



RAPID CARE ANALYSIS FOR THE 3R PROJECT IN SOUTH AFRICA

FINAL REPORT



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ABBREVIATIONS

BIG	Basic Income Grant
CBO	Community-Based Organisation
CSA	Climate Smart Agriculture
CSG	Child Support Grant
CSIR	Centre for Scientific and Industrial Research
CSI	Corporate Social Investment Initiatives
CWW	Counting Women's Work
CWP	Community Works Programme
DBE	Department of Basic Education
DDG	Deputy Director General
DSD	Department of Social Development
DSI	Department of Science and Innovation
DPWI	Departments of Public Works and Infrastructure
ECD	Early Childhood Development
EPWP	Expanded Public Works Programme and the
ILO	International Labour Organization
MTEF	Medium Term Expenditure Framework
NLC	National Lottery Commission
NDA	National Development Agency
NGO	Non-Governmental Organisation
NSNP	National Schools Nutrition Programme
OECD	Organization of Economic Cooperation and Development
SASSA	South African Social Security Agency
SDG	Sustainable Development Goal
SRD Grant	Social Relief of Distress Grant
StatsSA	Statistics South Africa
TUS	Time Use Survey
QLFS	Quarterly Labour Force Survey

DEFINITIONS OF TERMS

Care work (ILO)	This assessment divides care activities into indirect (household work) and direct personal care or direct care work. Household or indirect care work includes cooking, cleaning, ironing, laundry, water, and fuel collection. Care work refers to care provided to the elderly, sick members of the family, and family members with disabilities. ¹
Primary care work	Primary care work relates to caring for someone, including the elderly and persons with disabilities. Primary care tasks for children include feeding, bathing, playing with, or reading to a child, as well as taking the child to a learning or health facility. Some of these activities can also be undertaken for the elderly or a family member with a disability.
Secondary care work	Secondary care refers to the time spent caring for someone while performing another activity at the same time. In the case of small children, they are normally put on the mother's back.
Direct care work (ILO)²	This consists of overlapping activities: direct, personal, and relational care activities, such as feeding a baby or nursing an ill partner.
Indirect care work (ILO)	This includes care activities such as cooking and cleaning.
Paid care work (ILO)	Paid care work is performed for pay or profit by care workers. They comprise a wide range of personal service workers, such as nurses, teachers, doctors, and personal care workers.
Unpaid care work (UN Women)	All unpaid services provided by individuals within a household or community for the benefit of its members, including care of persons and domestic work. Unpaid care work is provided without a monetary reward.
Unpaid carer (UN Women)	A person who provides unpaid care or support to individuals within their household or community.
Domestic work (ILO)	Domestic work means work performed in or for a household or households based on the Domestic Workers Convention, 2011 (No. 189) of the International Labour Organisation.
Domestic workers (US Immigration)	Domestic workers are individuals who work for private households. They are engaged in domestic work within an employment relationship. Their tasks may include taking care of elderly or sick family members, cleaning, cooking, laundry and ironing, gardening, shopping for food, and any errands related to household upkeep. ³
Leisure behaviours	Leisure behaviours include socialising, watching television, listening to music, surfing the internet, and attending arts, cultural, and entertainment events.

1 Care work and care jobs for the future of decent work. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/doc-uments/publication/wcms_633166.pdf.

2 Ibid.

3 Domestic worker definition. <https://www.usimmigration.org/glossary/domestic-worker#:~:text=Domestic%20workers%20are%20individuals%20who%20work%20for%20private, errands%20related%20to%20the%20upkeep%20of%20a%20household>.

Dependency ratio	The dependency ratio is an age-population ratio of those typically not in the labour force (the dependent part ages 0 to 14 and 65+) and those typically in the labour force (the productive part ages 15 to 64). It is used to measure the pressure on the productive population. ^{4,5}
Matric	Matric refers to Grade 12, the final year of schooling in South Africa.
Medium-Term Expenditure Framework	Medium-Term Expenditure Framework (MTEF) refers to a transparent planning and budget formulation process within which the government establishes contracts for allocating public resources to their strategic priorities while ensuring overall fiscal discipline. ⁶ In implementing the MTEF, ministries/departments must focus on the expected outcomes of their expenditures and programmes. The framework covers three years; the current MTEF covers 2022-2024.
Jojo tank	Jojo tank is a large water storage container ranging in volume from 5,000 litres to 20,000 litres.
SASSA grants	The agency offers different social grants, including the Care Dependency Grant, Child Support Grant, Disability Grant, Foster Child Grant, Grant-In-Aid, Older Persons Grant, Social Relief of Distress, and the War Veterans Grant.

4 What Is the Dependency Ratio, and How Do You Calculate It? Hayes, A. August 25, 2022

<https://www.investopedia.com/terms/d/dependencyratio.asp>.

5 The Global Economy.com "Age Dependency Ratio - Country Rankings. https://www.theglobaleconomy.com/rankings/age_dependency_ratio/

6 South African Government. MTEF. <https://www.gov.za/faq/finance-business/where-do-i-get-copy-medium-term-expenditure-framework>

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EXECUTIVE SUMMARY

The Rapid Care Analysis (RCA) was conducted to better understand factors influencing the nature of unpaid care work, distribution among women, men, boys, and girls, and unpaid care work interventions in South Africa. The RCA focused on how participants spend their time on household and care work (indirect and direct) and the type of activities undertaken. Infrastructure that impacts household and care work was also considered. The rapid care analysis outcomes will foster a collective understanding and commitment to the care economy through policy and practice.

The RCA was conducted in three provinces over 15 days between December 2022 and February 2023 in Limpopo, Free State, and Mpumalanga. A combination of RCA and focus group methods were used to facilitate data collection. Four focus group discussions were held with participants from Tumahole (Free State), Sedawa Village (Limpopo), Balloon Village (Limpopo) and Tweefontein (Mpumalanga). The groups mainly included middle-aged women, with a few young women and middle-aged men participating.

The assessment noted differences in how women and men participate in unpaid care activities and the extent to which these responsibilities are shared. Women spend a considerable portion of their day on household and care work. Women engaged in vegetable garden projects seem to spend more time on unpaid care work than other participants. The women work a double shift at home in the morning before they go to the garden and when they return home after 1700 hrs. Hence, they reported the highest number of hours of unpaid work. These ranged from four to seven hours per day compared to four to six hours for stay-at-home women. Men reported spending the least hours, between two and three, on unpaid work. The men do not consider such work important but focus their time and energy on economically productive activities and hobbies.

Access to basic services was assessed regarding electricity, water, sanitation, and waste collection. The state of the roads was also assessed while driving through the various areas. While almost all participants

have electricity in their homes, access to water is the main challenge in three of the four assessment areas. Being an urban area, Tumahole participants have piped water in their homes, waterborne sanitation, and tarred streets.

Participants in Tumahole, Balloon, and Sedawa complained about persistent water challenges. In the township, the water supply is unreliable. When taps in the home and yard have no water, the women have to collect water further from the standpipes in the street, a time-consuming and tiring task. With water available, time and effort spent on unpaid care work would be reduced and redistributed.

Further, the water would be used productively to water their home and communal gardens. In Tweefontein, the municipality provides a stand pipe in the yard, and the homeowner is responsible for piping water into the house. Plumbing is expensive for these households; most do not have piped water. Water is filled in large containers and brought into the house. The situation is worse in the villages as participants rely on borehole water; those without boreholes buy water from their neighbours. Additionally, without running water, the houses cannot have flush toilets; therefore, most of Balloon, Sedawa and Tweefontein participants use pit latrines.

Typically, women spend four to seven hours on unpaid care work during the week compared to their male counterparts, who only spend two to three hours. After waking up at dawn, women start with basic personal care before heating water for the family and waking up the children to prepare for school while preparing lunch boxes and breakfast. After that, young children are taken to school, and then it is time to clean the house and bathe before leaving for the gardening project. Those who do not go to a project continue collecting water and tending to the home garden and their pets. Lunch is prepared around midday in anticipation of the return from school. In the afternoon, women assist with homework and ensure school uniforms are ready for the next day. In the evening, the women cook, feed the family, and wash the dishes before watching television, listening to the radio, and

relaxing with the family. Most women are in bed by 2100 hrs, while men sleep much later.

Many women struggle to get other family members to participate in unpaid care work. They normally get assistance from other adult women, often a sister, aunt, or grandmother. When older children assist, they are assigned lighter duties like washing the dishes or their socks. The men and the boys seem to have a choice; they decide when and which household work to perform. While exploring reasons behind women taking more responsibilities in the home, participants pointed to cultural influence and social norms, which seem to play a more significant role in rural areas. Further, the women feel duty-bound to perform these duties as wives and mothers.

With little assistance from other family members, women have no time to pursue other leisure activities and hobbies. On the other hand, men spend less time on unpaid care work and use their time to pursue productive work, hobbies, and other leisure activities.

The findings confirm that women undertake a disproportionate amount of household and direct personal care work in their homes. This aligns with research conducted by the Organization of Economic Cooperation and Development (OECD) and others. OECD reported that across all regions of the world, women spend, on average, between three and six hours on unpaid care activities, while men spend between half an hour and two hours.⁷

7 Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes.
https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

INTRODUCTION

In any society, there are roles in which people are expected to act and conduct themselves according to their sex. These expectations, however, create unequal and discriminatory treatment (due to a person's gender) that eventually becomes a norm. This assessment aims to conduct a Rapid Care Assessment (RCA) to better understand factors influencing the nature and distribution of unpaid care work interventions among women, men, boys, and girls in South Africa. The RCA is conducted in Free State, Limpopo and Mpumalanga. The rapid care analysis outcomes will foster a collective understanding and commitment to the care economy through policy and practice.

The importance of unpaid care work in addressing gender issues is delineated under Sustainable Development Goal 5, which talks about recognising unpaid domestic work through the provision of public services, infrastructure, and social protection policies.

The study is spearheaded by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). The RCA is part of a multi-country programme addressing unpaid care work titled "Transformative Approaches to Recognize, Reduce, and Redistribute Unpaid Care

Work in Women's Economic Empowerment Programming." The programme (3R) is implemented in two other countries, Senegal and Rwanda, and builds on UN Women's expertise at the global, regional, and country levels. The programme leverages UN Women's existing strong partnerships with women's cooperatives and other women's rights organizations, traditional leaders, communities, men and boys, and the private and public sectors to address unequal power relations, systemic discrimination, and harmful norms and practices that underpin inequities in care work.

The overarching goal of the 3R Programme is to remove the structural barriers to women's full and equal participation in the economy by recognizing, reducing, and redistributing unpaid care work. In particular, the 3R Programme complements UN Women programmes on climate-resilient agriculture (CSA) and rural women's economic empowerment in the three countries by developing a care component that responds to lessons learned that indicate insufficient attention is given to women's unpaid care and domestic workloads and overall time poverty. It is through this link that three of the four assessment areas were identified.

BACKGROUND

This assessment divides care activities into household work (indirect care work) and direct personal care (direct care work). Household work includes cooking, cleaning, ironing, laundry, water and fuel collection, and pet care. Direct personal care or care work refers to care provided to children, the elderly, sick members of the family, and persons with disabilities.

Unpaid work is essential for a vibrant, sustainable economy with a productive labour force. Still, it is valued less than paid work even though unpaid care work substantially contributes to countries' economies. Women and girls shoulder a disproportionate share of care work that is unpaid, unrecognised,

and undervalued. When women and girls spend most of their time on unpaid care work activities, they have less time for learning and/or income-generating activities, putting them at risk of poverty.

Pervasive gender norms and stereotypes reinforce the belief that women's and girls' roles are limited to the home. Unrecognized and undervalued, invisible labour largely becomes the responsibility of mothers and daughters.

Around the world, 42 percent of women cannot secure jobs because they are responsible for caregiving. Women and girls undertake more than 75 percent of

unpaid care work worldwide. In 89 percent of households, women and girls perform most household chores.⁸

The total value of unpaid care and domestic work is estimated to be between 10 percent and 39 percent of gross domestic product.⁹ In some countries, it contributes more to the economy than other sectors like manufacturing, commerce, or transportation. Estimates show that 16 billion hours are spent on unpaid care work daily. The International Labour Organization found that if care work was valued the same as other work, it would represent a tenth of the world's economic output. Some governments depend on unpaid work to compensate for public services, further widening the global gender gap. Gender inequality in unpaid care work is also related to the wealth of a country. Time use data reveals a negative correlation between income and levels of gender inequalities in unpaid care work; the distribution of

responsibilities is the most equal in high-income countries. Thus, tackling entrenched gender norms and stereotypes is the first step in redistributing responsibilities for care and housework between women and men.

The centrality of care to sustainable development and its relevance for gender equality are widely recognized by the global community, including as a target under Global Goal 5. Thus, unpaid care work goes against Global Goal 5, which aims to empower all women and girls to reach their full potential. Therefore, calls for action must go beyond merely increasing the visibility of unpaid work as a policy issue. At a practical level, initiatives should alleviate the care burden and divide it between women and men, and families and public/market services in a more balanced and equitable manner, providing better and more visible employment to care workers (decent work).

More women affected by the unpaid care burden

Regardless of socioeconomic status, women and girls in countries worldwide perform a disproportionate amount of unpaid care work. For many women, these duties are in addition to their paid jobs, creating a “double burden”¹⁰ of work. In industrialised countries, the time household members spend on housework, and shopping is about half the time spent on paid employment.¹¹

Research conducted by the International Labor Organisation found that the great majority of unpaid care work consists of household work (81.8 percent), followed by direct personal care (13 percent) and volunteer work (5.2 percent).¹²

Women living in rural areas with limited access to regular basic services such as energy, water, and sanitation tend to endure most unpaid care and domestic work, managing

resources and services for daily household consumption. These persistent structural constraints endured by rural women prevent them from fully enjoying their human rights and hamper their efforts to improve their lives and those around them.¹³

Research conducted by the United Nations Children's Fund (UNICEF) quantified the disproportionate amount of time on care work and domestic chores spent by girls compared to boys. The report noted that, for the 5 to 14-year-old age group, girls spent approximately 40 percent more time on care and domestic work than boys, which can have a detrimental effect on their development and well-being. Adolescent girls, in particular, face a marked increase in unpaid care work as they reach adolescence, and these responsibilities can constrain life opportunities, for example,

8 Global Citizen. Unpaid Care Work: Everything You Need to Know. <https://www.globalcitizen.org/en/content/womens-unpaid-care-work-everything-to-know/>

9 Ibid.

10 The term “double burden” (or “second shift” as coined by Arlie Hochschild) refers to the workload of persons (typically women) who work at paid jobs while also having responsibility for a significant portion of unpaid care work. Double burden. <https://www.service-growth.com/world-of-work/double-burden/#:~:text=The%20term%20%2E%20%2Cdouble%20burden%2E%20%28or%20%2E%20%2Csecond%20shift%2E%20%2D%20as,for%20a%20significant%20portion%20of%20unpaid%20care%20work.>

11 The determinants of housework time. Boosting the efficiency of household production could have large economic effects. <https://wol.iza.org/articles/determinants-of-housework-time/long>.

12 Care work and care jobs. For the future of decent work. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633166.pdf.

13 UN Women Watch. Facts & Figures: Rural Women and the Millennium Development Goals. [UN Women Watch | Rural Women - Facts & Figures: Rural Women and the Millennium Development Goals](https://www.unwomen.org/en/sections/millennium-development-goals/facts-and-figures/rural-women)

by reducing access to education.¹⁴

In South Africa, research conducted for the Counting Women's Work (CWW) project found that paid care and housework represent 47 percent of all work time, and women are responsible for 72 percent. Women also perform 39 percent of all market work.¹⁵ Further, women spend more time in total work than men at all ages, creating a gender gap in access to time for leisure and self-care.¹⁶ Based on analysis of the 2010 Time Use Survey data, CWW estimated that women are responsible for 81.4 percent of all time spent in care work in South Africa and 70.3 percent of time spent on housework. Weekly, the average South African adult (aged 20+) spends 25 hours in market work and 25.5 hours in unpaid care and housework, traditionally referred to as "women's work." For women, these figures are 18.4 hours and 30.5 hours, 32.4 hours, and 12.2 hours for men.¹⁷

A report by UN Women indicated that before the COVID-19 pandemic, women already spent three times more on unpaid care and domestic work than their male counterparts, with women doing an average of 4.1 hours per day compared to men, who, on average, do 1.7 hours.¹⁸ Further, women in low- and middle-income countries devoted more time to unpaid work than women in high-income countries, although income-related differences within countries also exist.¹⁹

The gendered nature of unpaid work became more apparent during the covid-19 pandemic. As the OECD put it, "COVID-19 has laid bare the negative consequences of longstanding gender gaps and norms around caregiving."²⁰

When schools and childcare facilities closed, mothers took on additional unpaid care work and experienced labour market penalties and stress. But even before the pandemic struck, women performed more than two-thirds of the unpaid domestic care work in developing and developed countries.²¹ A nationally representative household study in the United Kingdom during the first COVID-19 lockdown (April-May 2020) found that "not only did women do about two-thirds of the housework and childcare, but they were more likely than men to reduce working hours and adapt employment schedules because of spending increased time on unpaid care."²² Also, UN Women reported that women performed three-times more unpaid care work than men worldwide.²³

Lack of economic and social infrastructure and inadequate technology make it difficult for communities living in poverty to access basic needs like water and power efficiently. Climate change also increases women's unpaid care and domestic work in farming, collecting water, and cooking fuel. Spending more time on unpaid care work means having less time for paid labour, political participation, self-care, rest, and leisure. Unpaid care work can also stunt girls' self-confidence and personal development derived through play and socialisation.

There are concerns that progress toward achieving gender equality could be reversed due to an increase in women's and girls' household responsibilities.²⁴ Existing gender inequalities in using digital resources and IT will affect girls' education access, vis-à-vis

14 Women Work UNICEF's approach to women's paid and unpaid work. Technical Note.

<https://www.unicef.org/documents/women-work-unicefs-approach-womens-paid-unpaid-work>.

15 Counting Women's Work in South Africa .The market and the household in South Africa. Country Report No.1. <https://www.embrace.org.za/wp-content/uploads/2021/05/CWW-2018-Country-Report-South-Africa.pdf>.

16 Counting Women's Work (CWW) is a project within the National Transfer Accounts (NTA) research network, and is coordinated by the University of California, Berkeley; the Development Policy Research Unit at the University of Cape Town; and the East-West Center, Honolulu. The research is funded by the William and Flora Hewlett Foundation and the International Development Research Centre (IDRC).

17 Ibid.

18 COVID-19 and its economic toll on women: The story behind the numbers. (<https://www.unwomen.org/en/news/stories/2020/9/feature-covid-19-economic-impacts-on-women>).

19 UN Women. Progress of the world's women 2019-2020: families in a changing world. Chapter 5. Caring families, caring societies. 2020:140-73. <https://progress.unwomen.org>.

20 Caregiving in Crisis: Gender inequality in paid and unpaid work during COVID-19, December 2021.

<https://www.oecd.org/coronavirus/policy-responses/caregiving-in-crisis-gender-inequality-in-paid-and-unpaid-work-during-covid-19-3555d164/>.

21 Global Gender Gap in Unpaid Care: Why Domestic Work Still Remains a Woman's Burden.

<https://freepolicybriefs.org/2021/12/20/gender-gap-unpaid-care/>

22 Xue and Mann in Women's wellbeing and the burden of unpaid work. BMJ 2021; 374. Published August 2021. <https://doi.org/10.1136/bmj.n1972>

23 COVID-19 and its economic toll on women: The story behind the numbers. <https://www.unwomen.org/en/news/stories/2020/9/feature-covid-19-economic-impacts-on-women>.

24 McKinsey & Company. COVID-19 and gender equality: Countering the regressive effects.

<https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects>.

boys, during school closures. As an example, across low and middle-income countries, women are still 8 percent less likely than men to own a mobile phone and 20 percent less likely to use the internet on a mobile phone, limiting their capacity to keep up with home-schooling materials. At the same time, girls in some middle and low-income countries are

expected to take on household and family care duties, leaving them with less time for learning at home.²⁵ As the World Bank put it, “Gender inequality begets gender inequality, and this process is exacerbated in times of crisis or the face of major shocks such as the outbreak of COVID-19.”²⁶

Links to paid work

The involvement of women in unpaid care work affects their paid work in many different ways. Women are particularly burdened with the responsibilities of care and housework during peak childbearing years, often forcing them out of the labour force and potentially limiting their future earnings.²⁷ First, work traditionally dubbed as “women’s work” is not typically well-paid or highly respected. Female-dominated sectors include education, child care, nursing, social services, and pharma. Second, childcare workers, human service workers, personal care attendants, and cleaners receive low pay because of the view that such jobs require little skill, talent, or energy. Third, the skills women develop in their unpaid work receive no recognition or merit in the paid workplace. Women often have to work harder and train more for their skills

and efforts to be recognised before they can “succeed” in the workplace. This is in addition to many other responsibilities. Women who work in an environment that ignores these realities will experience difficulties managing their workload and meeting expectations. Fourth, women must pay for child care to be involved in the paid labour force. Fifth, in female-dominated professions, unpaid overtime is a regular work experience.

Gender inequality in unpaid care work is considered the missing link in analyzing gender gaps in labour outcomes, such as labour force participation, wages, and job quality.²⁸ Further, accurate measurement will help address inequities and illuminate policy development.

METHODOLOGY

In line with the purpose of this assignment, an RCA was conducted over 15 days between December 2022 and February 2023. The assessment deployed several methods, including analyzing secondary and primary data sources.

The consultant conducted the focus group discussions in the participants’ preferred language. The purpose of the discussions was outlined, and participants were assured of confidentiality. Verbal consent was also

obtained before the start of the discussions.

Focus group discussions were held in Free State, Limpopo and Mpumalanga. UN Women selected three areas based on a previous project on Rural Women Economic Empowerment (RWEE) and Climate Smart Agriculture conducted in these provinces. One moderator facilitated all the discussions over three hours outside, under a tree. Only one group discussion was held inside a house in Tweefontein.

25 Gender Dimensions of the COVID-19 Pandemic (English). Washington, D.C. World Bank Group. <http://documents.worldbank.org/curated/en/618731587147227244/Gender-Dimensions-of-the-COVID-19-Pandemic>.

26 Ibid

27 Counting Women’s Work in South Africa. <https://www.embrace.org.za/wp-content/uploads/2021/05/CWW-2018-Country-Report-South-Africa.pdf>.

28 Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf#:~:text=Gender%20inequality%20in%20unpaid%20care%20work%20is%20the,for%20care%20and%20housework%20between%20women%20and%20men

Rapid Care Analysis

The Rapid Care Analysis is a rapid assessment tool to improve the design of a wider programme by gathering evidence to promote the recognition of care work and the identification of practical interventions.²⁹ It comprises a set of exercises for the rapid participatory assessment of unpaid household work and care for people in communities. These exercises are aimed at achieving the following four specific purposes:³⁰

1. Explore relationships of care in the community.
2. Identify unpaid and paid work activities performed by women and men and estimate the average weekly time spent on each category of work by men and women.
3. Document care for women, men, girls, and boys at a household level, changes in care tasks due to external factors (migration, policies, disasters, etc.), explore social norms impacting care work, and identify the most problematic care activities for women and the community.
4. Map care support services and infrastructure and identify and prioritise options for reducing and/or redistributing care work.

The key aim of the RCA is to create an understanding of care services needs and opportunities affecting different social groups as far as unpaid care work is concerned. The RCA directly informs transformative approaches and strategies to reduce the time or labour required for daily housework and caring for people, thus increasing women's participation, empowerment, and

leadership representation in public and private spheres. Care assessments show how women's responsibility for care work may impact their participation in/ benefit from development projects. Assessments also seek to make visible and improve understanding of patterns of unpaid care work in communities and to enable the identification of problems and their solutions. The RCA can be used to begin or support longer awareness-raising processes and change how care is provided in communities.

Outputs of an RCA include:

- An estimate of the hours women and men spend on work activities, including care.
- Community map of the work, infrastructure, and services currently required to care for people.
- Changes in care patterns due to crisis, disaster, policy changes, migration, or other factors.
- Three or four 'main problems' with current care work, e.g., laborious time-intensive tasks, mobility restrictions, or health impacts.
- An understanding of the underlying social norms that underpin perceptions of care and expectations of women and men.

The RCA is designed as a one-day or two-day process and may take up to a week, depending on circumstances.³¹ While this is not recommended, the RCA can be adapted, and crucial information can be obtained in 1.5 to 2 hours. It was this adapted version of the RCA that was applied.

Focus group discussion topics

The focus group guideline is aligned to issues covered in an RCA and is attached in Annexure A. The topics below formed the basis of the discussion, emphasizing different aspects in some groups.

- Family structure and composition
- Employment status
- Main activities during the day
- Time spent on unpaid work
- Joint responsibilities in the home and

assistance offered

- Views on unpaid work
- Assigning monetary value to unpaid work
- Access to basic services
- Availability of childcare facilities (ECD)
- Availability of physical and social infrastructure
- Access to social grants
- Suggestions on how the government can assist in easing the burden on women

In this assessment, access to basic services

29 OXFAM. Guidelines and toolkits. Participatory Methodology: Rapid Care Analysis.

<https://policy-practice.oxfam.org/resources/participatory-methodology-rapid-care-analysis-guidance-for-managers-and-facilit-620147/>

30 Ibid.

31 Ibid.

includes access to drinking water, basic sanitation and hygiene facilities, essential health care, primary school education, social welfare, basic mobility, and, in urban contexts, waste collection services. The discussion on

basic services focuses on access to municipal infrastructure, services for young children, and the social grants that form part of social welfare.

The selected sites

Brief descriptions of the four sites are provided here, with further demographic details of the three municipalities included in Annexure D. A summary of the sites can be found in Table 1.

The first focus group discussion was held in Tumahole township in Parys, located in Ngwathe Local Municipality, Free State. The area is urban, with homes close to one another as the yards are small. Most residents are aged 15 to 64 (64 percent), with a high youth (15 to 34) unemployment rate of 45 percent in 2011. Regarding services, access to piped water inside the dwelling is lowest at 31 percent, a decrease from 2011 (45 percent). This could be due to new informal dwellings in the area. The group discussion was held at the vegetable garden project, where all the women spend most of their weekdays.

Also included in the assessment are Sedawa and Balloon villages, situated in Maruleng Local Municipality in Limpopo. Maruleng had a population of just under 100,000 in 2016, with a majority of residents (64 percent) aged between 15 and 64. Young people (under

15) make up 34 percent of the population. The municipality has more female-headed households and more people in formal dwellings compared to Ngwathe Municipality.

The two villages in the assessment are about 30 km apart. They are rural, but the areas are very different. Sedawa yards are smaller than those in Balloon Village, and the latter has a river running through. These focus group discussions were held at the homes of the participants.

The final site was in Tweefontein, situated in Thembisile Hani Local Municipality, located in the Nkangala District Municipality. Mpumalanga is one of the six district municipalities, accounting for 14 percent of its geographical area. In terms of demographics, the majority (65 percent) of the population of the district municipality is aged between 15 and 64 years, with a third (32 percent) younger than 15. Only a small proportion (4 percent) is over 65. Youth unemployment is also very high at 49 percent. The focus group discussion was also held in one of the participant's homes.

Site	Group participants			Summary of areas visited
	Number	Men	Women	
Free State, Tumahole, Parys Urban township 19 Dec 2022	7 Aged 33-60	0	7	<ul style="list-style-type: none"> • Access to services is better than in other areas. Water is available in the yard or a standpipe in the street. Water is piped into the dwelling, and there are flush toilets. Electricity is available and pre-paid. Streets are tarred. • Care facilities for young children are available from R120 per month, and all children (age-appropriate) attend and are provided with meals. • The vegetable garden project is set up in less than a hectare piece of land at the back of the school grounds. Water is piped from the municipality and a plastic greenhouse tunnel has been established but not equipped. The tunnel structure is not in use because the plastic is damaged in some parts. The climate control system is also not installed yet. Participants also have home gardens.

Site	Group participants			Summary of areas visited
Group 2 Limpopo, Balloon Village Rural 12 Jan 2023	11 Aged 33- 85	5	6	<ul style="list-style-type: none"> Discussions were held at one of the participant's home. The yard is over a hectare and a vegetable garden project is established. The village has electricity, but there is no water infrastructure. Water is available through a private borehole on the property. Other participants also have their home gardens and offer services such as weeding, planting, etc., to other gardeners for a fee. Unless one has a borehole, toilets are outside. There is no municipal service to collect waste. Care facilities for young children are available starting from R120 per month. All children (age-appropriate) attend, and meals are provided.
Group 3: Limpopo, Sedawa Village Rural 11 Jan 2023	13 Aged 18- 61	1	12	<ul style="list-style-type: none"> Vegetable gardens are set up in participants' yards and on communal land. The communal garden has been abandoned because of a lack of irrigation to draw water from the river. Access to water is a major challenge as the village lacks basic infrastructure. The women thought they could extract water from the river without a water permit and insisted that they only require pipes for 9 km to bring the water because "everyone in the village" does that. Electricity is available, but the toilets are outside, and refuse is not collected. Care facilities for young children are available from R120 per month, and all children (age-appropriate) attend and are provided with meals.
Group 4, Mpumalanga, Tweefontein, Peri-urban 8 Feb 2023	12 Aged 18- 75	0	12	<ul style="list-style-type: none"> Discussions were held at one of the participant's homes. The participants are neighbours; some rear chickens and have gardens in their yards. One also works at a communal garden where harvested vegetables are sold to street vendors. The area has prepaid electricity, and a yard tap provides water. There are no sanitation and waste collection services. Most of the streets are tarred. At the discussion, there were three toddlers under the age of two, all not in ECD facilities because of the unaffordable cost.

Table 1: Demographics of the selected sites

Selection of participants

Four focus group discussions were held with diverse groups of participants. As per the table above, one group was held in the Tumahole, Parys (Free State), two in Limpopo (Balloon Village and Sedawa Village), and Tweefontein in Mpumalanga.

Participants in the Limpopo and Free State groups were sourced from a list from UN Women comprising officials from the provincial Departments of Agriculture and beneficiaries of the Climate Smart Agriculture (CSA) programme previously implemented and members of cooperatives participating in the programme.

Limitations

The intention to recruit participants from a previous project on Climate Smart Agriculture (SCA) seemed a good strategy until challenges from that project spilled over into the assessment. As a result, one of the identified groups refused to participate because of unresolved issues.

The selection method introduced other biases; most participants were female and unemployed. Hence, the discussions did not represent views from formally employed participants. Men's voices were also muted, considering the low number of men included in the various groups. Their views on unpaid work are needed for successful interventions to address unpaid care work issues.

Accessing the group participants proved challenging and required the research consultant to explain and justify the study before conducting the group discussions. This took time to arrange on a limited contract. To save time, it is common for focus group participants to be recruited by a co-moderator or research assistant on the ground before conducting the focus group. Working with someone responsible for recruiting participants on the ground is often used to address this challenge. Further, group discussions are normally recorded with the consent of the participants. This was not the case on this assessment.

The RCA uses daily time use diaries to capture accurately how participants spend their time and on what activities. One can only

rely on rough estimates without the diaries, as the case was with this assessment. Such diaries require some level of literacy, which was lacking in some of the participants. Further, unemployed women do not see the usefulness of keeping track of time accurately if they are going nowhere. Focus on a specific time frame or day of the week introduces biases.

The Mpumalanga group was organised through a contact in the area, who recruited the group participants. No payment was made to the participants.

The RCA tool specifies the activities carried out during the recording period, emphasising physical activities. As a result, the discussions do not mention psychological and emotional support. The RCA tool must either be modified to capture time spent on psychological and emotional support sufficiently or another tool that captures these elements superimposed on the RCA to ensure that women's time on these support areas is recognised. Such a focus will make "invisible work" visible.

To be conducted effectively, an RCA requires four to five people to assist with tasks such as documenting and supporting illiterate participants with reading and writing during the exercises, time-keeping, photography, and managing the registration desk. With one resource allocated and limited time, this was not possible. Hence, an adapted RCA/ Focus group modus operandi was adopted.

One of the recommendations in utilising the RCA is that organisations commit the resources to engage in follow-up activities or at least provide adequate support for communities who want to use the findings

in their advocacy efforts. While all the groups wanted to know what would follow after the discussion, the group facilitator could not

make commitments regarding follow-up activities.

THE FOCUS GROUP DISCUSSION RESULTS

This section provides a detailed account of the focus group discussions based on the various topics included in the discussion

guide. Profiles of the participants' households are also provided.

Profile of the group participants and area descriptions

The profiles of the groups are similar, with mostly women participating in the discussions and very few men included in the various groups. Men participated in only two group discussions in Limpopo (Sedawa and Balloon villages). Participants reported that some male members of their households were working far from home due to the labour migration system.

The participants ranged in age from 18 to 85 years. Because of how the groups were selected and the location of the sites, all participants were involved in vegetable gardening, mostly for household consumption. None of the participants had formal employment but had various means of earning a living. Very few participants received the R350 COVID Social Relief Distress (SRD) grant from the South African Social Security Agency (SASSA). Many households have small children who receive social grants, which seems to be the main source of income, especially in Sedawa.

The Tumahole Free State group was comprised of seven women aged between 33 and 60 from the Phahamang Basadi project, which is also the name of their cooperative. The vegetable garden project is located at Boitlamo Secondary School. The women had all been involved in the garden project over varying lengths of time, and they came to the project during weekdays in the summer months.

The Sedawa group discussion comprised 13 participants, 12 women and 1 man aged between 18 and 65. Most participants were drawn from two vegetable garden projects, the Sedawa Farming Project and the Mabele Project. At the time of the discussion, participants were no longer going to their project because of water challenges. Three

of the five young women (aged 18-21) had young children. Some were still at school, while another was awaiting her matric (final year of schooling) results before college. Another was attending a learnership training programme that provided a monthly stipend. As in the other groups, those under 18 years were receiving the Child Support Grant from SASSA.

The Balloon Village, Limpopo group comprised of 11 participants ranging in age from 37 to 85. The group included five male participants. Some participants were members of a cooperative supported through the CSA project and received R50,000 farmers' relief COVID-19 vouchers. There are several grandchildren in many homes, and they receive the SASSA child grant. Home farming in the area is very common because the yards are large, with some measuring over a hectare. The land is very fertile, and there is a river nearby. Many participants have adult children still living at home due to unemployment. Though not measured, living standards in the Balloon Village seemed higher based on the surroundings, type of dwellings, and the activities mentioned. The land in Balloon was said to be communally owned, paid for, and bought through a magistrate (court). The governance structure is traditional, with a chief in charge. The municipality was said to be "not that involved" in the area's development.

Of the five men in the group, three reported living alone. One of them experiences difficulty carrying out household duties because of his medical condition (epilepsy). The participant is on medication and receives a disability grant from SASSA. Another participant's, a woman, sister received a disability grant after a stroke. The 85-year-old is an ex-teacher and receives a public service pension.

The Tweefontein, Mpumalanga group discussion was comprised of 12 neighbours and friends, with the women's ages ranging from 18-75. One of the women is involved in a vegetable garden project which she goes to during the week, while the other women have vegetable gardens in their yards. Three women brought their toddlers to the

Family structure

To provide an overview of the family structure of households, participants were asked questions about who they live with and the associated relationships. The participants reported living with several family members, including grandparents, parents, siblings, own children, nephews, nieces, and many grandchildren. Only two males lived alone and were both in the Balloon Village Group.

Many households included in the assessment are female-headed. Some women do not live with their partners because of the high prevalence of the labour migration system, which separates men from their families. However, the number of male partners engaged in paid activities away from home was very low, an indication of the high unemployment rate in the country. The absence of male partners and fathers in households is typical in many Black South African households.

Family sizes ranged from small in Tumahole to large in Sedawa, where one family had ten members. Very few households have only boys children, while most have a high proportion of girls compared to boys. Households with the fewest members included three males living alone in Balloon Village. One male was living alone because his brother worked in Johannesburg, while the other two were left alone when their wives left with the children during the COVID-19 pandemic and never returned. Two sisters lived together in Tweefontein while their children lived with their grandmother.

The Tumahole focus group participants lived with other family members ranging from four to six. This included their parents, children, grandchildren, in-laws, and partners. Of the seven women, only two lived full-time with their partners, while two partners worked far from home and only came home at weekends or during their time off. Children in the different households included males

and females aged between 12 and late 20s. One participant had a daughter at university studying for a medical degree. All the young children, with one exception, were on grants and attending an early childhood development (ECD) facility.

discussion as they were not enrolled at any ECD facility. Asked why the children were not in paid child care, the women said the R450 fee charged was excessive. Children who are out of nappies (toilet trained) pay R350. One participant said, "There is no money," while another added, "We will put them in creche when there is money."

The Sedawa participants tended to come from large extended families. Participants reported living with other family members, including grandparents, siblings, own children, and grandchildren. There were young children in all the households, some in pre-school and others in school. All eligible receive child support grants from SASSA, which seems to be many households' main income source. The group included four women over 60 years, who received the older person's grant. Very few people are formally employed in Sedawa households; some women undertake informal activities to earn income. One woman was a farmworker at a commercial farm, and another man was self-employed. He undertakes small maintenance jobs, "hustling here and there." He had previously tried farming with pigs, but the pigs were stolen. One family owns goats, while others rear chickens. The group included four young women aged between 18 and 21. One is enrolled in a government-sponsored agricultural training programme, while the other is awaiting matric results. The third one is a student at an education training college, and the fourth is still in matric. A baby and three toddlers were at the group discussion with their young mothers.

In Balloon Village, participants live in households with one or nine family members. Two households reported receiving disability grants, while others benefitted from the CSG and Older Persons Grant. Three men were living alone, without a partner or children.

On average, the Tweefontein participants live in five-member households consisting of parents, siblings, own children, and

grandchildren. The smallest unit size comprised of two sisters living together. The group had the highest number of women living with their husbands (four). Two households had no children. All the other participants had

boy and girl children in the household. Most of the young children attend ECD facilities, also called pre-schools. Payment is only affordable to some; consequently, some young children are not enrolled in ECD facilities.

Access to municipal services

Free basic municipal services such as water and electricity are provided at no charge to poor households by the government through municipalities and include a minimum amount of electricity, water, and sanitation sufficient to cater to a poor household's basic needs. Because only needy households qualify for free basic services, municipalities subject all applications to a means test to determine whether households meet set criteria. Municipalities determine their categories of subsidies. Free basic water consists of at least 6 kl of monthly water per household, and residents must pay for water used over and above the free supply. Households are provided free basic electricity of 50kWh per month for a grid-energy system. Sewerage, sanitation, and solid waste management are subsidised up to R50 per month or 100 percent subsidy to needy households.³²

In this assessment, access to basic infrastructure services focuses on electricity, water, and sanitation. Information on the state of the roads in the different areas is also provided.

Access to electricity is very high and almost universal among participants. Although there is access to electricity in all the areas, many participants, especially in Sedawa, use firewood for cooking and heating water because of the high cost of electricity. A Tumahole participant said, "Sometimes I don't have money to load electricity. So I have to make a fire with plastics and wood, which I must look for. I cook outside. If it is raining, I cover the fire with roof sheets."

Only one household had a stove in the kitchen; the rest cooked outside using a combination of wood and plastic. In the other groups, only a few households used wood to cook and heat water.

Water is a challenge for most participants as they do not have piped water in the

homes; many homes have no flushing toilets. Tumahole is an exception, with piped water and flushing toilets in the home. The challenge is when there is no water supply. In Tweefontein, the municipality provides a stand pipe in the yard, with residents expected to fund water piping into the home. The taps are sometimes dry or low pressure, forcing residents to collect water from communal standpipes in the streets. This task is, in many cases, the responsibility of the women.

The villages of Sedawa and Balloon do not have any water source in their yards unless they drill a borehole at their own cost. Thus, only a few homes have a borehole. Balloon has some communal boreholes provided by the municipality, but some are not operational. The community has contributed money to increase the number of boreholes to ensure a sufficient water supply for residents. There is also a reservoir that is filled with spring water. Still, the water available is insufficient to supply the whole village all at once. Hence the water pump is controlled by a volunteer to make sure that all parts of the village have equal access to the water. Sometimes, the supply is switched off to allow the water tanks to fill up.

The situation worsens in Sedawa; the area has no standpipes or communal boreholes. None of the participants had a borehole; they had to buy water from neighbours with boreholes at the cost of R2.00 for a 20lt container. Asked what happens if there is no money to buy water, one woman said, "You drink from a spring with the donkeys." Others draw water illegally from the nearby river using makeshift pipes from the river to the different homes that have paid for this infrastructure. Participants expressed frustration and said the municipality did nothing to address the water situation. They asked if UN Women could assist with supplying pipes covering a distance of about 9 kilometres to draw water from the river to their village.

³² How do I access free basic municipal services? <https://www.gov.za/faq/government-services/how-do-i-access-free-basic-municipal-services>.

As a township, Tumahole has better roads, followed by Tweefontein. Internal roads in the villages are not tarred and are in bad condition, which worsens after heavy rains, making it difficult to drive in the area without a high-clearance car. At the time of the assessment, a new tar road and bridge from the main road to Sedawa were being constructed.

Access to social services

On the positive side, access to ECD facilities, primary schools, and social welfare is good in all areas. There is wide coverage in terms of social grants for children under 18, older persons over 60, and people with disabilities. In fact, social grants seem to be the main source of income in the villages. The fees charged at ECD facilities were said to be affordable except in Tweefontein. Primary school education, including Grade R, is

Access to ECD facilities

Each area selected for the assessment had adequate ECD facilities and primary schools within walking distance. Registered ECD facilities receive government and private sector grant funding through their Corporate Social Investment Initiatives (CSI) programmes. The National Lottery Commission (NLC) and the National Development Agency (NDA) also fund ECD. Most ECD-related budget allocations are made at the provincial level by the Departments of Social Development and the Department of Basic Education. Public Works also supports the Expanded Public Works Programme and the Community

Access to social grants

SASSA Grants are in place to help improve living standards in society and are given to people who are vulnerable to poverty and need state support. These generally include older people, people with disabilities, and people with young children. The Minister of Finance revises the value of the grants annually during the national budget speech.

All children under 18 years are eligible for a child support grant. As indicated in the family composition, many households have young

There is no water-borne sanitation system in these areas except in the Tumahole township. In other areas, households privately paid to have running water in the house must install a septic tank. Pit latrines are common, and in Balloon, one household was said to have dug a pit latrine too close to a communal borehole, posing a contamination risk to the water supply. Only Tumahole has municipal refuse collection, though it is not frequent.

subsidised with many schools designated as no-fee paying schools.

Meals are provided at ECD facilities and schools in low-income areas as part of the National Schools Nutrition Programme (NSNP). The 1994 program aims to improve children's ability to learn by combatting malnutrition, reducing hunger, and improving school attendance.

Works Programme (CWP).

ECD facilities in the selected areas charge fees starting at R150 per child and up to R450 for toddlers still in nappies. Parents don't need to provide lunch; children can be picked up after 1600 hrs. ECD centres need to be registered with the government to receive funding. Unregistered facilities charge more as they do not receive government subsidies. Some participants in Tweefontein thought some ECD centres in their areas were not properly registered with the government and as a result, charged high fees.

children. As of January 2023, the basic CSG was R480 for each child, with a 5 percent increase scheduled for the 2023/2024 financial year. Applicants for the CSG must meet the following requirements:³³

- The primary caregiver must be a South African citizen, permanent resident, or refugee.
- Both the applicant and the child must reside in South Africa.
- The applicant must be the primary caregiver

33 SASSA Grants. Child Support Grant. <https://www.sassagrants.co.za/types-of-sassa-grants/child-support-grant/>.

of the child or children concerned.

- The child or children must be younger than 18 years of age.
- The applicant and spouse must meet the requirements of the means test.

Access to social services is good, with all those eligible receiving the child grant, old age pension, and the R350 COVID-19 social relief grant. However, there were a few instances of children not receiving social grants. In one case, the two children did not have birth certificates because their mother did not have an Identification Document at the time of their births nine and six years ago. In another case, the child's mother was said to be a foreign national; therefore, the toddler was not eligible for a grant.

The value of the Older Persons Grant is currently R1990 per person per month for people below 75 years old and R2010 per person per month for people over 75 years old. The grant will increase to R2090 from 1 April 2023 with another R10 increase from 1 October 2023. For the older persons' pension, the following criteria must be met:³⁴

- The applicant must be a South African citizen, permanent resident, or refugee.

Care responsibilities

Without daily diaries, participants were asked to talk about their daily activities, from waking up to retiring at night. The discussion aimed to estimate the time participants spent on household work and direct personal care work in different areas and family settings.

The participants' days start early in summer and a little later in winter. It also depends on whether the schools are open; they need to be prepared for school irrespective of age. The younger the children, the more the responsibilities.

There is more structure in how the Tumahole group approaches its day than the other three groups (Sedawa, Balloon, and Tweefontein). This is because most of the participants in these groups are at home the whole day. Younger people start their day by checking their online profiles and WhatsApp messages;

- The applicant must be a resident of South Africa.
- Must not be less than 60 years old.
- The applicant must not be in receipt of another social grant for him or herself.
- The applicant and spouse must comply with the means test.
- The applicant must not be maintained or cared for in a State Institution.
- The applicant must submit a 13-digit bar-coded identity document.

The SRD Grant is a special COVID-19 grant offered to South African citizens, permanent residents, or refugees registered with Home Affairs, residents within the borders of the Republic of South Africa, unemployed and above the age of 18. Recipients should not receive any other grant or have other sources of income. Those not receiving the R350 grant said their applications were declined because of income reflected in their bank accounts. Two children did not receive grants because birth certificates could not be issued as their mother did not have an identity document. The mother has since obtained an ID, but the children still do not have birth certificates.

their workload seems less and they often take breaks between activities.

For women, the usual waking time is between 0400hrs and 0500hrs. Some pray while others check their online messages before getting out of bed. Once out of bed, women normally brush their teeth and wipe their faces. Once that is done, household and care work begins with heating water for those going to work or school and ensuring the school uniform is ready. Then, the women prepare breakfast and lunch boxes for those attending school or work. Some women walk their children and grandchildren to school, while in some households, the responsibility is given to the older siblings. Children normally leave for school around 0700hrs and return in the afternoon. Those who need to fetch medicine from the health clinic or collect wood for fuel leave after the children have gone to school.

34 SASSA Grants. [Older Persons Grant \(sassa.gov.za\)](https://sassa.gov.za)

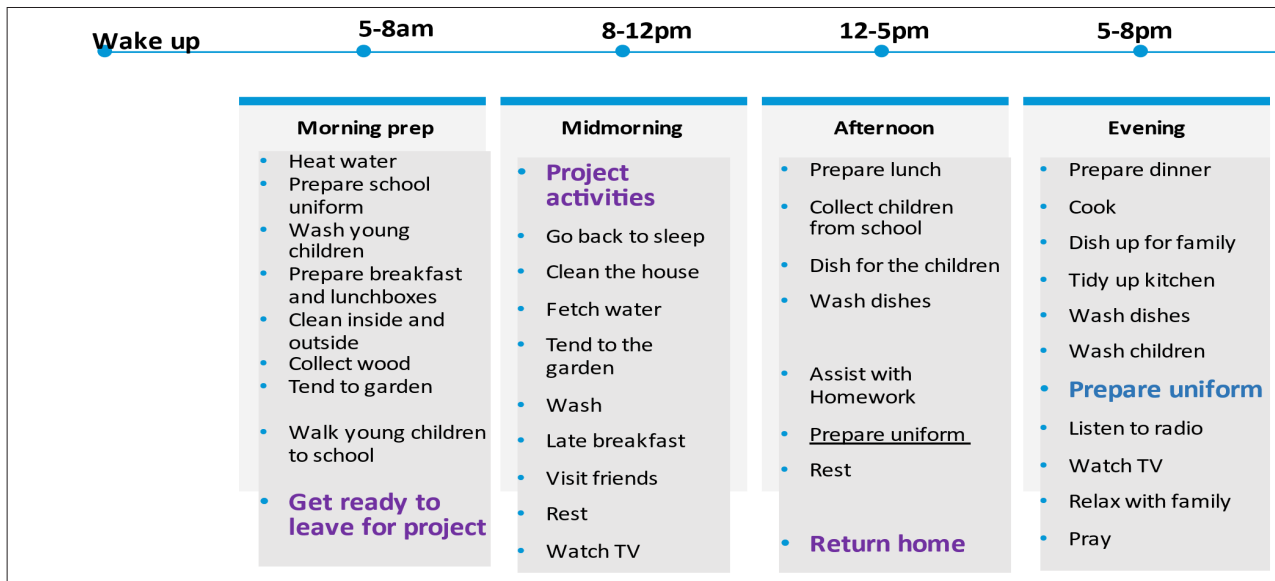


Figure 1: Typical house and care work performed daily

The women with vegetable garden projects usually have breakfast much later in the morning, where they spend most of their day. Those who do not go to a vegetable garden project or other work also have breakfast late in the morning after cleaning the house, tending to the garden in the yard, and feeding the chickens and dogs. Women who go to garden projects elsewhere also have gardens in their yards, which they tend to do in the morning. Produce from the garden projects is sold to locals, markets, and vendors with shopping mall stalls. Produce from home gardens is used to feed the family. The women in Tumahole walk to their project and leave their homes by 0800hrs to be at the project by 0830hrs or 0900hrs. Their day is filled

with project-related activities like weeding, planting, and watering until the women return from the project at 1700hrs and go to bed at around 2100hrs. Their mornings are also more structured because they have to leave the house by a certain time to go to their farming project. The other women attend to housework in their gardens or go back to sleep after the children have left for school. Participants in Balloon start gardening activities as early as 0500hrs, due to the heat, and then rest around 1100hrs when it gets too hot. They have breakfast and rest again before proceeding with household and care work.

The following vignettes detail how participants in different areas spend their waking hours. More vignettes are included in the Annexures.

The daily schedule of a participant from Tumahole reflects the difficult circumstances encountered by someone without the convenience of electricity and water in the yard. The participant (a woman) has daughters who are reluctant to share the household and care work responsibilities. The participant wakes up at 0500 hrs and first cleans the toilet. Though she has access to electricity, she cannot afford it. A primus stove is used to warm the water and cook. There is a tap in the yard, but sometimes it has no water; therefore, she has to walk to the standpipe in the street, a few houses away, to collect water. Once the food is cooked in the morning, she serves it for her five-year-old daughter; the two older daughters (16 years old and in Grade 10) prepare their food but will not do that for the younger one. The participant also cleans the girls' room. The participant lives quite close to the project; if she leaves by 0820 hrs, she is at work by 0830 hrs. After working on the garden project, the participant cooks for the family, fetches water, and serves everyone before washing the dishes.

A Tumahole participant (a woman) wakes up much earlier, at 0400 hrs, and starts by washing. She says she wakes up early because she is the mother and “father” in the household. “I have no husband. A husband would help me.” Sometimes, the taps do not have enough pressure, so the buckets take longer to fill. Fortunately, she has a tap in the yard. Morning duties include cleaning the outside and inside toilets and tending to the garden. She uses a two-plate stove to cook, so everything takes a long time to prepare. “I sweep and mop,” said the participant. “I am tired now. My body is always tired, and I am slow.”

Women who do not go to a project or work wake up later than 0500 hrs. Some young women start their day much later.

A young Tweefontein woman wakes up at 0700 hrs to wash. By that time, the water has been heated by her sister. She sells Avon (beauty products, etc.), and once a month, she fetches medication from the clinic for her grandmother. The young woman and her sister take turns performing household duties. She washes when her sister comes back from school before going to sell Avon products, takes orders, and collects outstanding money. She is in bed by 2200 hrs at the latest.

The Tweefontein participant wakes up at 0600 hrs and prepares the school uniforms for the children. She starts cleaning while they are eating breakfast. She does not prepare lunch boxes for them because they eat at school. She will prepare lunch if there are no leftovers from the previous night. She said, “When I am tired, I sleep. I also go to visit my friend who has twins. I take piece jobs and help with cleaning at my grandmother’s.” She cooks dinner, and after meals, everyone washes dishes before watching TV and going to bed just after 2100 hrs. School homework is done in between.

The women in Sedawa have a slightly different schedule.

The 32-year-old female from Sedawa wakes up at 0500 hrs when the schools are open and starts making a fire. She then sweeps and prepares the kids for school. After that, she makes Cerelac (baby cereal) and feeds the baby. Then, she goes back to sleep when housework is done. The children cook when they return from school, wash dishes, and watch TV before going to bed. She said, “I love to sleep. Sleeping does not embarrass me.”

Morning activities

This section focuses on the morning activities of various participants, and they mostly consist of preparing breakfast, pet care, and getting children ready for school. Reflecting on their mornings, the female participants in Tumahole said;

- “I wake up at 0500 hrs and start by heating water to wash and then make breakfast. I feed my granddaughter and prepare to take her to the creche (ECD facility), a 15-minute walk. Upon return, I make my lunch box and leave for work (project) at 0800 hrs.”
- “If the schools are open, I make lunch boxes, prepare uniforms, and put them on the bed. After that, I feed the dog because the kids will not do it if I don’t.”
- “I wake up at 0500 hrs and start making lunch boxes for my son and husband. I then make the bed and mop the house by half past six. When that is done, I wash and prepare for work, leaving around 0745 hrs.”
- “I wake up at 0330 hrs to check my phone for about 30 minutes before washing my hands and making tea for my husband. This is my way of waking him up so that he can help me prepare the food.”

Evening activities

The evenings are also busy for the women as they must ensure meals are prepared, dishes washed, and the school uniforms prepared for the next day. A few women are lucky to have other family members prepare dinner. After dinner and washing dishes, there is time to watch TV, listen to the radio, or relax with family members. Some women are so tired they fall asleep on the couch. Sleeping time also varies, with the latest time being 2300 hrs. Men seem to sleep much later. Participants' activities in the evening were relayed as follows;

- "I spend time on the phone and with my husband before bed at 2300 hrs," Tumahole participant.
- "I make sure things are tidy before I sleep. Hence, there is not much cleaning to do in the morning," said a Tumahole participant.
- "I knock off at 1600 hrs and am home by 1700hrs. I cook dinner, and the family eats.

Weekly activities

Some housework like ironing and laundry are reserved for the weekends. A participant from Tumahole does the family washing in the morning and leaves it hanging on the line; then, it is ironed in the evening. "Sometimes I am still busy at 2100 hrs, and the garden is still waiting for me," she said. In another Tweefontein household, laundry is done on Fridays, but sometimes, a few items are washed on a Tuesday because "uniforms need to be washed during the week." On Saturdays, the participant does the whole family's laundry and irons it in the evenings, all at once.

Responsibilities in households without young children

As expected, female participants with no young children have a different routine. One participant (from Balloon) wakes up at 0530 hrs to heat water, wash, and prepare porridge. After that, she cares for her sister, who had a stroke several years ago. The sister receives a disability grant from SASSA. Once the sister has had breakfast and taken her medicine, she goes outside to tend to her garden and then has tea afterward. It is then time to

I wash dishes and pack up so everything is tidy in the morning. When that is done, I have time to watch TV and sleep around 2100 hrs," Tumahole participant.

- "After dinner, the family watches TV while the children do their homework. By 2000 hrs, I am in bed," Tweefontein participant.
- "I do not watch TV. I fall asleep on the couch. I go to bed around 2300 or 2400 hrs," a Tumahole participant said.
- "When I return from work, I go back to the garden to weed. Then, I fall asleep as soon as I get to the couch. I rest a bit before cooking, so dinner is served late," a Tumahole participant said.
- "I normally return from the communal garden in Tweefontein by 1700 hrs and wash before eating. I come back tired because it is hard working on the farm. I find food cooked by my 16-year-old daughter. We watch TV and sleep at 2000 hrs," Tweefontein participant.

Other participants said;

- "Laundry is done on Saturdays, followed by ironing on Sundays after church. The church service is early from 0800 hrs to 1000 hrs," said a participant from Tweefontein.
- "Water is collected on Thursdays by the 13-year-old boy. The water is collected in 20lt containers and stored in the house. Piping water into the house is normally not done because of the cost," said a participant from Tweefontein.
- "Laundry is done on Saturdays, and I only iron the school uniform. Then everybody takes their clothes unironed and puts them in their basket," said a participant from Tweefontein.

prepare lunch for them around midday. The house is cleaned in the afternoon, and it is time for gardening again. When tired, she stops gardening and goes to wash "in bits and pieces." The routine changes when she has to take her sister to the clinic. She sleeps at 2030 hrs.

Another female participant with no young children wakes up at 0400 hrs to go to the

garden project. It is far; she only gets there at 0530 hrs and works until 1000 hrs. She works on her grass mats and other crafts when she gets home. She also finds time to work on her home garden. All these tasks are completed by 1800 hrs. Cooking does not take long, and she has dinner at 1900 hrs. Then she listens to the radio while in bed to get the day's news. She uses a 20lt electric kettle to heat water.

The 85-year-old woman from Balloon wakes

Responsibilities in single-male households

The daily schedules of men seem very different, as evidenced by their reported activities. In Balloon, a man living alone (after his wife left with their children) starts by checking his garden when he wakes up. He said, "I am not working, so I can be busy with my garden at home." Another male from the same group living alone said he waters the garden in the morning. Yet another male in the same group starts his day at 0500 hrs with washing. He has a geyser that draws water from a borehole into a Jojo tank. He sometimes wakes up later, "but if I drank the day before, I don't wake up early." He commented on his rather early start; "This area is hot, so you have to start work in the garden early before you even break the fast."

Other male participants said;

- "I normally work outside the house and can only clean the house every third day," said a participant from Balloon.
- "I sometimes have to get people to assist, and they do what they are hired. The rate is normally R200, with a minimum of R100," said a participant from Balloon.
- "I wake up at different times, but usually

A Day in the Life of a young person in Sedawa

Young women have similar schedules to other women, the main difference being that their days start much later, as illustrated by

up between 0730 hrs and 0800 hrs to listen to the news. Then she proceeds to the TV room for more news. She said, "My son ensures I eat and take my medicine. I later have lunch and take my meds." She has an early dinner and is already in bed by 1830 hrs. "But I am not sleeping the whole night. I have pains here and there. There is noise outside. I even know the different noises. There is one for 0100, 0300, and 0400 hrs," she said laughingly.

around 0600 hrs. I start with my exercises, then freshen up before making calls if I have airtime. I can be on calls from 9.00 to 12.00 if there's airtime. I do not do breakfast and will eat whatever is there for lunch. In the afternoon, I design graphics and keep them on my profile. I start with the designs and take a walk when I am tired. Then I get busy with the garden. I return to the house late in the afternoon, do the dishes, prepare dinner, and watch the news. I am always responsible for cooking for myself and my mother," said a participant from Balloon.

When asked about cleaning, the participant said it is done daily for 30 minutes after exercising. "When bored, he listens to music and goes to bed around midnight.

Commenting on his project, a male participant from Balloon said there was money in farming, but not enough because the planting area is small. "The size you plant is determined by your resources; you need production inputs. Access to land is not a problem as people have land; two hectares, some have one hectare, others more." He also received the R50,000 COVID-19 voucher given to farmers.

these accounts. Those studying are only at home when their learning institutions are on a break.

The 22-year-old wakes up between 0500 hrs and 0700 hrs. She starts by cleaning the yard before cleaning inside the house and preparing breakfast, which normally consists of tea and porridge. She then rests before using her phone to check Facebook, online messages, and job adverts. In the afternoon, she does the dishes before preparing dinner and washes dishes before going to sleep.

The 18-year-old participant from Sedawa lives with her mother, two sisters, three brothers, and three grandchildren. No one is employed in the family. She wakes up at 0800 hrs and shares household duties with her sister. The boys look after the cattle and take them to graze in the morning. She is satisfied with the amount of household work she does and says it is not too much.

The 19-year-old female from Sedawa has been accepted to study finance at Capricorn TVET. She lives with her mother and three school-going siblings. She wakes up at 0600 hrs and gets ready after making the bed. She then lights the fire and cooks pap. If the kids are going to school, she prepares them. She is usually done with housework in time to make lunch for those returning from school. She is also satisfied with the housework load.

A 21-year-old female from Sedawa on a learnership with the Agriculture National Youth Service Programme complained about too much work while her 31-year-old brother did nothing.

Time spent on unpaid work

It is evident from the detailed accounts provided that women spend a disproportionate amount of their time performing household work and caring for family members. However, time spent on unpaid work cannot be quantified because

diaries were not kept before the assessment. Estimations provided in this report are based on general descriptions of participants' household and care work activities during their mornings, afternoons, and evenings.

Focus Group	Hours spent during the week (Monday-Friday)
Tumahole women	6-7
Sedawa women	4-7
Balloon women	3-5
Tweefontein women	4-7
Balloon men	2-3

Table 2: Estimated hours spent on household and care work

Typically, the women in the Sedawa and Tweefontein groups spend about four to seven hours on household and care work during weekdays. This is less time compared to the Tumahole participants, who perform, on average, six to seven hours of household and care work in addition to going to their cooperative garden project, three hours of household and care work before going to their project and spending the same amount of time on similar tasks upon return from work. The hours spent by the participants on the vegetable garden projects in the Balloon group seemed less as they did not spend the

entire day on farming activities; they started much earlier but took a break before midday as it gets too hot in the village. This group also spends less time on household and care activities.

Most women reserve their Saturday for doing the laundry and ironing, which can take up to half a day to the whole day. Sometimes, the women cannot finish the ironing on the same day as the washing.

Like the other groups, time spent on unpaid work by women in Tweefontein and Sedawa

cannot be accurately quantified because the women do not keep track of time, and no such directive was given before the assessment. However, we can estimate that from the standard waking up time between 0500 hrs and 0530 hrs, women perform two hours of household and care work before children leave for school in the morning. Once the children have left, two to three more hours are spent cleaning the house, sweeping the yard, and tending to the garden, as most households have a food garden.

One woman collects wood several times a week and chops it up with the sister for use in the stove. Cooking lunch and dinner, washing the dishes, and helping with homework in the afternoon adds two hours to the daily activity schedule. Finally, dinner preparation, dishing, cleaning up after the meal, and ensuring school uniforms are ready for the next day and kids are washed adds another two to three hours in the evening. Thus, time spent on unpaid household and care work totals six to seven hours daily. For women who go to work on the communal farm for eight hours per day, their total is between 12 and 14 hours as they start the day with household and care work before they go to the project.

The frequency and time spent on cleaning between men and women are different. Men in the Balloon group reported spending less time on housework as they do not consider this a priority. Even activities such as meal

Valuing household and care work

The United Nations Research Institute for Social Development (UNRISD) estimated that if “care work were assigned a monetary value, it would constitute between 10 percent and 39 percent of the GDP.”³⁵ When asked to put a monetary value to all the housework they perform, all the women had great difficulty. A participant from Tumahole laughed off the idea, asking, “Is someone going to pay me?”

Participants used the rate for domestic

Distribution of care roles and joint responsibilities in the home

It is very difficult for some households to get other family members to participate in care work;

preparation are not planned carefully. A male participant from Balloon felt that 30 minutes was enough to clean the house, while another only cleaned every three days. Considering the time allocated to cleaning (inside the house and the yard) and meal preparation, the men do not spend between two to three hours on household work and care activities. In Sedawa village, the male participant could not come up with any activities performed inside the home. However, he cleans the yard and does some gardening.

The lack of prioritisation could be because some of the men in the group live alone and do not have anyone else to care for other than themselves. Instead, men use most of their time to pursue economically productive work such as maintenance, piece jobs, working in the vegetable gardens, volunteering, and assisting others for a fee. They also reserve time for their hobbies and other leisure activities. The men in the Balloon group said;

“I volunteer to teach art, music, and dancing in the area.”

“I perform other duties in the community as a volunteer and operate the water system by opening valves by section to ensure all areas have equal access.”

“We live in a farming area. I am not a farmer, but somehow feel I have to assist here and there.”

workers as a guide to determine the right amount. R200 was set as a daily rate by some, while others felt R500 would be more appropriate. The weekly rate was set at R1,500, while the monthly rate was pegged at R6,000. Sedawa participants felt it would be more reasonable to peg the amount to R2500, which domestic workers earn on average monthly. The women selected laundry, ironing and collecting water when asked which duties were to be prioritised for payment.

some mothers struggle to get their daughters to assist. The younger generation seems happier

35 UNRISD (United Nations Research Institute for Social Development) (2010), Why Care Matters for Social Development, UNRISD Research and Policy Brief 9, UNRISD, Geneva in Women’s Economic Empowerment Issues paper. <https://www.oecd.org/social/gender-development/47561694.pdf>.

being online, visiting, chatting and hanging out with friends than doing housework. While some women felt the fathers had a role to play, getting them to assist with household work proved difficult. The men and the boys seem to have a choice; they decide when to do the housework and what chores to undertake, as illustrated by the women below:

“He can cook, but he refuses to cook,” said a mother from Tumahole.

“He does the washing sometimes but complains of being tired when he does not want to work,” said a participant from Tumahole.

“My son ke sebedu (rotten). He only cooks when I am not there. But he is not lazy to work outside. He takes out weeds, cuts the grass, and trims the lawn,” said a mother from Tweefontein.

“My son sometimes volunteers to clean and wash dishes. On that day, you can’t dirty the place,” said a mother from Tumahole.

Referring to her sons, aged 15 and 5, a Tweefontein participant said, “They don’t usually do the dishes.” Voicing similar frustrations, a 21-year-old female from Sedawa said, “My brother is lazy. It would be better if he would help. He cooks sometimes when he is hungry. Sometimes he cleans his room because we don’t clean it.” Other families have a roster and other ways to distribute household duties and associated responsibilities, as expressed below:

“My aunt cooks. My daughter also cooks; we alternate. We have a roster to make sure we all take turns,” said a participant from Tweefontein.

“There is a shift for washing dishes for the older kids (16, 13, and 10); they don’t complain. The twin girls (nieces aged 10) wash the dishes while the 10-year-old boy does nothing,” said a participant from Tweefontein.

“When I come back, my sister has already cleaned the house. We have tea, and I wash dishes,” said a participant from Tweefontein.

“The 17-year-old and 15-year-old (girls) assist with cleaning and cooking. They are old enough to wash their clothes,” said a mother from Balloon.

“The 21-year-old washes the dishes; she cleans and cooks during the week. The 16-year-old only does chores over the weekends and it is a struggle to get her to work,” said a mother from Sedawa.

“I come back late from my piece jobs and watch TV and sleep. The girls do everything. The girls don’t complain because they know their mother has gone to ‘ba zamela (try for them),” said a female participant from Balloon.

A 65-year-old pensioner from Sedawa living with her three daughters and several grandchildren does not do much work around the house because “the girls are there.” She spends most of her time tending to her garden.

About how she got her sons to help around the home, the 85-year-old participant from Balloon said, “I started with my boys; I taught them to clean and cook. Even today, I will find the house clean and the dishes done. One does not like cooking. The lazy one just sweeps his room,” she said. “My son, born in 1999, does everything. He takes out meat to cook before going to school and washes my clothes without complaining. He works better than the girls and enjoys the housework.” Sharing the same sentiment, a mother of only boys from Sedawa said, “The boys do clean; they know what needs to be done because I have taught them. They wash dishes too.”

As demonstrated in the discussions, women bear the brunt of housework and caring for other family members. The women feel -bound to perform these duties because they are linked to their roles as wives and mothers. They have to clean up and cook for their sons and daughters. Participants from Tumahole said;

“We are forced to do these things. How will you eat when you don’t cook? If the kids are not cooking, you have to do it.”

“They do not do any cooking or cleaning, but my mother helps out..”

“I clean, but sometimes there is no water in the tap. The children won’t fetch water or tend to the garden; they don’t do much.”

“I also clean for them. The girls are so cheeky. They just go to see their friends.”

“These kids are lazy. They don’t want to work hard.” Said a participant who got the R350 grant.

In other areas, the women said;

“The kids don’t do much; the girl only washes her socks. I don’t ask for their help because it is not too much work.” said a participant from Tweefontein.

“Upon returning from school, the kids eat and relax. They help with nothing,” said a grandmother from Balloon.

Those lucky enough to have family members who share responsibilities said;

“Sometimes the girls make pap, and I only have to cook the meat when I return from work. Sometimes, they also clean. The washing is done on Saturdays,” said a participant from Tumahole.

“I wash the dishes; sometimes my grandmother does it,” said a participant from Tweefontein.

“My sister helps out,” said a participant Tweefontein.

“We take turns cooking and cleaning with my sister,” said a participant from Tweefontein.

The Tweefontein grandmother cooks while the grandson and eldest granddaughter wash dishes. Emphasising the importance of teaching children some responsibility, she said, “I might die tomorrow, so they must learn to do this by themselves.”

“I have assigned my grandson responsibilities. I stopped doing his washing when he turned 16. That makes them (kids) independent. I punished him so he knows how to do it himself if I die. I told him to wash the clothes by hand and not to use the machine. Sometimes, he asks his sister to do it,” said a pensioner from Tweefontein.

A woman from Tumahole spoke about her 23-year-old son, who works at a supermarket and sometimes helps in the garden. The son also fetches his daughter from the ECD facility when he knocks off early at work.

Getting the children to assist in the home seems futile in some households, as highlighted below;

Leisure activities

The discussion on leisure activities was the shortest among women participants as they had little to contribute. Conversely, men had a lot more to contribute to this topic.

Household and care work prevents many women from engaging in other pursuits. The women reported watching television, listening to the news, browsing the internet, chatting with friends online, and visiting friends as part of their leisure activities. On Sundays, they attend church services. A participant from Tumahole

“We try to talk to the kids. Mine come in and out (of the house). I am like a security guard waiting for him to come back. He says he has been to the movies. He agrees to help, but nothing gets done,” said a participant from Tumahole.

Of all the women in the assessment, only two (from Tumahole and Tweefontein) had found a way to involve family members in housework. One participant said she wakes her husband with a ‘sweetener,’ making him tea before asking him for help. The participant from Tumahole said,

“My husband is a mechanic. After 1600 hrs, I check where he is and ask him to do certain tasks. We have dinner together and help each other. Sometimes he is away till 2100 hrs attending to car repairs in the township.”

“Once the meal preparation is finished, the child is woken up to eat. My husband serves the child while I go to the garden. Water for the garden is kept in containers.”

The pensioner from Tweefontein said;

“I don’t clean every day; I alternate with my husband. Other days I am in the garden, which is more important as it gives us food. My husband insists on a clean kitchen and tidying up if he finds it undesirable.”

“I am in bed by 2000 hrs, and my husband is the one that checks that the doors are locked and the children are in bed.”

Other women were interested in finding ways to get their husbands involved in household duties. One said her 64-year-old husband used to help but not anymore. “He always complains of backache when asked to help out.” Until that happens, women continue struggling to get household and work distributed.

complained that “there is no free time; we can’t even go to family funerals.” It appears women have no time to pursue other activities or hobbies. As a result, women reported always being tired and falling asleep on the couch at the end of their day.

In contrast, men dedicate more time to pursuing their interests and hobbies than household and care work. They engage in music, dance, art, and design activities. There is even time to socialize, socialize, and drink with friends.

Other activities and alternative use of time

Participants were surprised when asked what they would like to do if others helped more and if they had a reprieve from household and care work. Many did not seem to have options and said they would do more household work, sleep, or chat on the phone. Those opting for more household and care work said;

"I honestly can't just do nothing; I like doing housework. With more time, I would do spring cleaning. Even the kids ask if I don't need a rest," said a participant from Tumahole.

"I'd still be doing the same. I can't do anything else," said a participant from Tumahole.

"I like ironing a lot. I also like to sleep; I can sleep from 11:00 a.m. to 5:00 p.m. With a grandchild, I can't sleep that much," said a participant from Tumahole.

"I'd rather wash blankets. I like to work. I also do piece jobs," said a participant from Tumahole.

"I like doing dishes," said a participant from Tumahole.

One of the women, who preferred chatting online or sleeping, said, "I don't want to lie, I'd be on the phone, chatting..." said a participant from Tumahole.

Others had other productive ways to spend their spare time;

"I will look up (online) the herbs we sell. Then I will be able to explain more about the benefits of our products to our customers," said a participant from Tumahole.

"I'd rather be doing my garden. I'd look at ways of extending my garden so that I can feed others, old people, etc." said a participant from Tumahole.

"I can do basket weaving, sewing, and crochet hats for sale," said a participant from Sedawa.

Social norms that impact household and care work

The reasons for men and boys doing less work inside the home were explored. Many participants said household work was for women. Rural groups emphasised that the practice was in line with culture to the extent that boys who perform housework are frowned upon. Some

"I design dresses and make clothes. I can't sell these because I use my hand to sew backstitch, though I didn't go to sewing school," said a participant from Sedawa.

"I will do my exercises, push-ups, and squats," said a young woman from Sedawa.

"Besides farming, I can do many other things, including tailoring with my sewing machine, silk screening, and building. I also do food processing and can make peanut butter. I have been going to farming workshops, and I got some information on Google," said a male participant from Balloon.

"I undertake maintenance piece jobs for a fee and can work in construction," said a male participant from Balloon.

"I like working. I was catering for 18 years, cooking, decorating, and all other things for events. All the materials are there, but I am not getting everything together because of COVID. We want to work but lack resources," said a female participant from Balloon.

The 45-year-old unemployed man from Sedawa, still living in his mother's home, described himself as a farmer. He also services boreholes in the area. He wakes up at 0600 hrs and gets ready to hustle or do maintenance if he has been booked. He normally rakes the yard and helps the mother when she is tired. He used to have pigs, but they were all stolen. Stock theft is rife in the area, and the police are not successfully addressing the problem.

Besides vegetable farming projects, productive activities outside the home are generally limited among women. Conversely, men undertake maintenance jobs for others, work on paid jobs and volunteer. The women from Sedawa seem to have many skills that could earn them an income if markets and materials were available.

participants added, "Girls can do the work as expected; it is their societal role."

A male participant from Sedawa village said, "In the village, we are taught as boys from an early age that we don't do women's work; that

is different in the township. It is our culture.” He continued, “That is the job of the wife. If you were to do it (as a man), they would even call your uncles to say come look “sejeso” (he ate something to bewitch him) he is doing housework.”

Cultural influences play a larger role in rural areas, while males are described as “lazy” in urban areas. A male participant from Balloon noted that rural and urban kids are different. “In rural areas, traditionally, the boys herd animals and do nothing else. Sometimes, the animals are left on their own for a week, then, they get lost or are stolen.”

Recommendation to get others to help

The discussion group explored ways to get other family members to participate in household tasks. Varied suggestions to involve others in housework were made, some more useful than others. A participant from Tumahole said,

“The fathers should ask the boys to help around the house because they spend time on the phone. They need advice.”

The women were also asked what would make it easier for them around the home. They all agreed it would help if they assisted or volunteered in the home. The issue is that they decide when to assist, which is inconsistent. Assigning tasks and instilling the practice of joint responsibilities at an early age seems the best option, as the women in Sedawa suggested below;

“We need to teach the kids early.”

“For the ones going to school, you do some housework and assign them responsibilities when

Government support to ease the burden

Women participants offered targeted and some broad recommendations when asked how the government could assist with reducing the burden of unpaid work on women. Some suggestions included increased social assistance and creating jobs for young people. Others requested the government to address the lack of services, especially water.

Women in Tumahole proposed a new type of grant to enable women to hire “help” to assist in the home. Regarding employment opportunities, the women said;

This lack of male participation in housework is likely perpetuated as women in the different groups accepted that it was their role as women to perform house and care work without expecting assistance from other family members, especially their partners and male children. Such entrenched traditional views shield boy children and men from performing their fair share of housework. These stereotypes need to be tackled; it all starts with training boys in household work at a young age. The same applies to girls; fathers need to lead by example, as some women participants recommended.

they return from school and over the weekends.”

Some women in Sedawa use threats, while others use a reward strategy to encourage positive behaviours, as highlighted below;

“I tell the big ones, I am not cooking for you. I prepare food for the small ones.”

“Perhaps pay the young ones to do the housework. If they refuse, give them, say, R1 or 50 cents.”

Having no girls in the home forces boys to take part in housework. A male participant from Balloon who grew up with no girls said, “We had no choice. You can’t wait for your mother to come back, clean, and cook for you. So you become independent, and later, you can do it effortlessly. You are trained.”

Some parents in the Tumahole group also complained about the ‘no corporal punishment policy.’

“They (kids) need jobs to work and use their hands.”

“There will be less work if they are out of the house.”

“The kids get involved in crime because there is nothing to do.”

The women from Tumahole had negative comments about the R350 grant for the unemployed due to misuse. They suggested “establishing food gardens to show others in the

community how such ventures could be self-sustaining.” Others suggested empowerment and awareness raising among men and women as stated below;

“Women need to be empowered and be able to work; currently, they are oppressed.”

“We should not encourage men to make their wives housewives. They should get jobs.”

“Women should know that they need to be independent. They should be educated.”

In Sedawa, the women from the vegetable garden requested UN Women to intervene in the local market in Hoedspruit because the prices they get for their produce are very low; they get R4 per kg for fruit. The women from Tumahole also expressed a need for more facilities, which would lessen work in the house. The same applies to reliable infrastructure, as noted below;

“There should be facilities in the community for

the elderly. The only available facility in town costs R600 transport per month. If the elderly are cared for in a facility, there will be less work for the women in the home.”

“There is nothing (no facilities) for HIV.”

“The laundry service is in town; if it was close, laundry could be done here.”

Some participants took issue with the quality of public services, complaining that young people who have replaced older people from service have no experience in advice. Participants also noted the water supply issue and requested the United Nations to intervene and engage various municipalities to ensure water services are provided.

“We used to have Jojo (water storage) tanks, but these were burnt during protests. So now we have to walk far to get water,” said a participant from Tumahole.

Discussion of the findings

South Africa enjoys a reputation worldwide for its leadership in equality rights. The Bill of Rights, a cornerstone of democracy in South Africa, enshrines the rights of all people in the country and affirms the democratic values of human dignity, equality, and freedom.³⁶

The RCA found that in all the groups, women undertake a disproportionate amount of household and care work, with little or no assistance from male partners. The workload is greater for women with vegetable garden projects or work outside the home. After finishing their workday, women return home to a second, sometimes third shift of unpaid housework and

caregiving. These responsibilities result in women having less time to engage in paid work, network, participate in leisure activities, and even rest.

In general, the focus group participants did not seem to take issue with women's disproportionate involvement in unpaid housework; in fact, some women were proud to be doing that for their families. Many women accepted that their husbands and male partners were rarely involved in household duties and did not expect them to participate in housework. With no other option, they spend four to six hours per day performing care work activities.

Women's roles in the home

The focus group discussions reflect significant differences across gender lines regarding household and care work. Women take on more responsibilities, whether stay-at-home mothers or working formally and informally.

Women are responsible for almost all the household and care work activities in the home with little assistance from other family members,

including children and their fathers. Only a handful reported getting adequate support and assistance from their children and spouses.

As a daily routine, women wake up as early as 0400 hrs to ensure the family has warm water, breakfast is prepared, the house is clean, and kids are prepared for school with lunch boxes ready. If meals are provided, they tend to the

³⁶ SA Government. Constitution of the Republic of South Africa, 1996 - Chapter 2: Bill of Rights. <https://www.gov.za/documents/constitution/chapter-2-bill-rights>.

garden. Women with some employment or project work return home to a second shift of unpaid work, including household labour and child care. This second shift is longer in families with young children as they cannot assist with household chores. Often, the women are the only

Time use

From the discussions, it is clear that men and women spend their day in the home differently. Women spend more time on household and care work and prioritise household duties than men. Their time is also more structured. This aligns with research conducted by CWW in South Africa, which revealed that women still perform the vast majority of unpaid care work, even in high unemployment, where men might have more time to share unpaid care work with women. Considering this, the national unemployment rate was recorded at 37.2 percent in Q4 2022, based on the results of the Quarterly Labour Force Survey (QLFS) published by Statistics South Africa. It is important to note that while large employment increases were recorded in the Western Cape (+167,000), North West (+23,000), Eastern Cape (+20,000) and Northern Cape (+12,000), employment losses were recorded in Limpopo (-20,000), Gauteng (-18,000), Mpumalanga (-13,000) and Free State (-3,000) during the same period. Three of these provinces were included in the assessment.

Undoubtedly, women spend considerable time performing household duties and caring for family members. Considering that the Tumahole women start with household duties at 0500 hrs until they leave for the project around 0800 hrs, they spend three hours on care work in the morning. The same amount of time is spent upon return from work. Preparing dinner, cooking, and washing the dishes takes three more hours. The two periods account for six hours in the women's day, excluding the hours spent working at the vegetable garden.

Women not going to a vegetable garden project typically spend four to six hours on unpaid care activities. During the day, they take a break to

Shared responsibility

Sharing responsibility occurs in a few homes, and where it happens, the women have trained

ones who wash, feed, and prepare the children for bed. As a result, women hardly have time for themselves and are very tired by the time they retire to bed in the evenings, only to wake up early the following day.

rest, sleep, visit friends before they fetch children from school, prepare lunch, and assist with homework. On the other hand, men in Balloon reported spending very little time on household work such as cleaning and cooking. At best, they spent an hour or two on unpaid care work. Men who live alone focus on other activities, with housework being secondary. In some cases, housework is not done daily; other times, it is done fast. And where one can afford it, someone is paid to do the cleaning.

While some tasks like ironing and laundry do not require daily attention, household work still takes considerable time. Young children need care every day throughout the week. Meals must be prepared daily, if not several times a day and, and water must be collected. Women spend four to six hours daily on household duties and care work. Many women see this as part of their mother or wife role, and only a few complained. It is, therefore, not surprising that they did not talk about their interests and hobbies; there is no time for that.

Men tend to sleep very late at night, often at midnight. The women are mostly in bed by 2200 hrs as they must be up early to prepare for the next day, especially when schools are open. Grandchildren must also be prepared for school or creche in the morning and sometimes taken to the learning facility.

These findings are in line with research conducted by the OECD. The organisation reported that across all regions of the world, women spend, on average, between three and six hours on unpaid care activities, while men spend between half an hour and two hours.³⁷

their children, including sons, to share the responsibilities, and are allocated duties. Some

³⁷ Unpaid care work. Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf.

men also perform household duties when their spouses request them; others flatly refuse, saying it is “women’s work” or “against culture.”

Men living alone have no choice but to run their households single-handedly. When they do so, the programme is less structured, and less time is spent on these household duties.

The involvement of boys in housework is less than what girls are expected to do. But this

Leisure behaviours

Regarding leisure, men spoke freely about what they liked, the hobbies they pursued, and set time for. Women rarely did that. Men spent part of the day practising art, music, or developing designs. For women, leisure activities mostly included watching TV and listening to the news. The younger ones surfed the net for news, information, or job opportunities and chatted

Social norms and sociological factors

The participants used sociological factors such as social attitudes and cultural norms to explain the ascribed gender roles. Differences between rural and urban areas were also alluded to. Though not discussed, one’s social standing (social class) also plays a role; women in the higher classes could ask their male partners to assist with some tasks and assign responsibilities to the

Social security

Social security regarding child grants is universal, and all eligible children are on the SASSA child grant. Those eligible for the older person’s grant and disability grant are benefitting. Excluding the COVID-19 SRD, social grant coverage is expected to increase from 18.6 million beneficiaries in March 2023 to 19.6 million beneficiaries by March 2026. It is, therefore, not surprising that the child support grant and old age grant together account for about 70 percent of total grant expenditure over the Medium Term Expenditure Framework (MTEF) period. Further, these social grants (mainly older persons and child support grants) are the main source of income in many households. They enable ECD enrolment and relieve women of the responsibility of caring for small children during the day. However, the various groups did not acknowledge the role of ECD facilities

can be changed from the onset, as explained by one of the mothers in Sedawa who said, “Training from the onset is needed when they are growing up, especially when the mother has to go *“phanda”* (hustle).

Where no girls are in the home, boys are the only ones available to do the housework. They have no “choice” such that having girls in the home is considered a “luxury” by the boys.

to friends in the mornings upon waking. When time allows, some women sleep during the day or visit friends. Women engaged in garden projects during the week do not have time to socialise or “attend funerals over the weekends.” Only a few had the opportunity to visit friends, notably the Mpumalanga group.

boys in the home. Women with lower income and education levels seemed to have difficulty making such decisions. These factors play an important role in household labour division and are harmful to girls seeking a better education and women seeking greater participation in paid work.

in relieving women of this care responsibility.

The government should be commended for the progress made in these areas (ECD and social grants). The ECD was under the Department of Social Development until a few years ago when it was moved to the Department of Basic Education. On the negative side, care services for the elderly and the disabled do not exist in rural villages and the townships visited. Access to such services and facilities would free women from caring for these vulnerable groups as institutions would take over this responsibility. As the women in Tumahole suggested, day services could serve that purpose and the people requiring that service would need daily transport.

Youth unemployment

According to Statistics South Africa, unemployment is highest among young people, with the rate at 43.4 percent at the end of February 2023. The situation is complicated by low skill levels and few opportunities to cater to this group. Youth in remote, rural communities are most affected. It is for these reasons that youth employment is considered a wicked problem.

One of the young people in the Sedawa Village focus group is enrolled in the National Youth in Agriculture and Rural Development (YARD) Programme established in November 2007. The national programme is expected, among others, to promote and improve the active participation of youth in the agricultural sector and;

- Understand and respond to the youth's needs by implementing appropriate programmes,

Access to ECD services

Access to early childhood education is high. Attendance of young children in ECD facilities frees women from care responsibilities during the day, giving them additional time to focus on other activities.

Many of the children in the areas visited attend ECD facilities in line with government policy to make early childhood education accessible to all. Government support is two-fold, through subsidies for Grade R (for five to six-year-olds), mainly in public schools and support for community-based ECD. Further, the children at ECD facilities and no-fee schools receive free meals at schools. The latter is part of the government's nutrition programme.

Access to infrastructure

Lack of basic services and infrastructure add to women's unpaid workload as they are the ones who carry the burden of collecting water and firewood for the family. Except for electricity, access to infrastructure is poor in all the areas visited despite South Africa's Constitution and the Bill of Rights guaranteeing access to basic services.

Prepaid electricity is available for those who can afford it. Some use firewood combined with

policies, and services.

- Promote and develop the skills of youth as leaders at all levels in agriculture and rural development.
- Promote economic equality for the youth through Agricultural Black Economic Empowerment (AgriBEE) and other programmes. Advocate for the youth's equal participation and representation in the agricultural and rural development sector decision-making.

Such programmes are important considering the youth unemployment rate in the country, particularly in the rural areas where opportunities are very limited. Young people in disadvantaged and rural areas must be aware of such opportunities through various means, including digital media.

While government support for ECD facilities is commendable, the focus needs to move to quality of delivery and development. The children need a good foundation, considering that education standards in South Africa have deteriorated over the years.

Providing childcare to all children under the age of five has been associated with job creation and a reduction in unemployment, thereby making a compelling case for investing in free universal childcare services of high quality to reduce gender inequality in earnings and employment.³⁸

plastics to cook and heat water outside because it is cheaper; only a few have a geyser.

Water is a challenge in all areas. Where taps exist, they sometimes run dry, forcing women to queue in the streets to collect water in the morning or the night before so that the family has sufficient water for washing and cooking. In the rural areas, households rely on boreholes. Those without boreholes buy water or use communal boreholes. So dire is the water issue that some

38 De Henau et al. in Women's wellbeing and the burden of unpaid work. BMJ 2021; 374 doi: <https://doi.org/10.1136/bmj.n1972> (Published 31 August 2021).

communities are prepared to break the law and extract water from the river without any licence, as in Sedawa Village. With access to a reliable water supply, women would spend less time collecting water and using it productively in their homes and communal gardens.

Access to safely managed sanitation services is limited due to a lack of running water in the house and a municipal sewage system. Pit latrines are still used in Sedawa and Balloon villages in Limpopo and Tweefontein in Mpumalanga.

Roads in the rural areas are not maintained and remain untarred. They are in such poor condition that some areas are inaccessible. Road conditions

Government support

There is no doubt that the pandemic has affected small businesses negatively. Associated informal jobs have also been negatively affected. Those who had thriving businesses before COVID-19 have seen their businesses fold with no prospect of recovery. While this aspect is indirectly linked to this project, it is important to recognise how the lives of some women have changed for the worse; they have lost their sources of income, making life more difficult. They need support to regain their feet and provide for their families again. Linkages with other agencies, such as the National Development Agency and the private sector, might be useful.

Participants want jobs for their older children

Recommendations to reduce the burden on women

In line with secondary research and recommendations^{40, 41} the group discussion findings confirm the following as useful steps

Household-level

- **Guidance and supervision at the household level** - Children must be guided as they grow up. Boys need to be allocated responsibilities in the same way that girls are given household chores. They must take turns equally.
- **Discussions within the home** - To eradicate inequality among genders, the issue needs to

be worsened during the rainy seasons as the water run-off causes more damage.

The municipalities appear non-existent in the rural areas. At the same time, traditional leaders seem to have neither the resources nor the power to ensure communities have access to water in line with the set legal limits. These municipalities should be engaged in finding solutions to existing basic services and infrastructure gaps. The CSIR (Centre for Scientific and Industrial Research) and the Department of Science and Innovation (DSI) previously ran an innovative water project in rural communities like these.

sitting idle at home, and the COVID-19 SRD grant is seen as creating more problems than solutions to unemployment. A total of R36 billion has been allocated in the 2023/24 financial year national budget to fund the extension of this grant until 31 March 2024. In his speech, the Finance Minister indicated the grant might be discontinued as the government explores other means of social protection.³⁹ Some participants suggested a new type of grant for households that would enable women to hire help for domestic work. This would free up the women to focus on and engage in paid work. It would also create employment for other women who engage in domestic work.

to recognise, reduce and redistribute unpaid care work;

be recognised and discussed in homes. This in no way ignores the power relations within family structures. For the status quo to change, male partners and husbands must be invited and coached into performing household duties. The women with partners participating in household duties seemed assertive with a

39 Government spending R66 billion on social grants – with plans to replace the R350 SRD payouts.

<https://businesstech.co.za/news/budget-speech/667125/government-spending-r66-billion-on-social-grants-with-plans-to-replace-the-r350-srd-payouts/>

40 Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes OECD Development Centre, December 2014. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf#:~:text=Gender%20inequality%20in%20unpaid%20care%20work%20is%20the,for%20care%20and%20housework%20between%20women%20and%20men.

41 Barker C, Garg A, Heilman B, Van der Gaag N, and Mehaffey R. State of the world's fathers 2021: Structural solutions to achieve equality in care work. <https://stateoftheworldsfathers.org/report/state-of-the-worlds-fathers-2021/>

certain level of control. The husbands were also formally employed elsewhere. These are,

Community level

- Discussions for men and boys to expand their roles in the family and community-building should be explored to reinforce what happens in the home. Rural areas with strong traditional systems are likely to see household chores allocated along gender lines, with girls responsible for household duties. At the same time, boys are tasked with looking after the animals and herding livestock. Some boys hide behind this to avoid housework, even when there is no livestock to care for. For change to occur, these gender stereotypes need to be tackled.
- **Scaling up the HeForShe initiative** as a male engagement strategy should also be considered to build momentum towards solidarity of men and boys for women

Government level

There is a need to develop national care policies and campaigns that recognise, reduce, and redistribute care work equally between men and women. The introduction of conducive policies can reduce this gap, and these policies can be direct or indirect. It is also important to consider gender inequality implications of paid care and domestic work in such policy discussions. Such a dual approach would acknowledge that reducing the burden of unpaid work and securing favourable working conditions for paid domestic workers are both crucial issues for gender equality.

Policies in the following areas are considered effective in addressing the gender gap associated with unpaid and paid care work:⁴²

1. Promoting equal sharing of unpaid work between women and men in the home
2. Providing public services such as childcare facilities
3. Introducing changes in the organisation of paid employment to facilitate the individual combination of paid and unpaid work by both women and men
4. Commercialisation of domestic labour, which governments can support by tax

therefore, considered facilitating factors.

empowerment and create a platform for addressing harmful social norms and cultural values hindering the equitable distribution of unpaid care work. Such platforms will go a long way in tackling gender stereotypes and social beliefs that promote the disproportionate allocation of household and care work.

- **Increase visibility and awareness:** None of the focus group participants recognised their disproportionate involvement in housework as an issue. Some even found discussing the issue laughable. Raising awareness to make unpaid care and domestic work visible through advocacy, research, and other appropriate initiatives driven from within communities is important.

deductions or subsidies to enterprises such as laundries, cleaning services, as well as repair and maintenance services

5. Making domestic and care work visible through Time Use Surveys that reflect the total time spent providing these services, including time spent traveling to provide these services
6. Valuing and empowering care and domestic workers by professionalising this work through a qualification or accreditation system

- **Workplace legislation and policies:** Currently, the Basic Conditions of Employment Act (BCEA) allows pregnant women to take four months of maternity leave, starting one month before their due date.⁴³ Employers have different provisions for paternity leave, normally ten days. However, parental leave laws, effective 1 January 2020, entitle all parents, including fathers, adopting parents, and surrogates, to ten days of unpaid parental leave when their children are born.⁴⁴ This new legislation does not apply to mothers who give birth as they are already entitled to maternity leave under the Basic Conditions of Employment Act (BCEA). The same law allows workers to take

⁴² Sumika Yamane (2021) Gender equality, paid and unpaid care and domestic work: Disadvantages of state-supported marketization of care and domestic work, *The Japanese Political Economy*, 47:1, 44-63, DOI: 10.1080/2329194X.2021.1874826.

⁴³ Basic Guide to maternity. <https://www.labour.gov.za/DocumentCenter/Pages/Basic-Guide-to-Maternity-Leave.aspx>.

⁴⁴ South Africa's new paternity leave laws are here - this is what you need to know. <https://businesstech.co.za/news/business/363416/south-africas-new-paternity-leave-laws-are-here-this-is-what-you-need-to-know/>.

up to three days of paid leave a year to attend to certain family responsibilities.⁴⁵

- **More equitable childcare and maternity policies** in the workplace could help reduce the ‘motherhood penalty.’ These policies would allow fathers to take time off to care for their newborns or adopted children.
- **Investment in physical infrastructure** for clean water and sanitation, energy, and public transport reduces and redistributes the time and effort women spend on unpaid care work. Water is a scarce resource in all the areas visited. Although there are taps, sometimes there is no water, or the water pressure is low. Water courses and rivers have water, but the necessary infrastructure for purification and distribution is lacking, such that communities are prepared to break the law and extract from the rivers without the necessary permits.
- **Investment in social infrastructure, social services, and ECD:** Social infrastructure for child care, ECD, health services, and basic education are equally important. ECD centres are available in all the areas visited, but facilities for the elderly and those with disabilities are lacking. In this assessment, most young children were enrolled at ECD centres at an affordable cost of R120-R300. Suggestions have been made for providing free ECD services and increasing government subsidies to registered ECD centres.
- **Investments in and expansion of care services for children and early childhood education can generate jobs, many of which women could take up.** Although the SA government has made strides in this area, the extent to which the sector creates jobs and the sustainability of the sector need to be investigated. The availability of the necessary educational resources and quality of services, especially at community-based ECD facilities, are other issues that need further assessment.
- **Investments in equal education:** Education can be used to address the root causes of inequality and to combat harmful gender stereotypes and gender bias. It is well known that educated women are more likely to be healthy, generate higher incomes, and have greater decision-making power within their households.⁴⁶ The extent to which specific topics address gender equality and which biases are included in the current

school curriculum should be assessed, and recommendations made to the Department of Basic Education, which is also responsible for ECD. This should also ensure that girls have the same opportunities in school as boys.

- **Access to social assistance:** All eligible children under 18 years are on SASSA child grants of R480. In contrast, persons over 60 receive a state pension of R1985, with a 5 percent increase in the next financial year, 2023/2024. Discussions on the Basic Income Grant (BIG) are ongoing, with research being conducted on various aspects, including affordability. In his 2023 budget speech, the Minister of Finance indicated that taxes would need to be raised if the BIG was implemented.
- **Subsidies and tax allowances to households:** In line with suggestions made by participants, some form of grant, subsidy, or tax allowance (deduction) could be considered alongside discussions on the BIG. The tax allowances and subsidies would constitute the marketisation of care and domestic work within households. The practice is operationalised in Sweden and Japan through different mechanisms; Sweden encourages households to employ migrant workers for unskilled, non-regular domestic work by making domestic services a tax-deductible expense. Japan has a different strategy, providing public funding for care services delivered in households by workers employed by external agencies.⁴⁷
- **Availability of up-to-date data:** South Africa has previously conducted Time Use Surveys (TUS) in 2000 and 2010 using yesterday’s diary approach. The TUS aims to provide information on the division of paid and unpaid labour between women and men, shed light on household members’ reproductive and leisure activities, and provide information about less-understood productive activities such as subsistence work, casual work, and work in the informal sector. The extent to which the census and labour force survey examines this issue needs particular attention. Although the University of Cape Town has analysed 2010 Time Use data as part of its work for the Counting Women’s Work (CWW) Project, SA’s third TUS, initially scheduled for 2016, is long overdue. Like the RCA data collection tool, there is a need for the TUS to incorporate questions regarding time dedicated to psychological, spiritual, and emotional support. Such support

45 Basic Guide to family responsibility leave. <https://www.labour.gov.za/basic-guide-to-family-responsibility-leave>.

46 Facts & Figures: Rural Women and the Millennium Development Goals. <https://www.un.org/womenwatch/feature/ruralwomen/facts-figures.html>.

47 Yamane (2021). Gender equality paid and unpaid care and domestic work: Disadvantages of state-supported marketization of care and domestic work.

must be recognised and acknowledged as unpaid care work alongside other dimensions. It is also important to recognise that it is not only government that can conduct research or collect data.

- **Recognising the true value of unpaid work:** Understandably, putting a value to unpaid work was difficult for the focus group participants and required a lot of explaining. Ultimately, they used the daily and monthly payments made to domestic workers to estimate. The use of the domestic work rate has been criticised for several reasons, including the fact that wage

Collaboration and partnerships

Issues raised in the discussions are multi-faceted and cannot be tackled by a single entity. It is therefore important to bring in stakeholders from government, academia, civil society, and the private sector. Key stakeholders include, amongst others, the Department of Social Development (DSD), the Department of Basic Education (DBE), the Independent Development Trust (IDT), and the National Development Agency (NDA).

There is a definite need to:

- Strengthen collaboration with relevant government agencies, including national statistics agencies and labour departments,

gaps between workers' average wages across industries and wages of care and domestic workers reflect gender inequality. Hence, the suggestion to value care and domestic work by multiplying the amount of time care workers and domestic workers spend on this work by the average wage of workers in the country where the work is done.⁴⁸ Up-to-date data are required to determine a proper value, especially on time use and wages.

- The government should also enforce labour laws related to a living wage and better working conditions for paid care workers.

to prioritise the valuation of care work

- Involve private stakeholders, academia, and civil society organisations in the various programmes
- Provide opportunities for women and men to participate in the labour force while performing household and care work
- Establish more ECD centres as they provide job opportunities for women and can serve as social enterprises
- Involve civil society organisations in initiatives with non-governmental organisations (NGOs) considered natural partners for the implementation of advocacy and awareness programmes

Conclusion

The unequal distribution of unpaid care work between women and men is considered an infringement of women's rights (UN, 2013) and a brake on their economic empowerment.⁴⁹

Unpaid care includes several household duties such as cooking, cleaning, water and fuel collection, child care, pet care, or elder care. These household duties and care work are essential to a well-functioning society and economy, but they are often overlooked. Women and girls undertake most of these activities compared to men and boys.

Many women who participated in these focus groups did not consider themselves

overburdened by these activities. However, they were receptive to the idea that men and boys should participate more in household duties. Of greater concern to the women are the pervasive water challenges which they endure and the unemployed youth that they have to support on meagre incomes. Water challenges and dissatisfaction with service delivery have been associated with protests and unrest in many parts of South Africa.

Recognition, reduction, and redistribution of unpaid care work could go a long way in ensuring equal involvement in shared household responsibilities. This requires, amongst other initiatives, the measurement

⁴⁸ Ibid.

⁴⁹ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes OECD Development Centre. December 2014. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf#:~:text=Gender%20inequality%20in%20unpaid%20care%20work%20is%20the,for%20care%20and%20housework%20between%20women%20and%20men.

of unpaid work, efforts by the government to introduce policies aimed at reducing the burden on women, ensuring that policies in place are implemented and advocacy and awareness by civil society partners. Without such recognition, reduction, and redistribution, unpaid work will remain invisible, and the disproportionate burden on women and girls will remain. This contradicts Sustainable Development Goal 5 (SDG 5), which aims to empower all women and girls

Way forward

The assessment has shown no singular explanation for the unequal household and care work distribution. It is not an issue that women in this assessment felt strongly about, and they were, in fact, stoic in their approach to unpaid care work. Under these circumstances, any potential programmes and initiatives to address the unequal distribution of care work will need to adopt a skillful approach. Such an approach requires implementers to be resourceful in their execution.

There are several potential areas of intervention for UN Women to consider, including conducting further research that covers paid care alongside unpaid care and the engagement of targeted stakeholders.

Research: Academic and public institutions like Statistics South Africa are already involved in conducting time-use surveys and should be considered for research collaborations, even for identifying areas that need further research, assessing the appropriateness of the information-gathering tools, and sharing findings. When conducting research, it is also important to be mindful that women are not a homogenous group and that the gender division of work is not only along gender lines. The intersection of differences in social class and ethnicity needs to be considered. This will focus on the inequalities within different groups of women, the underpayment of domestic work, and the inequality between women who employ paid domestic workers. Last, the research findings need to inform discussions on gender equality policies.

Civil society partnerships: The need to form multi-sectoral partnerships cannot

to reach their full potential. Further, Target 5.4 of the SDGs requires that countries recognise and value unpaid care and domestic work by providing public services, infrastructure and social protection policies and promoting shared responsibility within the household and the family as nationally appropriate. This is important for progress on gender equality and for the realisation of the 2030 development goals.

be over-emphasised. Such partnerships would be useful in several areas, including implementing advocacy and awareness programmes in communities. Communities are very different, and initiatives must be informed by the situation on the ground while sensitive to emerging needs. A one-size-fits-all approach will not suffice. NGOs and community-based organisations (CBOs) are very close to the communities in which they operate, making them ideal for such collaborations. Collaborating with non-governmental organisations such as Sonke Gender Justice⁵⁰ to develop and implement awareness and advocacy programmes should be explored.

Stakeholder engagement: It is also important to engage the relevant municipalities, government agencies, departments, and the private sector to find solutions for communities affected by the pervasive water challenges. While this may be considered outside the institution's mandate, lack of access to water impacts women the most as they are largely responsible for ensuring the family is fed, the home is clean, and laundry is done. All these activities require water. This challenge can be tackled in partnership with the National Department of Water and Sanitation, the Water Research Commission, Centre for Scientific Research, the Department of Science and Innovation, and the respective municipalities. Getting involved in initiatives that address the water challenges might require unlocking funds from partners such as the European Union and others that have previously funded such infrastructure projects in South Africa. The project can be piloted in one or two areas

⁵⁰ The organisation is one of the coordinators of MenCare, a global campaign to promote men's and boys' involvement as equitable, non-violent caregivers. Sonke Gender Justice has been implementing MenCare-related interventions in South Africa since 2011, including the MenCare 50:50 intervention in partnership with the Department of Social Development and UNICEF South Africa.

until lessons are learned before rolling out to more areas, subject to fund availability.

Policy discussions: Partnerships with the government are necessary to develop national care policies that equally recognise, reduce, and redistribute care work between men and women. While the government has made some progress in this area, there is a need for UN Women and its partners to advocate for the adoption of equal, job-protected, fully paid parental leave for all parents. Expanding

social protection programmes to redistribute care equally between women and men is another area for the government to address.

Targeted engagement and stronger relationship building with the government and its supporting agencies are required to facilitate policy discussions. This should include the Department of Labour, Department of Social Development, Department of Basic Education, and the Department of Women, Youth, and People with Disabilities.

Annexure A: Focus group guideline

- Introduction and background to the project
- Why the choice of participant - Explanation provided to participants
- The duration of the session indicated
- Consent - Verbal
- Recording - No recording
- No payment to participants, but drinks and snacks were provided

Family structure

1. Please tell me about your family.
2. How many family members live within your household? How are you related?
3. Are there children in the household? Are they boys or girls?
4. What are their ages? Do they go to school?

Activities

5. What activities are you involved in at your home?
 - Meal preparation and cooking
 - Collecting water
 - Collecting and chopping wood
 - Cleaning the house
 - Washing and ironing clothes
 - Caring for children
 - Caring for the elderly
6. Do you undertake any volunteer work outside the home?

Time spent on unpaid work

7. Let us discuss how much time you spend on chores and caring for others.
8. How much time do you spend on these? Be specific, starting with the ones we mentioned before and others not on my list. Also, indicate if this is time spent per day or week.
 - Meal prep and cooking
 - Collecting water
 - Collecting and chopping wood
 - Cleaning the house
 - Washing and ironing clothes
 - Caring for children
 - Caring for the elderly
9. How does spending this much time on household duties affect you?
10. How would you use your time if you did not spend this much time on household duties?

Joint responsibility

11. Please tell us who else in the family assists you in undertaking these tasks.
12. What about the men in the household? What tasks are they involved in?
13. Would you say they spend the same time assisting with household chores?
14. What about the boys?
15. Let us talk about the girls. To what extent are they involved with these household chores?
16. Do you think this kind of work is of benefit to them?

17. Does doing this kind of work prevent them from doing certain things? What activities are those?
18. How are girls affected by doing this much household work?

Shared responsibility

19. Why do men and boys seem to help less around the house? What causes that?
20. Have you tried negotiating sharing some of these responsibilities with men and boys in your household? How did that go?
21. What can be done to get men and boys to help around the home?
22. Who should do that? Is there anything that you can do to get men and boys to do their share?

Initiatives to lighten the load

23. If you were to be paid for the household work you do now, how much would you say it is worth in rands per week or per month?
24. Looking at the different activities you undertake in the home, what can be done to lessen your load?
25. What would make it easier for you to spend less time on these activities?
26. If you were to prioritise what needs to be paid for (household work), what would that be?
27. Are there other ways you can think of that can be used to compensate women and girls for the unpaid work that they perform around their homes?
28. Is there anything that the government should be doing? What is that?
29. Do you have any other suggestions that could assist in the objective of lessening the burden on women and girls?

Annexure B: Images from Tumahole project



1. Water supply system funded by UN Women Climate Smart Agriculture (CSA) Project, Tumahole, Parys, Free State



2. Inside the incomplete tunnel erected for the project, Tumahole, Parys, Free State



3. Vegetables under shade cloth, Tumahole, Parys, Free



3. Vegetables grown in tyres, Tumahole, Parys, Free State

Annexure C: Images from Tweefontein focus group



Tweefontein focus group participants

Annexure D: Demographics and Statistics of areas visited

Free State – Tumahole, Parys

Tumahole township is in Parys, located in Ngwathe Local Municipality, a Category B municipality. The area is urban and is situated in the northern part of the Fezile Dabi District in the Free State. The Vaal River forms the

area's northern boundary, which also serves as the boundary between the Free State, Gauteng, and North West Provinces. It is one of four municipalities in the district and makes up a third of its geographical area.



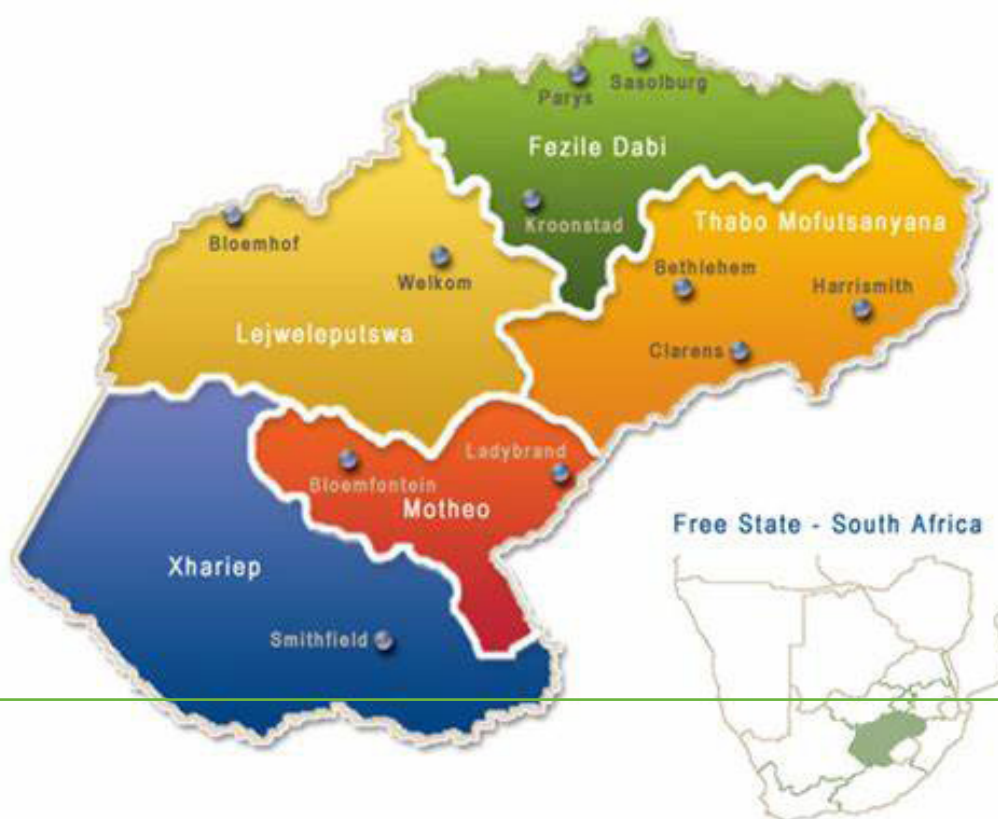
© municipalities.co.za

Source: <https://municipalities.co.za/map/1042/ngwathe-local-municipality>

Demographic profile

An overview of the demographics of the area is provided through the accompanying tables. The population figures show a decline from 2011 to 2016, possibly due to migration to bigger cities.

Most residents are aged 15 to 64 (64 percent), with a high youth (15-34 years old) unemployment rate of 45 percent in 2011. Regarding services, access to piped water inside the dwelling is lowest at 31 percent, a decrease from 2011 (45 percent). This could be due to new informal dwellings in the area.



	2016	2011
Population	118 907	120 520
Age Structure		
Population under 15	27.7%	30.1%
Population 15 to 64	63.8%	62.4%
Population over 65	8.5%	7.5%
Dependency Ratio		
Per 100 (15-64)	56.7	60.2
Sex Ratio		

	2016	2011
Males per 100 females	90.3	91.0
Population Growth		
Per annum	-0.31%	n/a
Labour Market		
Unemployment rate (official)	n/a	35.2%
Youth unemployment rate (15-34)	n/a	45.1%
Education (aged 20 +)		
No schooling	4.8%	8.5%
Matric	28.3%	25.8%
Higher education	7.0%	6.4%

Source: <https://municipalities.co.za/demographic/1042/ngwathe-local-municipality>

Household Dynamics		
Households	40 910	37 102
Average household size	2.9	3.2
Female-headed households	44.1%	41.8%
Formal dwellings	85.9%	81.3%
Housing owned	76.9%	66.3%
Household Services		
Flush toilet connected to sewerage	81.0%	74.5%
Weekly refuse removal	84.4%	81.9%
Piped water inside the dwelling	30.5%	44.7%
Electricity for lighting	94.3%	92.0%

Source: <https://municipalities.co.za/demographic/1042/ngwathe-local-municipality>

Limpopo, Sedawa, and Balloon

Maruleng Local Municipality is a Category B municipality in the south-eastern quadrant of the Limpopo within the Mopani District. The municipality covers an area of 3 563km² and is bordered by Ba-Phalaborwa and Tzaneen to the north, Tubatse and Bushbuckridge to the

south, the Kruger National Park to the east, and Lepelle-Nkumpi to the west. It is one of five municipalities in the district. The town of Hoedspruit is considered the administrative and economic centre of the area (<https://municipalities.co.za/overview/1131/maruleng->



[local-municipalit](#)

Maruleng - Demographic profile

Maruleng had a population of just under 100,000 in 2016, with a majority of residents (64 percent) aged between 15 and 64. The municipality has more female-headed

households and more people in formal dwellings compared to Ngwathe Municipality. The population experienced modest growth (1,08 percent) between 2011 and 2016, while the previous municipality experienced a decline (-3,1 percent).

	2016	2011
Population	99 946	95 328
Age Structure		
Population under 15	31.7%	34.3%
Population 15 to 64	64.2%	60.4%
Population over 65	4.1%	5.3%
Dependency Ratio		
Per 100 (15-64)	55.7	65.4
Sex Ratio		
Males per 100 females	85.9	85.1
Population Growth		
Per annum	1.08%	n/a

Education (aged 20 +)		
No schooling	13.3%	20.4%
Matric (Grade 12)	20.9%	18.3%
Higher education (post-matric)	10.0%	6.6%
Household Dynamics		
Households	29 007	24 689
Average household size	3.4	3.7
Female-headed households	50.5%	53.5%
Formal dwellings	95.2%	96.0%
Housing owned	51.2%	24.5%
Household Services		
Flush toilet connected to sewerage	3.4%	8.3%

Weekly refuse removal	5.2%	5.8%
Piped water inside the dwelling	10.8%	11.1%
Electricity for lighting	95.1%	90.5%

Source: <https://municipalities.co.za/demographic/1131/maruleng-local-municipality>

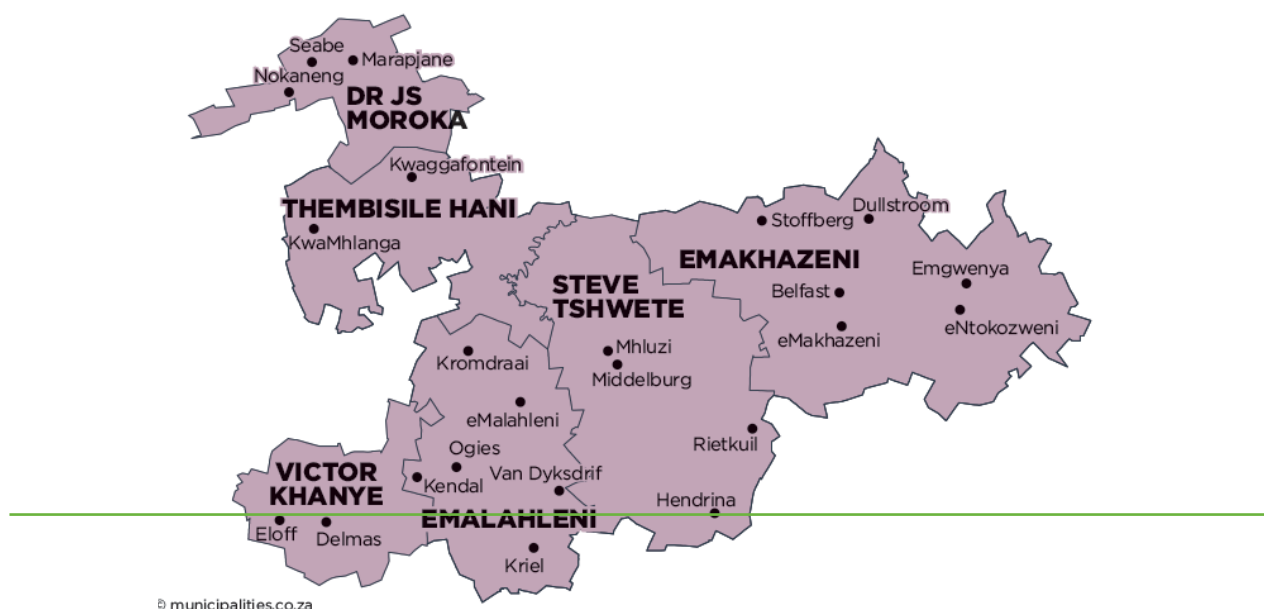
Mpumalanga, Tweefontein

Tweefontein is in Thembisile Hani Local Municipality, located in the Nkangala District Municipality. It is one of the six municipalities accounting for 14% of the district's geographical area. The area is semi-urban.

The municipality is bordered by Dr JS Moroka

in the north, Elias Motsoaledi in the northeast, Steve Tshwete in the east, Emalahleni in the south, and the City of Tshwane Metro in the west. It is 253 km south of Mpumalanga's capital city of Mbombela. It is, however, closer to Pretoria at 125km.

Area map Nkangala District Municipality



Demographic profile

The majority (65 percent) of the population of the district municipality is aged between 15 and 64 years, with over a quarter (30 percent)

younger than 15. Only a small proportion (4 percent) is over 65.

	2016	2011
Population	333 331	310 458
Age Structure		
Population under 15	30.9%	32.1%
Population 15 to 64	65.2%	62.9%
Population over 65	3.9%	4.9%

Educational attainment is low, with only 5% of the population having a higher education. Most residents (86 percent) are in formal dwellings. In terms of basic services, electricity access is

almost universal (96 percent), but access to piped water inside the dwelling (6 percent) and a flush toilet is very low (8 percent).

	2016	2011
Dependency Ratio		
Per 100 (15-64)	53.3	58.9
Sex Ratio		
Males per 100 females	91.4	90.7
Population Growth		
Per annum	1.62%	n/a
Labour Market		
Unemployment rate (official)	n/a	37.0%
Youth unemployment rate (official) 15-34	n/a	49.4%
Education (aged 20 +)		
No schooling	13.8%	18.0%
Matric	33.2%	26.1%
Higher education	4.7%	5.2%
Household Dynamics		
Households	82 740	75 634
Average household size	4.0	4.1
Female-headed households	44.3%	46.1%
Formal dwellings	86.5%	85.6%
Housing owned	77.7%	76.1%
Household services		
Flush toilet connected to sewerage	5.8%	6.8%
Weekly refuse removal	9.9%	4.6%
Piped water inside dwelling	8.3%	16.3%
Electricity for lighting	96.1%	92.3%

Annexure E: Daily account of activities

A Tweefontein participant wakes up at 0500 hrs to wash, sweep the yard, and feed the chickens and geese. Water is piped into the house, and there are no children to prepare for school. Her sister cleans the house while she is busy with outdoor activities. After cleaning the yard, she goes to the garden, where they have planted pumpkins and spinach. "By 1100 hrs, I am done, and I knock off. It's too hot." She has her first meal at lunchtime, around 1300 hrs. After eating, she does some chores in the house and tends to the indoor plants. She also sells some vegetables to the vendors who have stalls at the nearby mall. She said there isn't that much to sell in winter. "We have no TV but listen to the radio. We don't have electricity so phones are charged at another house. The sisters sleep at 2200 hrs.

A Tweefontein participant wakes up at 0530 hrs to heat water on the stove. Other times, she just uses the electric kettle. She prepares food for the kids for school. She walks the youngest to school at 0710 hrs, drops her off at the gate, and returns home. She is back home by 0800 hrs to start cleaning and cooking for lunch. When that is done, she rests. "Sometimes I wash during the day. I don't keep track of time."

A Tweefontein participant wakes up at 0545 hrs to heat water to wash before she washes the kids. Then she makes tea and eats with the children. "I leave at 0700 hrs to take the 8-year-old to school, and I am back at the house by 0800 hrs. Then it is time to collect water from the outside tap for use in the house." At 1100 hrs, she goes to her mother-in-law to administer her medication. The mother-in-law stays near her house.

When she returns, she "kills time" by watching TV until it is time to fetch her daughter from school. She helps her with homework and makes sure the children are fed. Then it is already time to prepare dinner for eating at 1900 hrs.

Before washing the dishes, she prepares water for the children's evening bath. When all that is done, the family, including the husband, watches TV and goes to bed at 2200 hrs. The husband works in Pretoria making window frames and commutes daily. He usually is back in the evenings between 1800 hrs and 1900 hrs.

A Tweefontein participant wakes up at 0500 hrs and starts sweeping the yard before waking up her eldest daughter (16 years old) to heat the water. The children wash and then go to school at 0700 hrs. She starts cleaning once they have left. She said, "The house is small, so cleaning does not take long." As such, she is long done when the children return from school. She also gets time to visit her friend while the kids are at school. She said, "We sit and talk. We have nowhere to go."

She returns to her house at midday to prepare for the return of the schoolgoers. She cooks fish, pap, *Seshebo* (meat), and macaroni, depending on the availability. When the kids return, they change before doing homework and visiting friends. They wash when they come back at 1700 hrs.

A Tweefontein participant living with only her sister wakes up at 0500 hrs to make her bed and open the windows. Three days a week, she goes with other women to collect wood and is back by 0800 hrs to feed the chickens and clean the yard.

The sisters prepare what needs to be cooked for lunch before chopping the wood they use in a coal stove in the kitchen. They pray together at 1900 hrs, then eat and wash the dishes. On days that she does not collect wood, she wakes up at 0800 hrs.

The 75-year-old Tweefontein participant wakes up at 0500 hrs to heat water in the electric kettle for her three grandchildren. By then, the husband is already up and working in the garden. The children take turns to make their breakfast. "I just supervise to make sure they don't waste electricity." The grandson (aged 17) leaves for school at 0645 hrs because his school is further away. The two granddaughters leave a little later.

When the grandkids have left, she makes tea. If her husband is hungry before that, he makes the tea. They both sit under the tree to have their breakfast. At midday, leftovers are heated in the microwave in preparation for the grandchildren's return. The children have no set time for returning from school "They often go play with their friends first," the grandmother said.

A 44-year-old farmworker from Sedawa is up much earlier than all the other participants. She starts her day by making a fire outside to heat the water, wash the dishes, and bathe. Then she makes her bed and cleans the house. At 0400 hrs, she starts cooking and making lunch boxes. At 0600 hrs, everyone leaves for work or school. She knocks off at 1700 hrs and is home by 1900 hrs if there is no overtime.

A 47-year-old female from Sedawa, staying with two daughters (aged 16 and 21) and a grandchild, wakes up at 0630 hrs. She starts by washing and then cleaning the house. When she is done, around 0800 hrs, she makes tea and has breakfast. After that, she sits until lunch. When bored and there is nothing to do, she sleeps. She collects a child support grant for the grandchild and the 16-year-old.

Annexure F: Activities of male participants

A male participant living alone in Balloon said his waking schedule depends on whether it is winter or summer. In winter, he is up at 0630 hrs and begins the day by taking his epilepsy pills. By 0700 hrs, he has already had his breakfast, normally porridge. Because of the medication, "I get tired and ask others to assist" with household duties. He also does not cook by himself because he gets dizzy when near the hot plate (used for cooking).

For this reason, he eats "light" (easy-to-cook or uncooked food). He often asks neighbours to assist because he is alone and his brother works in Johannesburg. He has his lunch around 1300 hrs and retakes his medication. On his plot (a piece of land), he plants baby corn, spinach, and tomatoes which he sells. Planted fruits include litchis and mangoes, and he also sells them.

The volunteer participant in Balloon, staying alone, wakes up at 0500 hrs to clean the yard and starts with the house 30 minutes later. Then, he goes to operate the water system,

opening the valves to ensure each village section has adequate access. When that is done, he returns to his garden to work the whole day. He takes breaks when it gets too hot around midday. He goes back to his garden at 1500 hrs when it is cooler. Sometimes, he takes part-time jobs in the area and gets paid. He likes watching TV and listening to the radio. He only sleeps at midnight. "It does not matter what time I sleep, 0500 hrs I am up," he said.

Another live-alone Balloon male participant stays in the family cottage after his wife left with his 10-year-old son. He is up at 0400 hrs, opens his windows, and gets dressed. He then watches the 0600 hrs news and gets out to check on the banana and litchi trees. After that, he sweeps inside and outside the house. When his son is around, he also helps with house duties. Referring to his mother, he said, "Others wake up at 0900 hrs." By then, he is having tea and ready to work in the garden. After that, he goes to read his art books. He studied at the Funda Art Gallery.

Annexure G: Activities of a Young Woman

Sedawa: A 21-year-old female residing with her mother and siblings is still at school. There are two male adults, a teenage boy, one girl, and three grandchildren. No one works in the family, and they own goats. She wakes up at 0500 hrs and starts with her phone, checking Facebook and WhatsApp messages for about an hour, sometimes two hours. After that, she

goes to the main house and "jika jika" (just moving around) and cleans. She takes out the night bucket before tidying the house. She also prepares the kids to go to school.

Sometimes, she assists the mother-in-law in the garden. She also helps with cooking. She takes a break before crafting beads around

midday until she is tired. The bead artefacts are sold, but sales are slow. She goes back to household work when the daughter returns from school. The males in the household are usually out “hustling.” The daily activities change when schools are open. If attending classes, she cleans the house when she returns from school. She uses a timetable for “everything, “ including work, study, and rest.



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