportunity to explore a subject in as real a manner as is possible".

1.12.1. STUDY POPULATION

Melville and Goddard (1996:29) defined population as any group that is in the subject of research interest. It is the group to which the researcher would like the results of the study to be generalized. The people consulted when conducting the research were women under ward 2 in Thulamela Municipality, municipal manager, divisional managers, employees and the ward 2 councilor in Thulamela municipality.

1.12.2 SAMPLING

According to Bless C et al (1997:85) Sampling is a technical accounting device to rationalize the collection of information to choose in an appropriate way the restricted set of objectives, persons, events and so fourth from which the actual information will be drawn"

The sampling methods used here were purposive Sampling and Systematic Random Sampling. Questionnaire were given to both Municipal manager and the ward 2 Councilor as a result of purposive Sampling.



But with Systematic Random Sampling, a Sampling frame of 80 women were selected. Out of that number preference was given to only 40 women to be sampled.

1.12.3 DATA COLLECTION

Questionnaire was used as instruments of collecting data. De Vans in Thornhill A et al (2003:280) defined questionnaire as including all techniques of data collection in which each person is asked to respond to the same set of questions in a predetermined order. There was data collected from the Municipality; primary data was also collected from the participants, women in general.

1.12.4. DATA ANALYSIS

According to Creswell (1994:153) data analysis is the process of searching systematically and involvement in the arrangement of interview transcripts, field notes and some materials accumulated to increase researchers understanding of data.

The computer program known as SPSS was used to analyze the data.

1.13 ETHICAL CONSIDERATION.

According to Saunders M et al (2003:143) research ethics "refers to the appropriateness of one's behavior in

relation to the rights of those who become the subject of his/her work.



collection. It also dealt with the ethical considerations of the study.

- Participants were given enough information about the research before giving the information
- Participants were informed about privacy of their disclosed information.
- Anonymity was clearly expressed.
- Participants were requested to give information voluntarily.
- The researcher promised that there would be no intimidation after giving the information at all.
- Participants were protected from any form of exploitation.

1.14 ORGANIZATION OF THE STUDY

CHAPTER 1: INTRODUCTION AND BACKGROUND OF THE STUDY.

This is an introductory chapter. It focused on the introduction, problem statement, and aim of the study, significance of the study, delimitation of the study, limitation of the study, research objectives, research questions, hypothesis and definition of concepts, summary of literature review, research methodology, and ethical consideration.

CHAPTER 2: LITERATURE REVIEW.

This chapter dealt with views from different authors about the research topic. Literature review focused on the challenges facing municipalities in women empowerment.

CHAPTER 3: RESEARCH METHODOLOGY AND DESIGN.



This chapter dealt with the method and design used in data collection. It also dealt with how qualitative method has been used by the researcher.

3.1. INTRODUCTION

It again focused on the study population, sampling, data collection techniques, research instruments and ethical consideration.

CHAPTER 4: DATA PRESENTATION, ANALYSIS AND INTERPRETATION.

This chapter dealt with the way in which data results were presented, analyzed and also interpreted.

CHAPTER 5: FINDINGS, RECOMMENDATIONS AND CONCLUSION.

This chapter presented information pertaining to the main findings, recommendations and conclusions.

has been introduced to protect women as one of the discriminated groups in South Africa

The post-apartheid era in South Africa has brought a change on the lives of women as they suffered both discrimination and poverty. So, there is serious need for them to be empowered educationally, socially, politically and economically. Training based on transformation and development needs should be offered by various municipalities. Both sexes must be considered equal and women need to be empowered too as they were a neglected group for the past number of years.

Municipalities are also faced by many challenges as they are empowering women which was investigated. There are also barriers with women advancement that were also be

LITERATURE REVIEW

2.1. INTRODUCTION

Relevant literatures that illustrate information about challenges facing municipalities with regard to women empowerment was reviewed. This is due to the observation that women in South African municipalities are experiencing problems with poverty and discrimination. The apartheid system can be regarded as the major root-cause of the problem.

The birth of democracy in South Africa in 1994 has been a blessing to all women. The Constitution of the Republic of South Africa, 1996 with its policy of Affirmative Action has been introduced to protect women as one of the discriminated groups in South Africa

The post apartheid era in South Africa has brought a change on the lives of women as they suffered both discrimination and poverty. So, there is serious need for them to be empowered educationally, socially, politically and economically. Training based on transformation and development needs should be offered by various municipalities. Both sexes must be considered equal and women need to be empowered too as they were a neglected group for the past number of years.

Municipalities are also faced by many challenges as they are empowering women which was investigated. There are also barriers with women advancement that were also be

considered. There are also several issues motivating the researcher in this research. Such issues were discussed when dealing with issues of Ward 2 in Thulamela municipality.

2.2. WOMEN EMPOWERMENT

According to Mello Dm et al (2000:145) women empowerment is a process whereby women are provided with opportunities equal to those of their male counterparts to express their abilities and expertise. This involves a range of interventions needed to raise women status in a society and to achieve gender equality

Women are experiencing discrimination, segregation and inequalities. Empowerment needs women to be more conscious about power relations that they are facing.

Empowerment allows women to be initiative and take control over themselves by gaining skills through self confidence. The Constitution of the Republic of South Africa, 1996, Employment Equity Act, 1998(55 of 1998), Commission on Human Resources Management are among others policy documents supporting the total empowerment of women.

2.3. POLICY FRAMEWORK ON WOMEN EMPOWERMENT

The implementation of women empowerment in South Africa started since the inception of democracy. The period from 1994 onwards has brought a positive change on the lives of women.

There are variety of policies (documents) and Acts published to defend the rights and positions of women in

the country. The Constitution, Affirmative Action and the Acts are among others documents (policies) and Acts dealing with equality and the past imbalances between women and men.



2.3.1. THE CONSTITUTION

According to Mello et al (2000:146), the Constitution of the Republic of South Africa Act, 1996 is the supreme law (highest law of the country), therefore it is there to protect the rights of all individuals including women who were exploited and deprived of their rights during the time of apartheid government in South Africa

2.3.2. COMMISSION ON GENDER EQUALITY

The Constitution of the country has something to do with the rectification of the previous imbalances brought into place by apartheid. Previously, women had no rights to own land and to inherit property, no right to obtain access to credit, no rights to education and others. But because of democracy all in the country do have equal rights irrespective of gender considerations.

2.3.2. AFFIRMATIVE ACTION

Affirmative action is the accelerated development of previously disadvantaged people into managerial positions through comprehensive strategic plan. It involves identifying and removing obstacles to productive behavior. Promotion should be on the basis of merits. Women were not previously considered in higher positions. Chalton (1994:201) indicated that the investment in human competence must be the benefit of individuals, organization and the country as a whole.

Affirmative Action is a means to an end and a process aimed at creating equal opportunities and the eradication of racism and in all forms which impact negatively on women performance (Adams 1993:84).

2.3.3. EMPLOYMENT EQUITY ACT

Employment Equity Act, 1998 (Act 55 of 1998) aims to further the operation of 1996 Constitution in promoting equality. Equality cannot exactly be possible if both sexes (men and women) competing for the same position are not equal because of the past imbalances.

2.3.4. COMMISSION ON GENDER EQUALITY

The Commission on Gender Equity (2000) is aimed at promoting the respect for gender equality as well as the protection, development and attainment of gender equality in South Africa

2.4. BACKGROUND OF WARD 2 IN THULAMELA MUNICIPALITY

Ward 2 in Thulamela Municipality is situated in rural area. Women from this area are also faced with poverty and discrimination as it happen in the whole of South Africa.

The birth of democracy in South Africa by 1994 has contributed a lot to the reduction of human sufferings.

Women are globally forming the majority of illiterate; it is also the same with ward 2 in Thulamela Municipality. Apartheid denied them an access to education, economical involvement, and political involvement and in many other things.



But Thulamela Municipality, is trying its best to eradicate poverty and discrimination by introducing projects aimed at empowering women because they are the disadvantaged group.

Brick-making project for women only, has been started and has operated for more than three years. Another project in this ward (ward 2) for chicken was again introduced and involved many conflicts and difficulties among women, the end results for this project was a failure.

The problem with the closing down of all projects was mismanagement of funds and unfaithfulness on the project management. One may conclude that this is because of poverty and lack of business experience because of been historically disadvantaged.

Education for boys in this ward is of much essence than girls. Parents value girls as suitable for marriage and to look after their families and children. Few ladies who pursue education are encouraged to register for ordinary subjects like Home Economics and Needlework.

Many women in this ward are depending on their husbands for care and provision of food. Such dependency is contributing to the exploitation of man as they cannot afford to provide for their daily basic needs.

Women in this ward also remain the victims of HIV/AIDS pandemic. These fatal diseases affect them critically due to the lack of information about their health. If women are generally empowered, it would automatically reduce the number of such infections.

2.5. EMPOWERMENT ACTIVITIES IN THULAMELA MUNICIPALITY



Hainard and Verschuur (2000:26) defined empowerment as a process of developing and negotiating skills from the bottom up to redress unequal power relations and produce new development paradigms. Other authors like Mayour (2000:15) also regard empowerment as a process of change in power relations that is both multi dimensional and interlinked.

The democratic/post apartheid government of South Africa made a plan and strategy to empower women at all levels. Various municipalities in South Africa should be committed to practice those activities.

Thulamela Municipalities has its own activities to be practiced amongst its people. Several basic social services are provided to improve women conditions in the municipalities. Facilities concerning education, social life, economy are formed and focus on the total transformation of women in this municipality.

All the facilities are introduced to improve women life and their conditions as they were discriminated and undermined during apartheid period.

With the political empowerment of women, Thulamela Municipality bases its activities on the African Platform for action (1994). In this platform for action, actors and development partners should take an initiative to empower women and ensure that there is equality between men and women.

The following are the inclusions in the African Platform for Action:



- Government should appoint more women with the consideration of their competencies and capabilities.
- Provision of motivation for women to participate in political processes.
- Strategic approach for women to be involved in economic activities.
- Adoption of policies like Affirmative Action to deal with and redress imbalances between men and women.
- Documents protecting and promoting the rights and status of women.

The municipality is not even sidelining women with special needs, they are catered with shelter, food, water and also health care. For instance, for women in this municipality to be independent, they are given an opportunity to have access to income generation through women's projects. Women are trained to achieve self reliance.

2.6. LIMITATIONS ON WOMEN EMPOWERMENT

Several issues contributed to the limitations of empowerment of women in ward 2 of Thulamela Municipality. Issues like male stereotyping, insufficient role models, conflicting roles, lack of equity targets and community involvement are here serving as some of the limitation to women empowerment. According to Phago K et al. (2000:152) women conditions need urgent attention in order to eradicate limitations that constitute a glass ceiling to women empowerment.

2.6.1. MALE STEREOTYPING

Mello D.M et al (2000: 152) defined this form of stereotyping as it occurs when women or employees are judged according to traditional stereotypes based on gender. Male stereotyping is also regarded as one of the key obstacles to women empowerment. Women are traditionally regarded as passive, differential and soft spoken while men have traditionally been socialized to be aggressive, forceful and dominant. Because of this women condition, they remain subject to criticism and therefore it becomes difficult for them to be empowered. Women were not included in decision-making processes as an indication that they were disadvantaged.

2.6.2 CONTINUED PRESENCE OF STRONG CULTURAL AND TRADITIONAL PRACTICES CONSTRAINING PROGRESS IN ACHIEVING GENDER PARITY

South Africa is targeted by the continued presence of long standing cultural and traditional practices that discriminate against women and girls. Such practices have constrained the progress towards achieving gender equality. Discriminatory practices and public attitudes towards advancement of women and gender equality have not changed at the same pace as policing, legal and institutional frameworks (African Development Forum, 2008).

2.6.3. INSUFFICIENT ROLE MODELS

Due to discrimination and poverty problem that women experienced, there is limited number of women on the fore-front positions. Because of this situation on women, they also tend to be ignorant with their empowerment. Women have few admirable role models in the whole country.

2.6.4 INEFFECTIVE INSTITUTIONAL MECHANISM

Thirteen years after the adoption of the BPFA by the fourth world conference on women in 1995, the greatest challenge facing countries and regional institutions is the effective implementation of the adopted commitments.

There are good policies in South Africa that do not have well formulated implementation plans and resources render the policies ineffective. The capacity of gender machineries has contributed to the slow pace in some countries. Some of the policies are not effectively implemented because they were not developed in a participatory way inclusive of both men and women. Lack of monitoring and evaluation mechanisms also play a significant role in the lack of implementation. Some of the policies tend to focus on the symptoms rather than addressing the persistent underlying causes of gender inequality.

2.6.7. LACK OF EQUITY TARGETS

South African women, especially those living in rural areas and those with disabilities still face exclusion from participating in development processes that can empower them and improve gender equality. It is crucial for inclusive participatory approaches to be undertaken as policy development involving women as equal partners.

2.6.5 CONFLICTING ROLES

Women are all over the country neglected from empowerment due to the perception that they are combining their responsibilities, both family and working duties. Women are known to make difficult choices. A female employee on

maternity can think of retiring going back to work. This is an indication of how it becomes difficult for women to make choices and to take decisions. Poland et al (1996:17) indicated that highest percentage of women than men are those who are dependant on their husbands and to bear children.

2.6.6 LACK OF ADEQUATE RESOURCES

This is the lack of either human or financial resources in the governing bodies. Human and financial resources severely limits gender mainstreaming to achieve women empowerment. Even in a situation where a comprehensive plan of action for gender mainstreaming has been developed, countries may not have adequate resources to implement the plan. Therefore national gender machineries experience limited financial and other material resource base to enhance the implementation of gender equality mandates, roles and responsibilities.

2.6.7. LACK OF EQUITY TARGETS

According to Allais (2005:44) equity demands that the municipality remove the glass ceiling. This is because glass ceilings deny women opportunities to be empowered. Municipalities should ensure that equity targets are developed. Lack of targets with well defined time frames is also some of the factors that have hampered effective implementation of policies based on women empowerment

2.6.8. COMMUNITY INVOLVEMENTS

In order for women to be empowered, community should be involved politically to the incorporation of gender considerations into policies, Programmes and practices. The

government should ensure two way communications between itself and the community members. Such action would make it possible for women to be empowered. Mello and Phago (2000:154) indicated that the responsibility of the municipalities as to improve and develop community skills. Community should ensure active involvements in women activities. That would show women involvement in politics for their empowerment to curb imbalances created by apartheid era.

2.6.9 LACK OF LAW ENFORCEMENT IN PROMOTING GENDER EQUALITY AND LACK OF KNOWLEDGE OF LAW

There are laws that promote gender equality and women empowerment in South Africa, but there is a lack of enforcement of such laws. Lack of law enforcement is leading into the perpetuation of gender and the violence against women. Although there is law in this country, the only problem is with its interpretation which is lacking. The law cannot be enforced if its interpretation is lacking.

The continued lack of recognition of unpaid work (domestic, reproductive, care and support) performed by women hampers the policy development that can effectively promote women empowerment. Therefore there is a need for such work to be given due recognition in the computation of national income.

2.6.10 VIOLATION OF WOMEN HUMAN RIGHTS

Women and girls continued to be seriously affected by gender specific violations of human rights. The protection of girl-child against discrimination, ill health,

malnutrition, violence, forced marriages, trafficking and exploitation has been partly constrained by lack of knowledge by those who can offer protection. Direct advocacy to achieve this should start with parents, traditional and religious leaders and parliamentarians. The girl-children should be made aware of their rights. The continuation of the armed conflicts in families has affected the pace towards achieving gender equality and women empowerment. Armed conflicts have continued to bring different forms of sexual violence to women and girls.

2.6.11 LACK OF SUPPORTIVE COMPLIMENTARY POLICIES

Promoting women empowerment and gender equality requires a multi-sectoral approach with all the sectors playing their role. In countries like Cameroon, the credit legislation in force does not discriminate against women however there are factors preventing majority of them from obtaining access to formal loans. Some of these include lack of basic training in management and bookkeeping, poor understanding of the notion of the return on a loan, ignorance of banking and tax procedures and lack of collateral security.

2.6.12 INADEQUATE DOCUMENTATION AND DISSEMINATION OF SUCCESSFUL PRACTICES FOR REPLICATION

There is still limited documentation in South Africa and sharing on effective practices for achieving women empowerment in particular in areas such as violence against women, governance, HIV /AIDS. Sharing information is very much essential within the country, between the countries and internationally. There is a need to intensify information sharing and discrimination through various

channels such as printed media, radios, TV programmes, national events and the internet.

2.6.13 LIMITED ROLE OF THE MEDIA

Media should be playing a major role in promoting women empowerment beyond what it is currently doing. In particular, it is creating an awareness, sensitization and education campaigns to change patriarchal attitudes.

2.6.14 WEAK MONITORING AND EVALUATION SYSTEM

There is a lack of good monitoring and evaluation system to monitor the impact and the results of gender mainstreaming initiatives. In these context municipalities, governments and all the stakeholders should develop guidelines and indicators for monitoring and evaluation of women empowerment, interventions and establish benchmarks and databases.

2.7. CHALLENGING AREAS (LEVELS) OF WOMEN EMPOWERMENT

Women empowerment will remain a critical problem if the government is not ensuring that women in general be empowered. The following are the areas where women need to be empowered, education, economy, politics, social and training and development.

2.7.1. ECONOMIC EMPOWERMENT

According to the National Policy for the Empowerment of Women (2001:3) Women economic empowerment is the designing and implementation of macro-economic and social policies by institutionalizing their participation in such process. Their participation and contribution to socio-economic

development as producers and workers is recognized in both formal and informal sectors.

Similarly Gysman et al (2004:6) pointed out to women position as economically dependent, and that they are living in the abusive relationship because of such dependency. This is ensuring that most of the women are always facing heavy burdens of poverty and discrimination. South Africa has taken a political move to narrow a gender gap and empowering women in access to and participation in economic structures and policies through its innovative women budget initiative (WBI) introduced in 1995 (ADF VI :2008). WBI was designed to impact on structures of allocating resources to ensure that women and men benefit equally. WBI assesses the national, provincial and local budgets from a gender perspective by tracking the impact of budget on women. There is a clear achievement in South African ministries because they have now accepted the concepts of their budgets from the gender perspective. There is a very strong alliance between society activists and government departments as a key feature of the initiativeness (Butlender et al 2002).

Women and girls were denied an access over resources such as land, property, agricultural, inputs, extension services, employment and a wide range of livelihood opportunities in the past. Women in the whole of African experience face greater challenges in accessing decent jobs than men. Their share of employment in formal sector is still lower compared to men, and their pay is on average lower than men get for the same work.

According to the International Labour Organisation (ILO,2008) the difference between female and male employment to population ratio was 22.7 percentage points in 2007 as well as in 1997. Although the employment of women has increased than men over the last decade, women tend to be over represented in low income and less secured employment. Insufficient jobs are created to absorb the additional entrants to the labour market and as a result women are overrepresented among the unemployed.

In order for women to be self reliant economically, several projects aimed at their economic empowerment are initiated in South African municipalities. The KZN department of Social Welfare and population initiated the Mashunuka Flagship Programme for unemployed women in 2000. An amount of R116 982 was allocated to women as part of their economic empowerment. Women are getting such assistance financially for them to escape the poverty trap (ILO,2008).

The development economic activities amongst the women help them to be capable of sending their children to school for education. For the women projects to be successful involvement of other departments is of much importance. It would be impossible for Mashunuka Flagship Project to succeed if it was not through the intervention of Agriculture and Health departments. Department of Agriculture helped to kick-start the food garden project activities while health department conducted training of the women in Home Based Community Care.

In my opinion, it is truly very rational for the municipalities, including Thulamela Municipality to embark

on empowering women economically as a means of uplifting them from poverty and discrimination. Women should be included in building and roads construction. If women are empowered, minimization of such dependency and poverty will be the result.

2.7.2. EDUCATIONAL EMPOWERMENT

The ICDP programme of Action, 2003 shows Women empowerment on education as so essential because it capacitates them with knowledge, skills and self-confidence. Ali Riza (2005:5) similarly indicated to education as the most fundamental prerequisite for women empowerment in all spheres of society. The emphasis is on the understanding as a result of getting educated.

According to United Nations Economic Commission for Africa (UNECA,2004) there is a considerable volume of literature to demonstrate gender equality and women empowerment in education. Such improvement lead to higher growth and thus lower poverty as society makes better use of its human resources. This is manifested through reduced under nutrition and child mortality as better educated mother can ensure better care for their children. Reduced fertility lowers the demographic burden of a society, it promotes education for the next generation as educated mothers ensures better education for their children.

2.7.3. POLITICAL EMPOWERMENT

Education is considered an important tool for women empowerment (Abu Ghaida and Klasen, 2004). It increases the bargaining power of women within the families which ensure greater access to resources for them and their children. Affirmative action and gender awareness policies

contributed much in reducing gender differentials in education achieved through the massive push for universal education. Women literacy rates in Africa are lagging behind their male counterparts.

Women must be empowered educationally because the majority of illiterate people in the whole world are women. The educational achievements of women can have effects within the family and across the generations. Municipalities should make a strategy of investing in girls' education for such illiteracy level to be dropped down. Women were traditionally discouraged to invest in education. They were given marriage and looking after children as proper priorities.

Women can through education be able to recognize the importance of healthcare and know how to seek it for themselves and their children. Since most women lack of knowledge of their rights, women can gain confidence on how to claim their rights through education.

But the Policy Framework (2001:12) clearly indicates the improvement on women's enrolment at both public and private schools. This is to show that the South African Municipalities are currently empowering people equally.

2.7.3. POLITICAL EMPOWERMENT

Women's political empowerment means the increased presence of women in legislature, executives or any other government structure. The African Development Forum, 2008 also considers women as affected in gender discrimination because they are denied an access to participate in

decision making processes like political institutions, policy making organisations, consultations and the rights and responsibilities of citizenship. African women do not always participate in public and private decision making spheres to bring their priorities and needs into the agenda. It is only now in the democratic era that women representation in national government (parliament) has improved in the majority of African countries. South African women in ministerial positions in 2008 were between 40-49.9 percent. Their representation in national parliament was 32.8 percent. All these figures indicate that women are underrepresented in political structures. The deputy minister for public Service, Roy Padayachee in his speech on Gender Indaba (2009) indicated the need for recognition and the need to empower women by the South African government.

The 1956 March by the South African women also paved a way for women to participate in political issues. There is parliamentary session for only women in South Africa currently.

In his 2009, State of National Address, the President of the Republic of South Africa, Jacob Zuma emphasized the need to empower women by referring to women as subjected to discrimination, exploitation and abuse. The president pointed out that the government position is that it won't rest in its drive to eradicate poverty. Uttaro (1995:67) also pointed out that women positions should have equaled rights for participation as voters and representatives. Although women can be discouraged from political participations, they should actually remain focused.

The responsibility of Thulamela Municipality and all the municipalities in general need to ensure that women are actively involved in political matters like their male counterparts.

2.7.4. SOCIAL EMPOWERMENT

The womens' social empowerment includes among other aspects; of life health, education, nutrition, violence against women and housing. According to the research by Yanda et al (2003) poor women face greater maternal, mortality and morbidity; they are also suffering from continuous violence because they lack access to adequate productive health services. Similarly the International Conference on Population and Development (ICPD) indicated women as poorest whose social discrimination should be eliminated.

Poor women remain the victims of poverty and as such they can exchange sex for money. Such an exchange makes it possible for them to be affected by HIV /AIDS. These fatal disease needs finance to control but because of poverty amongst women, they are to die on daily basis

According to Ali Riza (2005:5) 858 000 women are dying on annual basis, 1600 on daily basis for causes related to pregnancy and childbirth. This is to prove womens' positions as death victims. In order to rescue women from many forms of exploitations, suffering, women should receive workshop on how to cope with issues pertaining to their lives. Women nutritional needs should be met at all stages.

South Africa has developed a variety of Acts of violence as part of women empowerment such as the Prevention of Family Violence Act of 1993 that criminalize marital rape. On the side of women health, not all African countries prioritized womens' health as an area of concern. South Africa should increase its attention to the reproductive health and rights of women by encouraging breast feeding and making facilities available for the management of sexually transmitted diseases including HIV/AIDS. There should be an affordable health services for rural populations and training for grassroots health providers.

2.7.5. TRAINING AND DEVELOPMENT

According to the workshop Report on UNFPA, Kaur Anjali did indicate the essence of women training as leading to their own development. Special education based on HIV/AIDS must be offered. Women must practice such education to finally remain the service providers.

Gender parity in enrolment in vocational training is also very low and women are concentrated in feminine courses like secretarial, Home Economics, Dressmaking and Accounting. Very few women are enrolled in construction courses, carpentry and leatherworks. The major obstacle facing women is the absence of gender awareness counselling, guidance and women trainers.

CONCLUSION.

Women in South African municipalities have been the victims of poverty and discrimination. The apartheid laws, before 1994 contributed greatly to women been undermined, exploited and also discriminated. They were regarded

powerless, not included in legislature and their voices were not even heard.

The inception of democracy in 1994 also brought a need to empower women politically, educationally, socially and also economically. The motive behind this empowerment was to close the gender gap between men and women. So it is the Municipalities obligation to see to it that women are empowered at all levels.

3.2 RESEARCH DESIGN

According to Schumacher and McMillan (1993:157) research design is defined as a plan used in selecting subjects, research sites and data collection procedures in order to answer the research questions. Similarly it is in short described to be the overall plan by which the survey is administered (Zechmeister et al 1999:93).

The procedures used in conducting the study are described in research design as it was conducted in Thulamela municipality. There is a provision of the plan for assembling, organizing and integration of data in research design.

Hopkins (1996: 237) indicated the design as it should use the techniques that best fit the problem and again be the most reliable and valid data.

Municipalities are facing a variety of challenges with regard to women empowerment.

Qualitative research design was followed in the study.

RESEARCH DESIGN AND METHODOLOGY

3.1 INTRODUCTION

This chapter deals with research design and methods used to investigate challenges facing municipalities in women empowerment in Thulamela municipality.

3.2 RESEARCH DESIGN

According to Schumacher and McMillan (1993:157) research design is defined as a plan used in selecting subjects, research sites and also data collection procedures in order to answer the research questions. Similarly it is in short described to be the overall plan by which the survey is administered (Zechmeister EB et al 1990:93).

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Municipalities are facing a variety of challenges with regard to women empowerment.

Qualitative research design was followed in the study.

3.3 METHODOLOGY



According to Patton (2002:69) methodology is considered to be the rationale and philosophical assumptions underlining a certain study related to the scientific method used for explaining the research ontological and epistemological views.

3.3.1 Qualitative Research

According to Lewis P et al (2003: 378) "qualitative data are associated with such concepts and are characterized by their richness and fullness based on our opportunity to explore a subject in as real a manner as is possible". Meriaam (1988:30) indicated emphasis in qualitative research as on developing and building inductively based on new interpretations and theories.

The qualitative data concentrates on meanings expressed through words and analysis conducted through the use of conceptualisation (Mancosa 2002:13). In this study, a survey design was employed through handled questionnaires to get the true reflection of the challenges facing municipalities in women empowerment.

3.4 POPULATION

A population is defined as any group that is in the subject of researchers interest. The population of this study was composed of the managers from Thulamela municipality, all employees in the municipality , all women from Ward 2 in Thulamela municipality and the Ward 2 Councillor.

3.5 SAMPLING



Sampling means the selection of individuals from a study population (Hysamen 1994:39).

In this study, sampling was comprised of the following sample frame ;four (4) managers from Thulamela municipality ,twenty (20) employees from the municipality ,fourty (40) women from Ward 2 in Thulamela municipality and the Ward 2 Councillor from Thulamela.

Both purposive and systematic random sampling methods was applied in this research. With managers and Councillor purposive sampling was applied whereas systematic random sampling was also used in women from Ward 2 and employees from the municipality.

Sampling was also strategically done by the researcher on the basis of accessibility (Schumacher et al. 1997: 169). Therefore it was much easier to have an access to respondents as an educator in ward 02 under Thulamela Municipality.

3.6 DATA COLLECTION

3.6.1 Instrument

Questionnaire was used as an instrument in data collection on the challenges facing Municipalities in women empowerment.

In order for the promotion of qualitative facilitation of data analysis, closed form with structured items was used in questionnaire design. Example of questionnaire appears on Appendix A.

Questionnaire consisted of two sections.



The first section was about biographical information, such as:

- Age
- Education
- Gender
- Ethnic group
- Home language

The second section had a number of statements to measure the views of the respondents on the challenges facing Municipalities in women empowerment.

Respondents were expected to indicate their answers on five points likert scale with the following meanings:

- A - Strongly agree
- B - Agree
- C - Unsure
- D - Disagree
- E - Strongly disagree

3.7 VALIDITY OF INSTRUMENT

Validity of the data gathering instrument was thoroughly checked by supervisor who also went through questionnaires. He made corrections and commented on the questionnaires. I

personally had several discussions with the supervisor for the questionnaire to be meaningful and up to the standard. All this has been done before all questionnaires were handed to the respondents.

3.8 PRE- TESTING THE INSTRUMENT

Tuckman(1998:225) indicated pre-testing as carried out when data gathering instrument is tried out on a group similar to the one that will form population of the study. This was to be done as a strategy to detect errors that might be experienced on the completion of the questionnaires.

Corrections and rephrasing of the misleading questions has been done and therefore the instrument has been clear and easily understood by the respondents.

3.9 DATA ANALYSIS

The procedure used in analysing data started with the coding and categorization of responses from each respondent's questionnaire.

The Statistical Package for Social Science (SPSS) was used when analysing data. Culculation of percentages and frequencies was also done.

Editing, segmentation, and summary of data has been done during data reduction process. After drawing the conclusion, results of the items were presented first and interpreted by the researcher in the following chapter (chapter 4).

3.10 ETHICAL CONSIDERATION



Research ethics refers to the appropriateness of one's behaviour in relation to the rights of those who became the subjects of his or her work (Saunders M 2003:143).

- Participants were given tips and enough information about the whole research before giving their information. This was done to clarify participants about the need for the provision of true and honest information.
- Participants were informed about privacy of their given information. This was due to the protection of those respondents who were not willing for their identities to be known after the completion of questionnaires.
- Anonymity was clearly expressed to the respondents. They were given an assurance that their responses were not going to be associated with their names. Nobody from the community would be told about the response of any single respondent.
- Respondents were informed about the voluntary provision of the information. Nobody would be forced to give information about the research. So, responses were expected to give their responses voluntarily.
- Respondents were promised the absence of any form of intimidation. This was because some respondents would think of getting intimidated after the provision of their information.

CHAPTER 4

3.11 CONCLUSION.

The chapter focused on the research design and methodologies used in data collection. Collected data was analyzed using the computer program for data analysis. This chapter is all about data analysis and its interpretation. Data was collected from sixty five respondents.

Results from the questionnaires are reported in two sections; section 1 presents biographical information of all respondents while section 2 is all about responses regarding challenges facing municipalities in women empowerment.

SECTION 1 : BIOGRAPHICAL INFORMATION

In this section, presentation of the results showing age, education, gender, ethnic group and home language has been done.

1.1 AGE OF RESPONDENTS

4.2.1 Respondents according to age (n=65)

	FREQUENCY	PERCENTAGE
20-29	28	43,1
30-49	29	44,6
50 year and above	8	12,3
Total	65	100,0

Results of the table above indicate that 43,1% of the respondents are of the age between 20-29, with 44,6% of the respondents in the category and falling between the age of 30-4 years. Those respondents who are 50 years and above consisted only 12,3%.

CHAPTER 4

ANALYSIS AND INTERPRETATION OF DATA

4.1 INTRODUCTION

This chapter is all about data analysis and its interpretation. Data has been collected from sixty five respondents.

The results from the questionnaires are reported in two sections;

Section 1 presents biographical information of all respondents while section 2 is all about responses regarding challenges facing municipalities in women empowerment.

4.2 SECTION 1 : BIOGRAPHICAL INFORMATION

In this section, presentation of the results showing age, education, gender, ethic group and home language has been done.

4.2.1 AGE OF RESPONDENTS

Table 4.2.1 Respondents according to age (n=65).

		FREQUENCY	PERCENTAGE
Valid	20-29	28	43,1
	30-49	29	44,6
	50 year and above	8	12,3
Total		65	100,0

The results of the table above indicate that 43.1% of the respondents are of the age between 20-29, with 44.6% of the respondents in the majority and falling between the age of 30-4 years. Those respondents who are 50 years and above consisted only 12,3%.

This implies that ages needs to be empowered are between 30 and 49 and those above 50 years do not worry of empowerment because they are of old age.

4.2.2 GENDER

Table 4.2.2 Respondents according to gender (n-65).

		FREQUENCY	PERCENTAGE
Valid	Male	12	18,5
	Female	53	81,5
Total		65	100,0

There was a majority (81,5%) of women over 18,5% of men.

This indicated that women are of much interest with empowerment issues.

4.2.3 EDUCATION

Table 4.2.3 Respondents according to education (n-65).

		FREQUENCY	PERCENTAGE
Valid	Primary	4	6,2
	Secondary	11	16,9
	Tertiary	50	76,9
Total		65	100,0

Table 4.2.3 shows that 6,2% of the respondents have primary education, 16,9% with secondary education and the majority of 76,9% do have a tertiary education.

Education is no longer an oblate in women empowerment because majority of the respondents have passed tertiary education.

4.2.4 ETHNIC GROUPINGS

Table 4.2.4 Respondents according to their ethnic groupings (n=65)

		FREQUENCY	PERCENTAGE
Valid	African	64	98,5
	Asian/Indian	1	1,5
Total		65	100,0

The majority of 98,5% of the respondents involved are Africans. Only 1,5% of the respondents is an Indian. This implies that the municipality should employ workers regardless of their ethnic groupings.

4.2.5 HOME LANGUAGE

Table 4.2.5 Respondents according to their home languages (n=65).

		FREQUENCY	PERCENTAGE
Valid	English	1	1,5
	Venda	64	98,5
Total		65	100,0

Majority of 98,5% of the respondents involved speak Venda while only 1,5% of those respondents is white (speaks English)

4.3 SECTION 2: CHALLENGES FACING MUNICIPALITIES IN WOMEN EMPOWERMENT
 Table 4.3.1 Women were associated with low paying jobs during apartheid era.

		FREQUENCY	PERCENTAGE
Valid	Strongly Agree	50	76,9
	Agree	14	21,5
	Strongly disagree	1	1,5
Total		65	100,0

The table 4.3.1 indicate the majority of respondents (98, 5%) strongly agree that women were employed in low paying jobs than men during apartheid era. Only 1,5% strongly disagree with the statement. This implies that women were not employed in managerial positions during apartheid hence they need to be empowered.

Table 4.3.2 More jobs opportunities for women are created by gender equity act.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	38	58,5
	Agree	22	33,8
	Unsure	1	1,5
	Disagree	2	3,1
	Strongly disagree	2	3,1
Total		65	100,0

This table indicate the majority of the respondents (92,3%) strongly agree that really gender equity acts has contributed for women to have more jobs opportunities. Only 1,5% of the respondents was not sure as

to whether gender. Equity acts have something to do with the creation of jobs opportunities on women. Only 6.2% strongly disagree with the statements.

This implies that more women are employed through gender equity act. Gender equity acts need to be encouraged and promoted.

Table 4.3.3 More women are employed during democratic era than men.

	FREQUENCY	PERCENTAGE	
Valid	Strongly agree	21	32,3
	Agree	14	21,5
	Unsure	8	12,3
	Disagree	15	23,1
	Strongly disagree	7	10,8
Total	65	100,0	

The table indicated 53,8% of the respondents as those who strongly agree with the large number of women as employed in democratic era than men. But only 12,3% of the respondents were not sure of such employment. 33,9% of the respondents strongly disagreed with more women employment during democratic era than men.

This implies that during apartheid era more men were employed than women.

Table 4.2.4 Women are employed in more decent jobs than men.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	10	15,4
	Agree	22	33,8
	Unsure	4	6,2
	Disagree	21	32,3
	Strongly disagree	8	12,3
Total		65	100,0

The results indicated that 49,2% of the respondents most strongly agree with the employment of women in more decent jobs than men. But only 6,2% of the respondents proved to be unsure of the statement. 44,6% of those respondents strongly disagree.

This implies that for women to be empowered, government should continue employing more women in decent jobs.

Table 4.3.5 many projects were established for employment equity to promote women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	38	58,5
	Agree	22	33,8
	Unsure	5	7,7
Total		65	100,0

The table shows the majority of the respondents, consisting of 92,3% strongly agree that many projects were established for employment equity and aimed at the promotion of women empowerment. Only 7,7% of the respondents were unsure.

The results proved that the government should continue establishing projects for women empowerment.

Table 4.3.6 women get more jobs through tenders.

	FREQUENCY	PERCENTAGE
Valid Strongly agree	14	21,5
Agree	19	29,2
Unsure	12	18,5
Disagree	11	16,9
Strongly disagree	9	13,8
Total	65	100,0

The table shows 50,8% of the respondents strongly agree that women do get more jobs through tenders. 18,5% of them were unsure and 30,7% of the respondents strongly disagree with the statement.

This implies that the government should give more tenders to women as the way of empowering them.

	FREQUENCY	PERCENTAGE
Valid Strongly agree	24	38,7
Agree	17	26,2
Unsure	12	18,7
Disagree	7	10,8
Strongly disagree	5	7,7
Total	62	100,0

Table 4.3.8 shows that most of the respondents (38,7%) strongly agree that women employment is hampered by reservation of men in management positions. 18,5% of the respondents were unsure while 13,8% of the respondents strongly disagree with the statement.

Table 4.3.7 Lack of education is an obstacle to women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	33	50,8
	Agree	15	23,1
	Unsure	6	9,2
	Disagree	7	10,8
	Strongly disagree	4	6,2
Total		65	100,0

The results of this table indicate that the majority of 73,8% of the respondents strongly agree that lack of education is an obstacle to women empowerment. 9,2% of the respondents were not sure and only 17,0% strongly disagree.

This implies that women do have a challenge to be educated and for them to be empowered.

Table 4.3.8 Domination of men in management positions hamper women employment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	24	36,9
	Agree	17	26,2
	Unsure	12	18,5
	Disagree	7	10,8
	Strongly disagree	5	7,7
Total		65	100,0

Table 4.3.8 shows that most of the respondents (63,1%) strongly agree that women employment is hampered by domination of men in management positions. 18,5% of the respondents were unsure while 18,5% of the respondents strongly disagree with the statement.

It is true that women are not represented in management positions as confirmed by 63,1% of the respondents. There is a need for women to be in management positions as a form of their empowerment.

Table 4.3.9 Education of the girl-child will promote women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	44	67,7
	Agree	18	27,7
	Unsure	1	1,5
	Disagree	2	3,1
Total		65	100,0

This table indicated the majority of 95,4% strongly agree with the importance of girl-child education to promote women empowerment. 1,5% of the respondents was unsure and only 3,1% of them disagree.

Therefore, for women to be empowered government should promote and encourage the girl-child education.

Table 4.3.10 Uneducated women are recognized in women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	9	13,8
	Agree	15	23,1
	Unsure	8	12,3
	Disagree	18	27,7
	Strongly disagree	15	23,1
Total		65	100,0

The table indicated only 36,9% of the respondents as strongly agree with the recognition of uneducated women in women empowerment. 12,3% of

the respondents were unsure and 50,0% of the respondents strongly disagree.



The results symbolize that uneducated women are not considered in women empowerment. Therefore there is a need that they too be considered.

Table 4.3.11 Teenage pregnancies hamper women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	36	55,4
	Agree	16	24,6
	Unsure	5	7,7
	Disagree	4	6,2
	Strongly disagree	4	6,2
Total		65	100,0

The table shows the majority of the respondents (80.0%) strongly agreeing with the notion that teenage pregnancies is an obstacle to women empowerment. 7,7% of the respondents were unsure and only 12,4% of the respondents did strongly disagree.

Therefore it is beyond reasonable doubt that teenage pregnancies hamper women empowerment as confirmed by 80,0% of the respondents. The government should be all out with the campaign to discourage teenage pregnancies with the purpose to prepare women towards empowerment.

Table 4.3.12 Traditional and cultural beliefs hamper women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	24	36,9
	Agree	14	21,5
	Unsure	17	26,2
	Disagree	2	3,1
	Strongly disagree	8	12,3
Total		65	100,0

The table shows 58,5% of the respondents as they agree that traditional and cultural beliefs hamper women empowerment. 26,2% of the respondents were unsure of the statement and 15,4% strongly disagree.

This implies that cultural and traditional beliefs favour men. There is a need for cultural and traditional improvements to be in favour of women empowerment.

Table 4.3.13 More women in municipalities are deployed to management positions.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	11	16,9
	Agree	18	27,7
	Unsure	10	15,4
	Disagree	17	26,2
	Strongly disagree	9	13,8
Total		65	100,0

This table indicated 44,6% of the respondents as they strongly agree that more women in municipalities are deployed to management positions. But 15,4% of the respondents were unsure and 40% strongly disagree.

The results prove that deployment of employees to management positions favour men. Government must encourage deployment of women to management positions.

Table 4.3.14 Majority of ward Counselors are women.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	8	12,3
	Agree	8	12,3
	Unsure	4	6,2
	Disagree	16	24,6
	Strongly disagree	29	44,6
Total		65	100,0

The table only shows 24,6% of the respondents agree with women forming the majority of the ward counselors. 6,2% of the respondents were unsure about women ward counselors. Majority of 69,2% strongly disagree with the statement.

The results indicate that there are few women in political leadership positions, therefore 50/50 quota system should be implemented to encourage women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	14	21,5
	Agree	4	6,2
	Unsure	24	36,9
	Disagree	14	21,5
	Strongly disagree	8	12,3
Total		65	100,0

The table shows 35,4% of the respondents agree that married women are denying leadership positions. But 6,2% of the respondents were unsure of such leadership posts denied by married women. Most of the respondents consisted of 58,4% strongly disagree.

Table 4.3.15 Combination of family and gender roles hamper women to be in leadership positions.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	22	33,8
	Agree	19	29,2
	Unsure	5	7,7
	Disagree	13	20,0
	Strongly disagree	6	9,2
Total		65	100,0

The table shows that 33,8% of the respondents strongly agree with the combination of family and gender roles as hampering women to be in leadership positions. 29,2% of the respondents were unsure while 7,7% strongly disagree.

Therefore, there is a need by the government to recognize combination of family and gender roles when empowering women.

Table 4.3.16 Married women deny leadership positions.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	9	13,8
	Agree	14	21,5
	Unsure	4	6,2
	Disagree	24	36,9
	Strongly disagree	14	21,5
Total		65	100,0

The table shows 35,4% of the respondents agree that married women are denying leadership positions. But 6,2% of the respondents were unsure of such leadership posts denial by married women. Most of the respondents consisted of 36,9% strongly disagree.

The results prove that it is wrong to think that married women are denying leadership positions. Honestly, they are not offered such positions.

Table 4.3.17 Majority of women have little interest in political activities.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	30	46,2
	Agree	15	32,1
	Unsure	3	4,6
	Disagree	14	21,5
	Strongly disagree	3	4,6
Total		65	100,0

The table above shows the majority of 69,2% of the respondents strongly agree that more women do have little interest in political activities. Only 4,6% of the respondents were unsure. 26,1% of the respondents strongly disagree.

Majority of women are not empowered due to the lack of interest in political activities.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	22	35,4
	Agree	27	33,8
	Unsure	3	4,6
	Disagree	9	13,6
	Strongly disagree	3	4,6
Total		65	100,0

This table indicates that the majority of 69,2% of respondents strongly agree that women are not empowered through tenders.

Table 4.3.18 Lack of information and technology hamper women employment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	25	38,5
	Agree	22	33,8
	Unsure	8	12,3
	Disagree	5	7,7
	Strongly disagree	5	7,7
Total		65	100,0

The table shows the majority of 72,3% of the respondents strongly agree that lack of information technology is an obstacle to women employment. 12,3% of the respondents were unsure and 15,4% strongly disagree.

According to the results, it is true that women are not empowered due to the lack of information and technology. Therefore there is a great need for women to stay informed and technologically advanced.

Table 4.3.19 In post-democracy women are economically empowered through tenders.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	23	35,4
	Agree	22	33,8
	Unsure	3	4,6
	Disagree	9	13,8
	Strongly disagree	8	12,3
Total		65	100,0

This table indicates that the majority of 69,2% of respondents strongly agree that women are economically empowered through tenders.

Respondents who were unsure considered only 4,6% and 26,1% was for those who strongly disagree with the statement

Table 4.3.20 Lack of business management skills hamper women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	29	44,6
	Agree	25	38,5
	Unsure	5	7,7
	Disagree	5	7,7
	Strongly disagree	1	1,5
Total		65	100,0

The table shows that the majority of 83,1% strongly agree that women empowerment is also hampered by their lack of business management skills. 7,7% of the respondents were unsure and 9,2% strongly disagree.

The results imply that there is a need for women to have business management skills for them to be empowered in all levels.

Tables 4.3.21 In post democracy, policies are changed in favour of women economic empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	32	49,2
	Agree	26	40,0
	Unsure	4	6,2
	Disagree	2	3,1
	Strongly disagree	1	1,5
Total		65	100,0

The table shows that the majority of 89,2% of the respondents strongly agree that policies are changed in favour of women economic empowerment

in post democracy. 6.% of the respondents were unsure and 4,6% strongly disagree with the statement.

The results indicate that policies are currently changed in favour of women just to empower them. The government should try to encourage the use and the implementation of such policies.

5.1 INTRODUCTION

4.4 CONCLUSION

This section present the summary of the finding obtained from four managers from Thulamela municipality, twenty employees from Thulamela, fourty women from ward 2 in Thulamela and the ward 2 counselor in Thulamela municipality. The findings proved that there are so many challenges facing municipalities in women empowerment.

- The majority of the respondents agree the women were employed in low paid jobs during apartheid era.
- Most of the respondents confirmed that Gender Equity Act and policies creates more job opportunities for the previously disadvantaged groups, women is particular.
- Most of the respondents indicated that more women are employed and in more decent jobs than men in democratic era unlike apartheid period.
- Most of the respondents confirmed that women get more jobs through honours.
- Majority of the respondents agree that many projects meant to employ and empower women were established.
- The majority of the respondents also agree that lack of education is an obstacle and a challenge to women empowerment.
- The majority of the respondents confirmed that domination of men in management positions hinder women empowerment.
- Most of the respondents disagree with the recognition of the uneducated women in women empowerment.

MAIN FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 INTRODUCTION

This chapter is all about the presentation of the main findings, conclusion, and the recommendations on challenges facing municipalities in women empowerment.

5.2 MAIN FINDINGS

5.3 CONCLUSION

- The majority of the respondents agree that Women were employed in low paid jobs during apartheid era.
- Most of the respondents confirmed that Gender Equity Act and policies creates more job opportunities for the previously disadvantaged groups, women in particular.
- Most of the respondents indicated that more women are employed and in more decent jobs than men in democratic era unlike apartheid period.
- Most of the respondents confirmed that women get more jobs through tenders.
- Majority of the respondents agree that many projects meant to employ and empower women were established.
- The majority of the respondents also agree that lack of education is an obstacle and a challenge to women empowerment.
- The majority of the respondents confirmed that domination of men in management positions hamper women employment.
- Most of the respondents disagree with the recognition of the uneducated women in women empowerment.

- According to most of the respondents teenage pregnancies hamper women empowerment.
- The study also reveals most of the respondents indicating that more women in municipalities are deployed to management positions.
- The study reveals that traditional and cultural beliefs hamper women empowerment.
- It has been discovered from the majority of the respondents that the majority of Ward Councilors are not women.
- The study revealed the majority of respondents agreeing that combination of family and gender roles hamper women empowerment.

5.3 CONCLUSION

The study shows that even if the democratic government is aiming at improving the status of women, there is still a need for government to continue considering Employment Equity Act when recruiting employees.

Women are poor and they need to be capacitated economically by the government through projects. Such form of empowerment will help reduce the level of poverty amongst them.

Women were historically disadvantaged in education, learning programmes and therefore to change the lives of women should be continued by the government. There must be an encouragement of girl -child education.

Men are dominating in management positions, therefore it becomes a threat to women. Women need to be deployed or employed to management positions.

Teenage pregnancies has been realized to be a challenge towards women empowerment. The government should provide sex education programmes as a way of discouraging teenage pregnancies.

Both men and women have a serious respect for their culture and tradition. It is difficult for men to allow women to be at the same status with them. The same applies to some women, they do not even strive to be on the same status with men on the basis of their culture and tradition. All this cultural and traditional barriers need to be ruled out for their empowerment.

5.4 RECOMMENDATIONS

From the findings and conclusion above, there are so many problems that need to be addressed on the challenges facing municipalities in women empowerment. However, in summary, the following recommendations are made as the results of the above findings:

- Women must be employed to top management positions and in decent jobs through Affirmative action.
- The public and private sector must implement Gender Equity Act and policies for the creation of more jobs to empower women.
- The government must continue providing more projects aimed at empowering women.
- The state should continue empowering women through the provision of tenders.
- Women must be in majority in management positions. 50/50 quota system should be implemented to allow women to occupy management positions.
- Government should also introduce campaigns aimed at discouraging teenage pregnancies.
- Educational programmes such as ABET, Communication and Information Technology should be provided to prepare women for empowerment.
- Women must also in addition be provided with basic skills and knowledge.

- Cultural and traditional barriers should be loosened to provide enough space for women empowerment.
- More political deployments into political leadership positions should be done in favour of women.
- Government should provide political education aimed at encouraging women to take part in political activities.

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ADMIN, PRETORIA.

20-23		
30-40		
50 years and above		

EDUCATION

Primary		
Secondary		
Tertiary		

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* GENDER

CHALLENGES FACING MUNICIPALITIES IN WOMEN EMPOWERMENT.

Male	
Female	

INTRODUCTIONS

You should answer all the questions.
Show your response by crossing only one block for each of the following questions.

SECTION A: BIOGRAPHICAL INFORMATION

- AGE IN YEARS

20-29	
30-49	
50 Years and above	

- EDUCATION

Primary	
Secondary	
Tertiary	

SECTION B: CHALLENGES FACING MUNICIPALITIES IN WOMEN EMPOWERMENT.

• GENDER

Read the statement below and then tick a number that best describes what you think is the most appropriate with regard to challenges facing municipalities in women empowerment.

Male	
Female	

• ETHNIC GROUP

STRONGLY DISAGREE DISAGREE NEUTRAL AGREE STRONGLY AGREE

1 Women were

African	
Asian/Indian	
Coloured	
White	

2 Gender

• HOME LANGUAGE

3 More women are

English	
African language	
Other: Specify	

4 Women are

5 Many projects were

SECTION B: CHALLENGES FACING MUNICIPALITIES IN WOMEN EMPOWERMENT.

Read the statement below and then tick a number that best describes what you think is the most appropriate with regard to challenges facing municipalities in women empowerment.

	STRONGLY AGREE	AGREE	UNSURE	DIASGREE	STRONGLY DISAGREE
1 Women were associated with low paying jobs during apartheid era.	1	2	3	4	5
2 Gender equity Act creates more jobs opportunities for disadvantaged group of women.	1	2	3	4	5
3 More women are employed during democratic era than men.	1	2	3	4	5
4 Women are employed in more decent jobs than men.	1	2	3	4	5
5 Many projects were established for employment equity to promote women	1	2	3	4	5

empowerment.					
6 Women get more jobs through tenders.	1	2	3	4	5
7 Lack of education is an obstacle to women empowerment	1	2	3	4	5
8 Domination of man in management positions hampers women employment	1	2	3	4	5
9 Education of the girl-child will promote women empowerment	1	2	3	4	5
10 Uneducated women are recognized in women empowerment.	1	2	3	4	5
11 Teenage pregnancies hamper women empowerment	1	2	3	4	5
12 Traditional and cultural beliefs hamper women empowerment	1	2	3	4	5
13 More women in municipalities are deployed to management positions	1	2	3	4	5
14 Majority of ward councilors are women	1	2	3	4	5

15 Combination of family and gender roles hamper women to be in leadership positions	1	2	3	4	5
16 Married women deny leadership positions	1	2	3	4	5
17 Majority of women have little interest in political activities	1	2	3	4	5
18 Lack of information and technology hamper women employment	1	2	3	4	5
19 In post-democracy women are economically empowered through tenders	1	2	3	4	5
20 Lack of business management skills hamper women empowerment	1	2	3	4	5
21 In post-democracy, policies are changed in favour of women economic empowerment	1	2	3	4	5

APPENDIX B

UNIVERSITY OF VENDA
PRIVATE BAG X5050
THOHOYANDOU
0950

THE MUNICIPAL MANAGER
THULAMELA MUNICIPALITY
PRIVATE BAG X5066
THOHOYANDOU
0950

DEAR SIR


APPLICATION TO CONDUCT A RESEARCH (DATA COLLECTION)

I, Mr. Mamidze Azwidali Alfred of the above mentioned institution do hereby request you for a permission to conduct a research (data collection) from the municipality.

I am currently completing my MASTERS IN PUBLIC MANAGEMENT (MPM) through the University of Venda of which the topic is : AN INVESTIGATION INTO THE CHALLENGES FACING MUNICIPALITIES IN WOMEN EMPOWERMENT .

Hoping that my request will be given urgent and positive attention

Yours faithfully



Mamidze A.A

Supervisor : Prof Khwashaba

Both men and women have a serious respect for their culture and tradition. It is difficult for men to allow women to be at the same status with them. The same applies to some women, they do not even strive to be on the same status with men on the basis of their culture and tradition. All this cultural and traditional barriers need to be ruled out for their empowerment.

5.4 RECOMMENDATIONS

From the findings and conclusion above, there are so many problems that need to be addressed on the challenges facing municipalities in women empowerment. However, in summary, the following recommendations are made as the results of the above findings:

- Women must be employed to top management positions and in decent jobs through Affirmative action.
- The public and private sector must implement Gender Equity Act and policies for the creation of more jobs to empower women.
- The government must continue providing more projects aimed at empowering women.
- The state should continue empowering women through the provision of tenders.
- Women must be in majority in management positions. 50/50 quota system should be implemented to allow women to occupy management positions.
- Government should also introduce campaigns aimed at discouraging teenage pregnancies.
- Educational programmes such as ABET, Communication and Information Technology should be provided to prepare women for empowerment.
- Women must also in addition be provided with basic skills and knowledge.

the respondents were unsure and 0,8% of the respondents strongly disagree.

The results symbolize that uneducated women are not considered in women empowerment. Therefore there is a need that they too be considered.

Table 4.3.11 Teenage pregnancies hamper women empowerment.

		FREQUENCY	PERCENTAGE
Valid	Strongly agree	36	55,4
	Agree	16	24,6
	Unsure	5	7,7
	Disagree	4	6,2
	Strongly disagree	4	6,2
Total		65	100,0

The table shows the majority of the respondents (80.0%) strongly agreeing with the notion that teenage pregnancies is an obstacle to women empowerment. 7,7% of the respondents were unsure and only 12,4% of the respondents did strongly disagree.

Therefore it is beyond reasonable doubt that teenage pregnancies hamper women empowerment as confirmed by 80,0% of the respondents. The government should be all out with the campaign to discourage teenage pregnancies with the purpose to prepare women towards empowerment.