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# **Effects of feminisation of poverty and its management in Bojanala District**

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**Mini-dissertation submitted in partial fulfillment of the requirements for the degree Master of Business Administration (MBA) at NWU School of Business and Governance at the Mafikeng campus of the North-West University**

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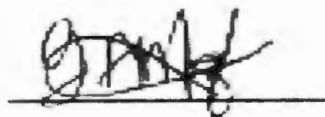
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**Graduation Ceremony: 30 July 2018**

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## DECLARATION

I, Gaontebale Audrey Mafora, declare that this study titled, "*The effects of feminization of poverty and its management in Bojanala district,*" is my own work carried out under the supervision of Prof Ravinder Rena. This mini-dissertation has not been submitted for any degree at any other university. All sources used in the study have been strictly indicated and acknowledged through references.



Signed

5 December 2017

Date

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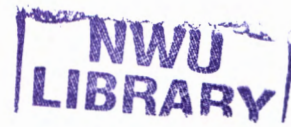
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Mafora Gaontebale Audrey

[Date: 5 December 2017



## DEDICATION

To God be the glory for granting me the strength, capability, willingness, patience, perseverance and courage to continue with the study despite challenges encountered. I also dedicate the study to the memory of my late grandmother Gaongalelwe Mokgatlhe and my late grandfather Paul Mokgatlhe. Gaongalelwe you taught me how to pray and urged me to always trust in the Lord. Your words of wisdom will never be forgotten. Thank you.

## ABSTRACT

The concept of feminization of poverty has given gender a noticeable place within international dialogues on poverty and poverty reduction. But this has not really succeeded in relieving women of the onus of coping with poverty in their households and has sometimes worsened their burdens. Thus the study explored reasons why women are so affected by poverty, what impact does it have on them and how it can be alleviated. North West Community Survey (2016), stated that the poverty headcount in the Province has decreased from 9.2% in 2011 to 8.8% in 2016 but this was recorded in all the three district Municipalities between 2011 and 2016, except in Bojanala, where it increased from 8.2% in 2011 to 8.8% in 2016. The District is reliant on Tourism, Agriculture and Mining but the Mining Industry had created huge attraction, and gave rise to increase in migrant labour. Many people, specifically men relocated to the district for economic and employment opportunities. The study looked at Marikana Massacre and its effects on women of the deceased and those sustained injuries. Policies developed to address disparities of the past in relation to inequalities experienced by women were discussed, which led to the tabling of progress to date, in terms of inclusion of women in the mining industry which for years has been perceived as a male-dominated industry. Qualitative method was used and a sample of 50 participants was selected. Data was gathered through questionnaires, oral interviews and observations. Analysis indicated that more women were affected by the massacre and this has deepened their level of poverty, although the government in partnership with Lonmin mine provided interventions. But the findings revealed that the incident has left participants with scars, loss of income and dissatisfaction. Since participants were not from Bojanala District, it is concluded that coming to Marikana in pursuit of better opportunities did not yield positive results. Minimal progress is registered in terms of inclusion of women in the mines, even though they are still experiencing exploitation by mine managers, violence and inequalities. Challenges pose a threat to women's sustainable livelihoods and socio economic status. The study also suggested with recommendations what can be done to improve the situation that was caused by the Marikana massacre and reduce the effects of feminisation of poverty.

Keywords: Faminisation, Poverty, Inequality, Exploitation, Marikana Massacre, Mining Industry

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## LIST OF ABBREVIATIONS

**Table 1: List of Abbreviations used in this document**

<b>Abbreviation</b>	<b>Meaning</b>
AIDS	Acquired Immune deficiency syndrome
EFF	Economic Freedom Fighters (political party)
FET	Further Education and Training
FHH	Female headed household
GAD	Gender and development
HDR	Human Development Report
HRD-SA	The Human Resource Development Strategy for South Africa
HIV	Human Immunodeficiency virus
IOL	Independent online (News and information website)
ILO	International Labour Organisation
NWP	North West Province
SASSA	South African Social Security Agency
SAPS	South African Police Service
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund
WID	Women in development

## **CHAPTER 1**

### **INTRODUCTION TO RESEARCH**

#### **1.1 INTRODUCTION**

Women in general have been facing with numerous challenges such as high unemployment and low wages, absent fatherhood, teenage parenthood, cultural distortion and lack of skills. Throughout the years, in developing countries such as Africa women have been faced with numerous barriers which prohibited them from engaging fully in economic issues. Barriers such as, women should not own land, access credit or loan or even be employed in some cultures, have reduced employment opportunities and restricted the options available for them and also limited the likelihood of utilising their full potential.

All these challenges have a negative effect on women, children and society as a whole. Therefore there is a need to allow women to participate fully in the economy and only then will the ideals of equity, prosperity, shared and inclusive growth be realised. To address the issue of lack of skills and lack of education experienced by women and which has also created inequality between men and women, education becomes the key to improve access to labour market or employability of women and ensuring their participation in the economy.

It will also open up higher skilled areas of the labour market that have traditionally been dominated by men such as the mining industry, not only that, but also get women empowered to allow them equal opportunities in their engagements within the male dominated or patriarchal institutions and spheres in various African countries.

According to Community Survey Report (2007), it was estimated that 42.6% of the population was employed in South Africa. South Africa's unemployment rate is amongst the highest in the world with an estimated 19.6% of the population unemployed. Bojanala Platinum District Municipality has a marginally higher unemployment (21.6%) rate compared to the North West Province (20.4%) and South Africa. Moses Kotane local Municipality have the highest unemployment rates with an estimated 27.6% and 26.5% of the population unemployed respectively. Rustenburg LM has the highest employment rate with an estimated 54.9% of the

population employed. Statistics SA, Non- Financial Census of Municipalities 2017 indicates that the South African economy grew by 2, 0% in the third quarter of 2017(seasonally adjusted and annualised), down from a revised 2, 8% in the second quarter. Agriculture, Mining and manufacturing were the main drivers of the expansion, while there was a contraction in general government services' resulting from low employment numbers in the public sector. Increased gold and platinum saw the mining industry grow by 6.6%. As a result more men benefited since many of them work for the mines unlike women since there are less number of women in the mining industry as compared to male counterparts.

These figures also clearly indicate that 53% of the total unemployed population is represented by the female population in the district. In terms of Female headed Households statistics (FHH), Rustenburg has 26, 4%, Moses Kotane has 44, 1% and Madibeng has 30, 30%.Mining plays an important role in the economy of the region, and is the district's major source of employment. Most of the mining activities are concentrated in a band (the Merensky Reef) which stretches from west of the Pilanesberg, southwards through the Bafokeng area, and parallel to the Magaliesberg towards Marikana and Brits in the east. The mines along this belt have spawned many industries which manufacture supplementary products. Not only are chrome, lead, marble, granite and slate produced in the area, but the two largest platinum mines in the world are found in Bojanala.

Although the mining sector is Bojanala's chief source of employment, many of those working in the mines are migrant labourers from other parts of the country. Poverty is severe, particularly in the rural areas. A total of 67% of households earn R1 600 per month or less. Many of these indigent households are headed by women (Stats SA census: 2001 & community survey: 2007). According to Steyn (2016), before the 2012 strikes – notorious for the Marikana massacre during which 34 striking miners were killed by police gunfire – Rustenburg had the third-fastest growing economy out of the eight metropolitan municipalities in South Africa. In 2012, Rustenburg contributed about 4.9% of South Africa's GDP. According to the 2011 census, its population grew by 3.5% from about 387 000 inhabitants in 2010 to 550 000 in 2011.

Steyn (2016) further indicated that the continued dependence of the local economy on mining was clear during the 2012 and 2014 strikes, when mining production came to a standstill. "Up to 80% of local businesses came to the brink of collapse, while the municipality's deficit rose to R423-million".

## 1.2 BACKGROUND

According to Pearce (1978), the idea of a "feminisation of Poverty" dates back to 1970s but was popularised from the 1990s by some United Nations documents. It was initially used to mean an increase of female headed households among the poor households. The feminisation of poverty has been regarded as a change in the levels of poverty biased against women or female headed households. It can further be regarded as an increase in the levels of poverty among women and men. It can also mean an increase in the role that gender inequalities play as part of the determinants of poverty characterised by feminisation of the causes of poverty. Its precise definition depends on two subsidiary definitions of what poverty means and the meaning of feminisation. According to Fuchs (1986), poverty is regarded as a deprivation in terms of resources, capabilities or freedoms while feminisation can be applied to indicate a gender biased change in any of the said dimensions above.

Feminisation is a process of becoming more feminine which involves changes overtime, population and comparison of geographical locations. Since feminisation is a process focusing on women-men comparison, it focuses more on the differences between them at each moment. Poverty in South Africa has a gender dimension that challenges the equal status of women in law, and poses a threat to the realisation of their equal human rights in practice.

The "feminisation" of poverty is significant because poverty is experienced, differently by women more than by men (Bently, 2003). The problem is therefore not only statistical but rather that poverty for women tends to be more severe, and poses greater challenges for women who, in addition, bear the burden of caring for children under these circumstances. The feminisation of poverty is not only a consequence of lack of income, but is also the result of the deprivation of opportunities and gender biases present in both societies and governments. Women's increasing share of poverty is related to the rising incidence of lone mother households. Women living in poverty have minimal access to health care services and resources. Women's jobs

are more likely than Men's to be forms of informal employment, which takes place in small unregistered enterprises not protected by government regulations (Boundless, 2015). Boundless further indicated that the majority of the 1.5 billion people living on 1 dollar a day or less are women, thus, the gap between women and men has continued to widen in the past decade. Women living in poverty are often denied access to critical resources such as credit, land and inheritance especially in African countries.

Therefore these women toil but their labour goes unrewarded and unrecognized due to lack of sufficient access to education and support services, their participation in decision making at home and in the community meetings is minimal. The platform of Action adopted by the fourth World Conference on Women held in Beijing in 1995, identified the eradication of the persistent and increasing burden of poverty on women as one of the 12 critical areas of concern which require a special attention and action by international communities, governments and civil society. The Marikana massacre has also worsened the situation especially for women who lost their husbands during strike.

They did not only lose their husbands but household income too and which has negatively affected the livelihoods of such families. ILO (1995) reported that on 16 August 2012, the South African Police Service opened fire on a crowd of striking mineworkers at Marikana, some 100km northwest of Johannesburg in the North West Province. The fateful event left 34 mineworkers dead, 78 wounded and more than 250 people were arrested. The protesting mineworkers were demanding a wage increase at the Lonmin platinum mine.

The event was the biggest incident of police brutality since the advent of democracy and it revived memories of the brutality suffered under Apartheid security police (South African History Online, 2012). Addressing a press conference, South African Police Service (SAPS) authorities claimed that its officers had been under attack by a group of mineworkers armed with dangerous weapons, including machetes, spears and clubs when they opened fire with automatic weapons into the crowd a few meters away. Among those killed were Bongani Nqongophele, Janaveke Raphael, Van Wyk Sagalala, security guard Matlhomola Mabelane, Andries Ntshenyeho, Telang Mohai, Thabile Mpumza, Stelega Gadlela, Thabiso Thelejane, Thabiso

Mosebetsane, Jackson Lehupa and many others. The official number of people killed was confirmed to be 34 by National Police Commissioner General Riah Phiyega, while 78 were injured and 259 arrested. The confirmation came after Police Minister Nathi Mthethwa told Talk Radio 702 that more than 30 people were killed and scores were injured (ILO: 2012). This has been regarded as marking a turning point in democratic South African History and, unlike the Sharpville and Soweto Massacre, the killing of striking Miners in Marikana was carried out by a democratically elected government.

### **1.3 PROBLEM STATEMENT**

The purpose was to conduct a study on feminization of Poverty in the North West Province with special attention to Bojanala District (Mining belt areas). The District Municipality has 5 Local Municipalities which are Moses Kotane, Moretele, Rustenburg, Madibeng and Kgetleng. Mines in Bojanala are located in three Municipalities which are Moses kotane, Rustenburg and Madibeng.

According to Census 2011, the total Population in Bojanala district is 1 507 365 (794 430 Males & 712 936 Females). In Madibeng Local Municipality the population is 19521 (1223 Males and 7 290 Females) and in Marikana area is at 477 33 (253 965 Males & 223 377 females).

The unemployment rate per gender is as follows-:

- Bojanala district = 88 116 Males and 104 994 Females.
- Madibeng local Municipality = 29 601 Males and 35 883 Females

From the above mentioned demographics it clearly shows that a high rate of unemployment is among women.

According to STATSA (2016), North west's poverty rate in 2011 was 9.2% and has decreased since 2016 to 8.8%. The 2016 rates among two districts which are involved in mining industries are as follows-:

- Bojanala District –8.8%
- Dr Kenneth Kaunda – 4.6%

Marikana is also known as Rooikoppies which is a town in Rustenburg local municipality, Bojanala Platinum District Municipality falls under the North West province of South Africa. Neighbouring localities include Marikana train station, Wonderkop , Ramala, Rietfontein, Rustenburg Swaershoek ,Mooinooi ,Brits, Monnakato, Hartbeespoort and Kosmos. The town was laid out in 1870 on the farm Rooikoppes and the settlement later expanded into seven white-owned. In 1933, the Buffelspoort Dam was built which allowed the local farmers to irrigate their crops.

The farming community grew in the 1960s on the back of lucrative tobacco farming, but other diversified farming practices such as cattle, maize, chillies, paprika, soya, lucern and sunflower amongst the main groups were the main economic driver of the area. In the 1970s mining was introduced and grew to become the main industry in the region. The main mining activities today are Platinum and chrome. Since the introduction of mining activities the informal and formal population had a growth explosion. Even though this does not necessarily mean that there is equal opportunities for both men and women in the mining industry, to date the industry still comprises men in majority.

This on its own had deprived women of opportunity to grow in terms of personal development as well as providing opportunity for them to generate income which will enable them to take care of their families. The effects of feminization of poverty include a worsened situation pertaining to the immigration to cities in search for employment by men as fathers, leaving their wives as mothers of their children alone in the rural areas. This has caused broken families, high level of illiteracy and other social ills brought about by migrant labour in the Mines amongst others.

The feminization of poverty is the occurrence in which women experience poverty at rates that are extremely high in comparison to men. According to Chant (2006) of all the people in the world living in poverty, 70% are women. Women also constitute the majority of the 1.5 billion people living on \$1 a day or less. The actual term “feminization of poverty” was conceived in the 1970s, yet has only truly gained recognition among scholars and activists in the past two decades. In this context, poverty is not defined as simply a lack of money, but rather also the denial of access to fundamental human rights, including health, education, nutritious food, property,

representation, etc. All factors considered, the World Health Organization considers extreme poverty to be the world's most ruthless killer. Feminisation of poverty encompasses far more than just matters of income or individual suffering, when allowed to perpetuate, it ensures generation after generation in a vicious cycle of poverty and hopelessness therefore threatening the health and well-being of women and their families all over the world

#### **1.4 RESEARCH OBJECTIVES**

1. The aim of this study was to combat the above mentioned social ills in ensuring that delimiting mistakes of the past and discrimination against women are corrected by applying responsible management principles and practices specifically in the mining areas. In an attempt to do so the following research questions indicated below under 1.4.1, were considered responded to through the application of various theories by various Scholars and by information gathered through interviews.

2. The study also investigated how female households could be best brought out of poverty. Emphasis was given to women in rural and farm areas and women of the deceased mineworkers who died during the Marikana massacre and who live around the areas of Marikana, Sifikile and Amanderbelt.

3. Furthermore the study also investigated how female mine workers are treated by male counterparts and male mine managers. The study explored issues around the exploitation of women in the mines by male managers and how it has affected them.

4. The study was to come up with evidence based information which could be used by Senior Managers in planning and to enable such Managers to make informed decisions to guide the strategy of the Department of Social development in the next five year Strategic plan period. These would ensure that the departmental key policies are formulated in a manner that makes them are responsive to challenges faced by women especially in the mining areas.

##### **1.4.1 Research Questions**

1. What are the effects of feminisation of poverty and how should poverty be managed responsibly?

2. What are the effects of Migrant Labour in Bojanala District (Mining areas) towards female household and how can these effects be managed responsibly in a manner that these families can be taken out of poverty?

3. Is there any registered exploitation of women by Male mining Managers and to what extent?

### **1.5 IMPORTANCE AND BENEFITS OF THE PROPOSED STUDY**

The study is of critical importance since it will, hopefully enable Stakeholders (public and private sectors) within the district and the entire Province to concentrate on the real issues affecting women and promote provision of need based interventions especially in the rural, farm areas and small towns as per the Pronouncements of Premier S. Mahumapelo.

Information gathered through this study would be utilised by Managers within the district during planning session to ensure that allocation of resources is not biased and there are developmental programmes intended for women specifically in rural areas and informal settlements.

The South African Constitution, Bill of Rights, Batho Pele Principles and other legislations were developed to enforce that all citizens are treated equally irrespective of race, gender, class or political party affiliation. The outcome of the study will, hopefully determine the impact of government driven initiatives after 1994 and indicate areas that should be prioritised pertaining to women development.

The study will also help to fully assess and gauge the effects of Marikana massacre on the economic landscape and not only on the human impact particularly on women. What happened during strike will long be remembered for the violence and loss of life associated with it and its effect on South Africa's economy.

The study will also measure the extent of the effects of the strike, loss of husbands, brothers, uncles and fathers on families left behind and assess whether relevant interventions were provided to the affected families and the extent to which these affected their livelihoods and well-being. In addition, it will also help to assess available government programmes intended for women development and gauge if

they are responsive to the real challenges these affected households are faced with in their daily lives.

The study will further look at issues around the inclusion of women in the mining industry, not only limited to the South African landscape but other countries to draw lessons that will enhance objective findings. These include the extent of participation of women in both formal and informal mining which is male dominated and issues affecting the overall performance and well-being of female miners.

### **1.5.1 Methodology employed in the study**

A Qualitative Research method is used since the study is descriptive and focuses more on the recent information with comparisons to previous researchers conducted by other Scholars. Thus structured questions and interviews are used.

## **1.6 DELIMITATIONS AND ASSUMPTIONS**

### **1.6.1 Delimitations**

- (i) Delimitation of the study can be questionnaires that are not properly completed, insufficient resources or budget to travel to all municipalities in gathering information and failure to meet the timeframe.
- (ii) Language barrier, lack of trust, hopelessness and incorrect information may affect the outcome of the study negatively.
- (iii) Outbreak of another strike due to salary negotiations and working conditions in the mines.
- (iv) Violence and volatility in the targeted area and the suspicion that the researcher may be representing any other party but not the EFF which is favoured in the area.

### **1.6.2 Assumptions**

- (i) The assumption/ perception that feminisation of poverty refers to every woman who is living under abject poverty.
- (ii) The perception that all female headed households result from the feminisation of poverty on the basis that a woman may decide not to get

married so that she can live her life according to her own terms and standards.

- (iii) The perception that woman cannot make it in life without being under the care of a male figure.
- (iv) Perception that woman would excel in the mining industry which is dominated by men.
- (v) The perception and assumption that women should be domesticated and not be given opportunity to learn new things and be able to lead a positive life.

## **1.7 DEFINITION OF KEY TERMS**

- Feminisation of poverty – A phenomenon in which women represent disproportionate percentages of the World's poor.
- Poverty – it is a deprivation of resources, capabilities or freedoms which are commonly called the dimensions or spaces of poverty
- Strategic Management – it is the management of an Organisation's resources to achieve its goals and objectives
- Lone mother households – households are single females acting as sole head of households, in lone mother household there is usually no adult male present.
- Formal Employment – Employment that is government regulated, such that workers are ensured of wage and certain rights.
- Informal Employment - Employment that takes place in small, unregistered enterprises without external regulation.
- Human development – it is defined as the process of enlarging people's choices and opportunities through long life, health, and education. Human poverty is defined as "more than income poverty – it is the denial of choices and opportunities for living a tolerable life" (UNDP, 1997). It is the expansion of people's freedoms to live long, healthy and creative lives, to advance other goals they have reason to value, and to engage actively in shaping development equitably and sustainably on a shared planet. (Prabhu, 2013).

Thus people are both the beneficiaries and drivers of human development as individuals and in groups.

## **1.8 CHAPTER SCHEME**

The study focused on what transpired at Marikana during the brutal killings of mine workers at Lonmin PIC owned platinum mine in August 2012, how the incidence affected the community and the victims of those incidents, with particular focus on women of the deceased, female headed households and those who sustained injuries. It was continuously reported on the media that those that suffered a great deal were women and children due to hardships and deepening level of poverty caused by loss of income, high unemployment and limited available opportunities for women in rural areas, informal settlement and surrounding mining areas.

In Chapter 1, the problem statement was discussed in order to provide motivation and the importance of this study. From the problem statement it was evident that skills shortages, coupled with high levels of unemployment are well documented in South Africa. Based on the problem statement, the objective of the research was to combat the above mentioned social ills in ensuring that delimiting mistakes of the past and discrimination against women are corrected by applying responsible management principles and practices specifically in the mining areas.

Views of other scholars on feminisation of poverty were explored in chapter 2 which is the literature review, so as to guide the outcomes of the study in a manner that the proposed recommendations will be meaningful to senior Management of the department and find expression in future Strategic plans.

Research methodology is outlined in Chapter 3 which depicts how the study is structured and conducted ethically as per set standards to ensure that all research principles, techniques and methods are applied accordingly. Moreover the chapter concludes with a description of the methods used for statistical analysis of the gathered data.

Chapter 4 focuses on data analysis, the process, rationale and the purpose of the qualitative research design and mixed methods. In this chapter qualitative research method is presented, analysed and interpreted in a systematic manner. Furthermore

the empirical results are presented in detail with the aid of frequency tables and pie charts.

Chapter 5 looks at the research results presented with analysis of the qualitative data obtained from the distributed questionnaires, interviews and observation during visits to Marikana. The analysis process aims to present data in an intelligible and interpretable form in order to identify the effects of the Marikana massacre and feminisation of poverty and its relations in accordance with the research objectives. Moreover the chapter also reflects the findings gathered based on analysis, and also the proposed recommendations and conclusion pertaining to the study.

### **1.9 SUMMARY**

In this chapter the research title was presented and explained, the research questions were mentioned and research objectives were also highlighted. The brief background on the Provincial, Bojanala district and Marikana's population and demographics was looked at and provided to pave for a better understanding of the study.

The unemployment rate as well as poverty rate in the province and Bojanala district was also mentioned so as to provide a picture in terms of the socio economic issues in relation to women which the study is focusing on. The concepts Feminisation and poverty were explained as per various authors and scholars' perspectives and theories. The next chapter provides a review of the literature on effects of feminisation of poverty contributed by various authors and scholars.

## **CHAPTER 2**

### **LITERATURE REVIEW**

#### **2.1 INTRODUCTION**

In undertaking any research it is critical for the researcher to do literature review as a way of determining what has been written about the topic intended to be investigated. In order to critically summarise the current knowledge on the chosen study topic, the researcher should undertake a literature review. These will assist in evaluation of the previous work done by other researchers in terms of determining the strengths and weaknesses.

Based on the above, a literature review can be regarded as a tool to be used towards the attainment of the study objectives thus, the credibility of the writer in his or her own field, will be demonstrated by the depth and breadth of the literature review. What is also important to mention is the fact that literature review provides the researcher with an opportunity to back one's investigation in a chosen topic. Thus, the review of literature grants the researcher an opportunity to analyse and evaluate existing literature on the chosen topic and therefore giving justification on how one's study fits into the existing body of knowledge. This means that literature review offers the overall understanding which avails gist to discussions around findings, conclusions and recommendations.

This chapter focuses on what transpired at Marikana during the brutal killings of mine workers at Lonmin PIC owned platinum mine in August 2012, how the incidence affected the community and who are the victims of those incidents, the focus is on women of the deceased and female headed households. It was continuously reported in the media (News in various Radio Stations), that those that suffered a great deal were women and children due to hardships and deepening level of poverty caused by loss of income, high unemployment rate and limited available opportunities for women in those rural areas, informal settlements and surrounding mining areas.

Furthermore the study looks into the situation in other mines across the country and in other developing countries, to determine if women are at a certain point

experiencing similar poverty caused by a number of issues such as inequalities, unemployment and non- inclusion of women in the mining industry.

## **2.2 WOMEN AND POVERTY**

Brockerhoff (2013) defined poverty “as a reflection of the inability of individuals, households or entire communities to command sufficient resources to satisfy a socially acceptable minimum standard of living”. In the same breath the level of poverty is regarded as the failure to accomplish the least standard of living, which is measured in terms of basic consumption needs or income required satisfying those needs according to World Bank. It is important to note that communal and individual thoughtfulness of a socially acceptable least standard of living and indicators of well-being may differ from one country to the other country.

In the South African perspective, therefore the degree of wealth and comfort available to a person, lack and inequity are related to race, class and gender. Even after 23 years of democracy, South Africa is still experiencing high unemployment rate which affects mostly women and youth therefore the majority of people still live in poverty and living conditions that threaten their wellness, even though equal access to resources and opportunities as well as socio-economic rights are provided for and protected by the Constitution of South Africa (1996).

The Growth of Women in Poverty which is sometimes regarded as feminisation of poverty is basically derived from various social and economic factors such as dramatic changes in family structure, economic transformation and shifting government policies around welfare as an example. Based on the dramatic changes in family structure one can note or cite the incident that happened in August 2012 in Marikana where 34 families lost their husbands, sons and fathers due to killings during the strike. Feminist intellectuals and critical Philosophers associate the structural foundation of women’s poverty to male dominance and a gender based system which has historically degraded women’s labour. Race also can be regarded as another important structural cause of poverty.

The Beijing Platform for action recognises gender equality as crucial for the alleviation of poverty and recognised gender mainstreaming as a vital strategy in poverty alleviation. In March 2002, the Commission on status of women at its forty-

six session insistent that government should ensure that all actions aimed at poverty eradication goals is inclusive of promotion of gender equality and the empowerment of women, throughout their life cycle and also that strategies are developed which will increase the employment of women.

In South Africa currently women are still battling to overcome the burden of race, class and gender based inequality inherited during the period of colonialism and apartheid. Thus, black women's access to resources, opportunities, education, growth and wealth of the country is severely limited. Because of lack of access to resources, black women are now living under immerse poverty.

### **2.3 FEMINIZATION OF POVERTY**

According to Liepollo (2011), the term feminisation of poverty refers to "an increase in the relative levels of poverty among women and / or female headed households". She further indicates that it warrants distinctive thoughtfulness from policy makers since it is related to two negative phenomena which are gender inequality and poverty. Much has been said about the concepts locally and globally but the concept should not be confused with the higher levels of poverty among female headed households but rather it relates to the way poverty changes overtime, whereas the higher levels of poverty refer to the levels of poverty at a given moment which exclude the overrepresentation of women among the poor. Therefore, according to her, the "feminisation of poverty is a process while higher poverty is a state".

According to Kotze (2007), the term feminisation of poverty originates from US debates about single mothers and welfare, starting from the 1970's. It has been linked to alleged increase in the proportion of female – headed households (FHHS) and the rise of female participation in the low return urban informal sector activities mainly in the context of the 1980s economic crises and adjustments in Sub- Saharan Africa and Latin America. The term has been used to mean two distinct things (Kotze: 2007) as follows

- (i) That woman has a greater occurrence of poverty than men.
- (ii) That women experience sever poverty as compared to men.

Lahiri (2015) argues that feminisation "is beginning to occur in the mining Industry, which is a process associated with an expanded notion of mining as a livelihood in

the radically changing political economy of extractive industries". Therefore, reveals that gendered geographies are being created as grinding rural poverty pushes large numbers of women into informal mining.

Poverty – according to Mahatma Gandhi, is "the worst form of violence." Thus it affects human beings in a very negative way, it threatens their livelihoods and chances of survival. Over and above and it leads to the following

- (i) Denies people of their own security and well-being.
- (ii) Deprives human beings of basic needs (water, sanitation, shelter, clothing and food).
- (iii) It takes away people's rights, freedom, dignity and peace of mind.
- (iv) It threatens the lives of human beings and also deprives them of their better future.

In simple terms, poverty is defined as a state in which people's basic needs are not met such as food, clothing and shelter. It is categorised into two types namely "Absolute poverty and Relative poverty", therefore absolute poverty occurs when people are unable to attain sufficient resources to support the least level of physical health. Relative poverty on the other hand happens when humans do not enjoy a certain level of living standards as determined by government that vary from one country to another country.

Now coming back to the topic to be discussed, which focuses on Marikana Massacre and its effects on households which lost their bread winners as husbands, fathers and uncles, the incident invited publicity in the country and abroad, many articles, journals and newspapers had a say about the incident. A brief introduction and overview provided focuses on the report compiled by the appointed Commission of Inquiry which captured the following:-

- (i) Summary and Analysis of the report of the Marikana Commission of Inquiry which is a document prepared by Bruce (2012) indicates that "it was on the afternoon of the 16<sup>th</sup> of August 2012 when members of the South African Police Service (SAPS) killed 34 men at Lonmin PLC owned platinum mine in the Marikana area in the North- west Province"

- (ii) The killings were led incidents related to the conflict at the Marikana Mine. The battle was associated with the unprotected strike that a group of miners had embarked on and that had started on the 09<sup>th</sup> of August 2012. It also indicates that not only 34 people lost their lives but there were other 10 people who were killed during the incidents linked to the conflict during the month of August 2012.
- (iii) The Marikana massacre propelled President Jacob Zuma to set up a Commission of Inquiry which were given the mandate to look at the Marikana event, the commission was appointed with terms of reference announced by the Presidential Proclamation on the 23<sup>rd</sup> August 2012. The commission submitted its report to the President of South Africa: Jacob Zuma on the 31<sup>st</sup> of March 2015 and was made available to the public on the 25<sup>th</sup> of June 2015.

It is affected by several factors such as unemployment due to lack of education and necessary skills, low wages, single mother households, social and cultural exclusions, inequality regarding access to resources and opportunities. The absence of revenue due to unemployment is the main reason for women's risk of poverty since it prevents them from getting resources and converting their monetary resources into socio-economic status. Since women often get less income than men, they are therefore disadvantaged of basic education, health care and nutrition.

Therefore, deprivation is passed from one generation of women to the other leading a perpetual feminisation of poverty. Single mother households are also high risk of poverty due to lack of income and resources and children born in this households are disadvantaged in comparison to their peers. Factors that also cause this are that very often men leave women and become migrant workers thereby leaving women to be the main caretaker, illnesses and deaths of husbands also are contributory factors. For example the incident of Marikana massacre which left many households without bread winners, husbands and fathers. Many developing countries have societal and cultural norms which prohibits women from having access to proper work and these social inequalities deprive women of capabilities particularly employment which deepen women's level of poverty.

### **2.3.1 Causes of feminisation of poverty –**

There are many factors that can cause feminisation of poverty such as:-

- (i) Family composition – disbanding of material unions, make up of families without these unions as well as higher male mortality as in the case of Marikana Massacre, where 34 families lost their husbands, fathers, uncles and brothers.
- (ii) Family Organisation – which is focusing on how labour is divided as per gender division, roles prescribed for men and women, the intake or consumption in the family as well as who controls the household resources.
- (iii) Inequality in the access to public services or in their quality – barriers to education of girls, educational segregation by sex, lack of women specific health attention.
- (iv) Inequality in Social Protection – lower access to pensions and social assistance by women, inequality in benefit concession or in benefit values in targeted policies
- (v) Labour market inequalities – Occupational segregation, intra – career mobility, differential levels of employment in paid work, wage distribution and duration of work shifts.
- (vi) Legal, paralegal and cultural constraints in public life – property rights, discrimination in the Judiciary system, constraints in community and political life

In addition to the causes raised above, they are also prevalent in the incidence of Marikana, where those left behind are still struggling. Many of them had to return back to the Eastern Cape on the basis that they are unable to pay their rent or meet their basic needs. Thus children stopped schooling due to lack of income. Such families did not get enough compensation from the mine to cater for their livelihoods. Most women, because of low education are unable to get decent jobs, some of them got involved in prostitution so as to survive and raise their children. These on their own put their health at risk due to unsafe sex and worsened HIV/ AIDS pandemic. Currently at Marikana there is a lack of resources, employment opportunities within

and outside the mining sector and no infrastructure. Residents travel to the neighbouring villages/towns to access government basket of services.

### **2.3.2 Relevant Theories on the Concept of Feminization of Poverty**

According to Moghadam (2005), “an examination of the feminization of poverty around the world is approached in terms of the three contributing factors that have been underscored in the women-in-development and gender-and-development (WID/GAD) literature”: (1) the growth of female-headed households, (2) intra-household inequalities and bias against women and girls, and (3) neoliberal economic policies, including structural adjustments and the post-socialist market transitions.

She further indicates that dating back to 1980s researches looking at of female-headed household proliferation, social effects and gender-specific effects of structural alterations policies have led to increased attention towards the concept of “the feminization of poverty”.

The UN report of 1992 had revealed that “the number of rural women living in poverty in the developing countries has actually risen by 50% in just 20 years to 565 million and of which a total of 374 million is in Asia and 129 m. found in Sub-Saharan Africa. It also reveals poverty among rural men has just increased by 30% in a period in the same period which is actually less as compared to women. The feminization of poverty was a key concern during the World Summit: women Caucus on Social Development

The Platform for Action as adopted at the Fourth World Conference on Women held at Beijing in the month of September 1995 demonstrated that, “more than one billion people in the world today, the great majority of whom are women, live in unacceptable conditions of poverty, mostly in the developing countries”. According to Buvinic (1997) “women now account for a growing percentage of the world’s poor,” while the United Nations Development Programme publication revealed that: “70% of the world’s poor are women” (UNDP, 1995). The Human Development Report (2010) also attests to 70 % females still being poor, meaning that women headed households are particularly poor.

Incident such as Marikana Massacre also to a greater extent have contributed to a higher number of women living under unacceptable living conditions, without decent jobs, equal opportunities as their male counter parts. Various Scholars also argued that women's poverty is embedded in "demographic trends", "cultural patterns", and "political economy". To support the above statement, one can indicate that currently in Marikana the area is still volatile and it is EFF strongholds therefore entering the community with certain colours of other parties creates unnecessary challenges which also have a negative effect on the provision of services.

"If poverty is to be seen as a denial of human rights, it should be recognized that the women among the poor suffer doubly from the denial of their human rights – first on accounts of gender inequality, second on account of poverty" (Moghadam, 2005). Therefore, programmes and projects intended for poverty eradication require much consideration towards gender inequality and women's human rights.

The status quo at Marikana and surrounding mining areas is that due to its volatility since after the strike, women are now forced into prostitution so as to provide for themselves and their children which also create other health dangers or threats such as Human immunodeficiency syndrome and Acquired immune deficiency syndrome. Sexual transmitted deceases or untimely death. Children are now left alone to fend for themselves which also worsens the situation, teenage pregnancy is on the rise, girl child does not get equal opportunity with boy child to complete schooling therefore the whole situation creates vicious cycle and generational poverty difficult to be broken.

### **2.3.3 Gaps and limitations**

Chant (2006) argued that the "feminization of poverty is often referred to without adequate specification or substantiation, and does not necessarily highlight aspects of poverty that are most relevant to women at the grassroots". The United Nations Development Programme's gender indices attempted to reflect on poverty as experienced by different genders, but there is still a space or room for improvement. To register progress on aggregate indices it requires one to be more sensitive in relation to gender gaps in poverty, as experienced by poor women. She further indicates that the term "feminization of poverty is often deployed loosely and without any specification of its meaning". The UNDP review with specific reference on 13

national Millennium Development Goal Reports, recognised and perceived women as vulnerable to poverty and that is captured in four reports. The reports captured “feminization of poverty” as a challenge without providing information to support these proclamations (UNDP, 2003). Some of the statements captured in the above – mentioned report with reference to feminization of poverty are revealing a welcome move and change from earlier approaches that were insensitive to the differential concomitants and implications of poverty for women and men.

Moreover it is also noted that “if they are not supported by information or policy commitments therefore, the statements will just be of no value, to be used as entry-points for refocusing the direction of poverty policy or as standard for tracing change” (UNDP, 2003). Chant (2006), states that women’s impoverishment has become a “global orthodoxy that is no longer questioned anymore”. Definitions and assumptions presented by various scholars regarding feminization of poverty is that women are either presented as a “homogeneous mass, or are differentiated solely on grounds of household headship”.

One can also highlight that economic or financial poverty seems to be the main measuring yardstick, nonetheless it is known that income should be considered in any poverty assessment since the feminization of poverty cannot only be attributed to the absence of income. It is advisable to bear in mind that a woman’s decision to maintain a household of her own may serve as an avenue out of a relationship marred by violence. If poverty is understood not only as income poverty but as a massive restriction of choices and options, a step of this kind, not taken in isolation, may also mean an improvement of women’s life circumstances (Chant, 2006).

Over-emphasis on female-headed households is perceived as the second most related problem with reference to the feminization of poverty.(Chant, 2006), suggested that situation for women without men is worse on the basis that they will be lacking the necessary financial support and resources to fend for their livelihood therefore generalizations will be really inappropriate, on the basis that women may vigorously choose headship as a means by which they are able to enhance the well-being of their households and put forth more control over their own lives. In summary one can conclude that the practices or situations which somehow lead women to head households may be numerous and in some instances may signify a

constructive choice, therefore the suggestions of powerlessness and victimhood may seem irrelevant.

## **2.4 ROLE OF WOMEN IN MINING**

**“Because I am a woman, I must make unusual efforts to succeed and if I fail, no one will say, she doesn’t have what it takes but they will say, women don’t have what it takes” (Zungu: 2011).**

The above mentioned statement simply emphasises that despite every negativity out there insinuating that women cannot succeed or cope in the mining industry which is male dominated “women have all what it takes and this can be well demonstrated in the mining Industry”. Therefore, the following three inherent assumptions hold the key to the way women’s role within mining must be seen:-

- (i) Even though women do have special needs pertaining to Occupational Health and Safety, they do qualify for the similar rights as men.
- (ii) Women are able to perform tasks which were regarded as male tasks and still are supposedly limited to men.
- (iii) It is critical to note that women aspire to have power over themselves not necessarily over men.

What is also critical for noting is the fact that communities engaged in artisanal mining varies in terms dynamics such as cultures, regions and mines. Irrespective of the varied and important roles women engage on in artisanal mining, there is inadequate dependable data on the topic on the basis that the numbers provided by some countries are estimated by such countries. It is also important to note that there are some legislations in most countries such as Asia and South Africa that prohibits women from working underground and one such Legislation is Mines Act of 1952. The International Labour Organisation (ILO) Convention 45 of 1935, Article 2, stipulated that, “no female, whatever her age, shall be employed on underground work of any mine”.

The South African Mineral Act 50 of 1991 stipulated under section 32, subsection 2 that females are not permitted to work underground in a mine and no one should contravene that rule..

It was stated that these kinds of legislations were developed and implemented solely to protect women against exploitation even though in the same breath others can argue that they were used as mechanisms to prohibit women from entering in the formal mining industry. All these legislations did not only stop or prohibit women from working in formal mining but poverty on the other hand had led them to participate or work in artisanal mining which is informal and which brought lots of challenges for women and children.

Child Labour increased exploitation of women as sex workers, violence towards women, young girls being used as sex objects since it is also believed that they are still virgins and HIV Negative by the perpetrators of HIV/AIDS and Sexually Transmitted diseases. Sex workers and young girls suffer malnutrition and suffered untimely death due to participation in illegal mining which is not regulated and without meeting Occupational Health and safety standards.

Since then policies, legislation and frameworks have been amended or developed to address challenges brought by such legislations indicated above including the Constitution of South Africa, Bill of Rights and South African Mining Charter adopted in 2004 which talk about equal opportunity for all citizens irrespective of race, gender or identity and also encourage inclusion of women in the mining industry.

The most important economic sectors which drive the South African economy is mining industry and therefore, the inclusion of women in the sector can bring about positive change to their livelihood and a better life for them in general. To support the above there are legal policies and frameworks that support and encourage inclusion of women in the mining industry, policies such as South African Mining Charter adopted in 2004.

The Charter requires that industries should actively modify the demographic profile of their employees and ensure that they achieve the set target of 10% involvement of women by 2009. The Charter additionally intends to curb the high percentage of male mineworkers and offer chances and openings for female miners. In the same breath the Employment Equity prohibits or is against employment prejudices on the basis of race, gender and religion in the workplace. The Mine Health and Safety Act as amended in 1997 on the other hand requires Employers to provide healthy and safe working conditions for all Employees involved in mining in order to safeguard

their health and safety and communities affected by mining operations. The Millennium Development goals number 1 and 3 “promote gender equality and empowerment for women and to half poverty by 2015. The Human Resource Development Strategy for South Africa (HRD-SA) 2010-2030 aimed at creation of a better life for all South Africans in order to address most critical problems and difficulties that the country is facing including unemployment, poverty and income inequality amongst others. All these legislations indicated above are in support of employment or recruitment of women in the mining sector previously regarded or perceived as a male dominated environment.

In comparison to other developing countries particularly, women still constitute a small percentage of the total employment in the mining sector, which is evident in the study conducted on companies such as Zimplats and Mimosa in Zimbabwe. Lungu (2010) says, “Employment in the Copper mines in general is Male dominated” with many women taking other jobs such as nursing, secretarial, accounting and computing jobs. Thus, women are not allowed to work underground in terms of the Zimbabwe legislation.

According to the study on South African owned Sasol and Mozal, the evidence shows that the employment of women is low. Moyo and Hwenga (2010) also found that South African owned Zimplats in the Ngezi are of Zimbabwe employed mostly male workers. Hinton et al, (2003) indicate that an estimated 30% of the world’s artisanal miners are women who occupy a number of roles ranging from labour intensive mining methods to the processing aspects of mining. Mostly, the duties of women in artisanal mining communities vary from those of men.

Even in this case, women are often overlooked by initiatives and developmental initiatives catalysing the transformation of artisanal mining women as major role players not only in the mineral production but also in the development of sustainable communities, therefore, enhancing the role of women in the artisanal mining may be the means to bridge the gap between the well – conceived technical and socio-economic roles often prescribed for artisanal mining.

### 2.4.1 Women and artisanal mining

With reference to women participating in artisanal mining in developing countries, this industry for them represents an opportunity to earn income to reduce the strain of poverty. “Artisanal miners employ rudimentary techniques for mineral extraction and often operate under hazardous, labour-intensive, highly disorganised as well as illegal conditions” (Zungu: 2011).

But, irrespective of all these issues, artisanal mining is regarded as still an vital activity in many developing countries and alternatives are critically limited. Women constitute an estimated 30% of the world’s artisanal miners performing various duties ranging from “labour- intensive mining methods to the processing aspect of artisanal mining including amalgamation with mercury in the case of gold extraction” (Hinton et al., 2003).

In many cases, the role of women in artisanal mining communities differ significantly from those of men and of course extend well beyond direct participation in mining activities, thus various contributions bring a different exclusive set of risks and chances in the industry. Due to women’s critical role which is not only limited to mineral production but also in the development of sustainable communities, combined with their susceptibility to poverty,

I think that augmenting the role of women in artisanal mining may be the means to bridging the gap between the well perceived technical and socio-economic roles set for artisanal mining and the real facilitation of positive transformation of the artisanal mining sector. Women’s responsibility in mineral processing roles varies from crushing, grinding, sieving, panning and washing and to amalgam decomposition in the case of gold mining.

Moreover in order to increase the income generated, some women act as sex trade workers and cooks. Hinton (2003) indicated that “women’s direct participation in artisanal mining varies throughout the world and in Asia which has 10% of women participants while in Latin America participation tends to be higher approximately 10-20%”. It is further indicated that the highest number of women miners engaged in artisanal mining, are in Africa ranging between 40-50%. In some regions, the

artisanal mining workforce is comprised of 60-100% women (ILO,1995). Women in essence participate largely in this type of mining than in the large scale mining sector. Dreschler (2001) observed that “although female participation in artisanal mining is on average relatively high they are dispatched to subordinate or subsistence work”. He considered these disparities on the basis that women do not participate in large formal mining and that prohibit them from gaining same skills as men who gain an upper hand in terms finding employment at large scale mines. The fact that women are also tied to their households through familial obligation does also make it difficult to find employment in large scale mines. As in other countries South African women are also driven to mining by poverty.

To support these, there is insufficient data regarding females participating in small scale mining in South Africa, but excluding the kaolin miners of Kwa- Zulu Natal, where women and children are responsible for digging and selling clay bricks. In Asia, it is reported that women are banned from working underground due to the mine Act of 1952. It is critical to mention that yes even though a higher number of women are participating in artisanal mining which provides a viable means of employment for limited number of people, it will continue to do so up until the depletion of resources per various regions. Again research has shown that this type of mining actually does contribute to sustainable development within such communities thereby supporting ancillary initiatives such as jewellery production and agricultural development.

The Health and Safety issues that plague artisanal mining is attributed to the informal and often illegal nature of artisanal mining and economic demands that result in inadequate equipment and neglect of safety measures as well as a frequent lack of expertise and insufficient training. Most occupational hazards are as a result of poor physical conditions such as ground failure, shaft collapses and machinery accidents.

But this type of mining also pose challenges or health hazards for women and children such as sustained injuries, stress from dust, noise pollution, as well as extreme exertion from highly labour-intensive jobs. For instance several hours of digging, carrying large weights and bending over in awkward positions can result in chronic injuries such as lower back pain and extreme fatigue. A condition such as

silicosis is an incurable lung disease which killed many people to date and its advanced stages have been documented among women and children as young as 14 in Ghana (ILO, 1995).

## **2.5 EXPLOITATION OF WOMEN BY MINING MANAGERS**

“Employing women without careful consideration in the traditionally male dominated mining environment has led to their being exploited and sexually harassed” (Van Wyk; 2009). Van Wyk further indicated that the research which was conducted through the community monitors regularly interacting with communities in and around Rustenburg area, suggests that women can often not fulfil the demands of the working environment, for whichever reason and then men offer to take over their work in exchange for sexual favours.

The research conducted by the Bench Mark Foundation also shown that on the basis upon which teams in the mines chase bonus targets and how men do complain about targets not met because of the presence of women in their teams, again leads to sexual transactions to compensate what men regard as a handicap of having women on the team. Again according to a Research conducted by Benya ( 2009) from the Witwatersrand found that “women were being exploited in mining, a key South African Industry that employs about a million people”. Furthermore a study entitled “women in Mining: A challenge to Occupational culture in the mines” collected witness evidence which reveals that shift bosses are engaging in sex with female mine workers.

Thus men see females as sexual beings or objects and then as a result sexual transactions are rising and sexual favours are an order of the day underground. Often men employed in the mines are migrant workers and in most cases the women are from the local community which also worsens the situation on the basis that these women are married to unemployed men in such communities. Therefore when these women get pregnant, tensions in these homes escalate since husbands simply mention that they do not know the fathers of these children. Van Wyk (2009) further mentioned that the Mining Charter that stipulates that 12% of women should be included in the mining industry does not necessarily take into consideration that the mining work process should be carefully studied so as to determine ways in which women could be deployed without contributing to them being exploited.

Women in mining still need to be supported by the government in terms of policies and legislations and by mining Managers to enable them to excel in this male dominated industry. I still believe that there is nothing that is out of reach if one puts her mind and energy to it coupled by proper training and education and, thus, women can also excel in this mining field through the support of these men too.

### **2.5.1 Challenges faced by women in male orientated mining occupational culture**

Violence combined with the sex prevalent in mining communities, it is not absurd that many mining regions are plagued with high incidences of HIV/AIDS and Sexually transmitted diseases. Amutabi and Lutta-Mukhebi (2001), stated that “at least 70% of women interviewed in a major mining area of Kenya reported at least one incidence of venereal or sexually transmitted disease”.

USAID organisation’s interventions around condom promotion and instilling safer practices yielded minimal positive results. thereby reducing transmission rates but these efforts are challenging given taboos associated with their use and costs especially in developing countries. It is acknowledged that women in mining face greater risks with their health and safety than men on the basis that they use the same machinery, tools and equipment that have been designed for use by men.

Furthermore, given that the physical demands of mining are matched to the physical abilities of men, women face increased risks to injury and ill-health in the workplace (Hermanus, 2007). Therefore the effects of male orientated mining culture can be reflected in women as acute and chronic stress reactions which result from two primarily occupational sources which are, feelings of discrimination in a male dominated environment as well as conflicts associated with balancing work and the family.

These two mentioned stress reactions are supported by the literature suggesting that working women are more likely to experience stress from conflicting work and family life than men. On the other hand it can be argued that the introduction of women in mining Industry also poses a challenge to the very male “macho” gender stereotype and thus introduces new challenges for mineworkers, the mining Industries and for the mining bargaining council.

There are a lot of barriers caused by gender thus as a women who are doing well in this male dominated industry, are regarded by men as having affair with one of the Senior Managers. Example will be, when women are recognised for their expertise, skills, talents and therefore are promoted men automatically make the assumption that a woman is promoted because of her relationship with the Manager.

**Sexual and physical abuse on women and children** – “Malnutrition, thermal injuries and skeletal damage in young children resulting from child labour in artisanal mining have also been documented” (Wasserman, 1999). Again, girls are more susceptible to sexual exploitation than boys and child prostitution in part due to the status given to virginity as young girls are deemed unlikely to carry HIV-AIDS or other Sexually transmitted diseases.

**Poverty driven commercial sex work**- sex work is not only prevalent among women in artisanal mining but it has been observed that there is a linkage between poverty and commercial sex work on the basis that in the absence of alternative opportunities to earn a livelihood many millions of people, particularly women, sell sex. Many mothers have been forced to turn to sexual transaction in order to obtain desperately needed money to feed their children and provide for their families.

Therefore, sex work or sexual transactions that are poverty driven are likely to foster behaviours that are risk taking and which encourage unprotected sex. People whose livelihood strategies expose them to a high risk of infection are because they are impoverished, less likely to take seriously, the threat of an infection that is fatal in years from the present. These kinds of behaviours have been observed also in the mining belt areas such as Marikana, Orkney and Kimberley and research conducted by the Department of Health has shown that high number of HIV/AIDS Infections exist in Bojanala district because of the mines among other things.

One can iterate that the conceptualisation of the factors contributing to the spread of the epidemic and linking it to issues around poverty, migrant labour, income inequalities and gender relations are of crucial importance to the understanding of HIV/AIDS. Thus, the latter is as a result of the shocks which results from HIV/AIDS related death and infection that intensify the usual problems associated with severe poverty

## 2.6 THE IMPACT OF MARIKANA INCIDENCE DURING MINERS' STRIKE

The focus is on women, the economy and migrant labour, pertaining to how they have been affected by the unprotected strike and killings of mine workers at Marikana.

- (1) Women – Structural problems encountered is that there is insufficient family units established of which labourers are not from the local community they for this pose a major challenge, as it was observed during the incidence in which many of the deceased were taken back to the Eastern Cape for burial. Women were and still are experiencing sexual exploitation, physical abuse and enforced prostitution which ultimately leads to high rate of new HIV/AIDS infections, sexually transmitted diseases and untimely death (Dywilli, 2014).
- (2) Economy – Dywilli (2014) indicated that “mining is an important sector in South African economy therefore it has been reported that in 2012 it brought in \$21bn, or 5,5% of GDP and 38% of all South African Exports”. He further mentioned that mine workers are not only coming from South Africa but from other neighbouring countries such as Lesotho and it has been indicated that previously, Sotho men were happy to work in the mines and were very peaceful towards their women but now after the incident they are, most of the time, angry which has escalated the level of violence in Lesotho against women.

These have been associated with the negative impact of the system in which miners find themselves in. Mines are no longer regarded as source of capital only but also as institutions of violence, wherein human rights are abused. It was the abuse that led to anger, which spilled over night the violence as indicated by Mbele, “The tragedy has left Africa’s wealthiest economy anxious for peace and equilibrium to be restored”

- (3) Migrant Labour –Dywilli (2014) further indicated that the current migrant labour system in South Africa serves as a place to brew anger and violence that spills over to more intense violence which led to Marikana incident.

### 2.6.1 Gaps and limitations:

1. High Unemployment rate – most of members of the surrounding communities are not employed, especially women because they lack the necessary mining skills and acceptable educational background, these becomes are contributing factors to the situation.
2. Lack of Resources and Infrastructure – the community members go to the neighbouring area which is 3km away to access basic services; there is a need for infrastructure development and establishment of businesses which will create decent jobs for women in the area.
3. Gender Inequalities in terms of job opportunities – in terms of unemployment in the district, women are the most affected even though there are mines, which employ more men than women. According to Millennium development Goals, a body of evidence exists that point to particular segments of the population in South Africa living in poverty and are not accessing social assistance (UNICEF,2013).
4. The SASSA and DSD commissioned study (UNICEF, 2013) estimated that as at 2011, 23.7% of children (2.35 million) were excluded from access to CSG for a variety of reasons. The study identified the following categories of children at greater risk of exclusion :
  5. Children who have dropped out of school;
  6. Children of teenage mothers and those living only with their fathers;
  7. Orphans, particularly double orphans;
  8. Infants aged 0–1 years;
  9. Adolescents between the ages of 14–17 years;
  10. Children whose mothers had no schooling;
  11. Children living in urban formal areas, followed by rural formal and metro areas; and
  12. Children with limited mobility or if their caregivers have limited mobility (this includes children living on the streets and children of refugees).

13. Barriers to accessing social assistance - Some of the main reasons cited for exclusion were (UNICEF, 2013):
14. Misunderstandings about the means test criteria and income thresholds;
15. Lack of prescribed documentation such as birth certificates, identity documents and death certificates;
16. Lack of time to apply and/or lack of motivation especially amongst new mothers of infants, working caregivers, and caregivers of children with additional and onerous health needs;
17. Long distances and costs involved in travel between homes and service points
18. Prejudice, discrimination and fear which inhibit teenage mothers and refugees from applying;
19. Policy exclusions which limit a teenage mother, who herself is entitled to apply for the CSG to apply for the CSG for her child; this similarly applies to child-headed household heads; and
20. Complex and time-consuming administrative processes associated with provincial migration of caregivers.

### **2.6.2 Registered progress to date on Inclusion of Women in Mining Industry: South Africa**

Looking at the South African scenario, women are now included in the mining industry even though they are from only a small percentage to date which is 11% according to various researches conducted and as captured by various mining reports such as Anglo American and Lonmin. Undeniably, progress is registered even though there are still underlying barriers and perceptions that mining industry is a male field.

There have been positive steps which assisted in terms of integration of women into the mining industry even though women are still under represented and therefore mining still remains to be a man's domain. The study conducted in 2013 on Mining for Talent by women in mining in United Kingdom by Price - Waterhouse Coopers, further indicated that the mining industry has the lowest number of women on

company boards when compared to any other industry world- wide. South Africa on the other hand has been reported as one country which is leading in terms of employing women in the mining and minerals sectors.

This is attributed to changes which occurred in 2002, initiated by the South African Mining Charter which introduced quotas urging mining companies to employ at least 10% female quota which in the year 2000 was less than 2%. The 2% was as a result of up until the year 1990 legislation stipulated that women were not permitted to work underground in the mines.

Still in South Africa the government had rectified this by developing policies intended to address injustices of the past by helping those who have been historically disadvantaged such as women. The rise in the number of women in mining is also attributed to the fact that there are incentives provided to South African women entering the industry such as awarding of bursaries which enable them opportunities needed to develop key specialized skills.

South African Mines have strived to meet the required 10% inclusion of women to comply with legislations passed by the government, citing Anglo American as an example. It is reported that they managed to recruit at least 14% of women and some of them are in management positions. Anglo American has a female Chief Executive officer: CEO and the company is implementing a wide range of measures to encourage women to participate in mining.

Furthermore, Anglo coal in South Africa has appointed female champions for each major technical and management discipline. The results of these efforts have led to the establishment of childcare facilities in South Africa and Australia as well as women only toilet facilities as well as development of code of good practice for pregnancy in the workplace. Introduced measures also included the appointment of a manager at Anglo American assigned to look at issues around health and safety considering women, provision of equipment in the right sizes and assigned coaches to fast track female recruits.

It is critical to also note that in the 2008, at the Commonwealth Business Council Awards, Anglo American received the prestigious Gender sensitivity awards for the company's women in mining initiative and the focus on women's rights in HIV/AIDS Programme. As much as there is registered progress, barriers and challenges have

been observed and registered by other studies which were conducted such as the survey conducted in 2013 by women in mining at an operation level in the Northern Cape Province, South Africa. The findings indicated that as much as males were supportive towards women in core or technical positions, some men indicated that females tend to cry, easily than their male counterpart and on a monthly basis women tend to report ill at least for one to two days thus the fact that women are included in the mining industry does not necessarily changed to be males. These are some of the attitudes women are face with as they continue working in this male dominated industry.

Again, it is critical to indicate that there are women who are doing extremely well in this male dominated industry and who occupy management seats such as Welhemina Manaso appointed as the first female Manager (Mine Manager at BHP Billiton in South Africa) in the year 2010 and also received Mine Manager's certificate. She indicated that during her time of working for the mine, her observation is that perceptions of women working in the mine has changed but it is a slow process which is still making it difficult for women to get ahead by being employed or put into Management positions.

She further iterated that there are lots of barriers such when women do well in the industry, men think that they are having an affair with one of the senior management and this has happened to her also. As much progress is registered to date, women in Mining are still subjected to exploitation and resistance inflicted by men in this male dominated industry but they are still fighting for equal opportunities by carving careers for themselves despite conditions which are not as favourable as those of their male counterparts.

## **2.7 FACTORS AFFECTING FEMALE MINERS**

- (1) With reference to the physiological aspect, it is reported that the physical work capacity of a women is up to 30% lower than that of a male counterpart and this is measured by the maximum amount of oxygen intake possible to sustain high intensity work which mining work such as drilling and digging are regarded as high intensity physical labour.

Therefore, it means that for women to attain the same levels of productivity as men, women should have to work far closer to their maximum possible oxygen intake than men and this may lead to far greater levels of fatigue for women after doing the same work as men. Fatigue will therefore cause unnecessary accidents and injuries.

- (ii) According to Pontsho Sello (she is working for Impala Platinum) who is a woman and a Regional secretary for the Association of Mineworkers and Construction Union (AMCU) which is in the North-West Province's platinum mining belt, the most physically demanding jobs are rock drill operator, winch operator, loco operator and rigger which few females are suited for to underground work but further stated that if a female employee has a passion for the job and coupled with proper training she will be able to do the job. What is critical to note here is that women must work hard, get proper training and have passion for mining work only then will they succeed while the situation is a bit different compared to men since they do not have the physical strength needed.
- (iii) Sello further indicated that both machinery and equipment used in mining are designed in consideration of men not women therefore it is difficult to be operated by women who put skeletal strain in their bodies and possibly injuries. Furthermore the design of the uniform too makes it difficult for women because when a female employee wishes to relieve herself, this means she has to take off the entire garment.
- (iv) Based on this, a simple two piece overall will make a difference as suggested by Sello. It is also reported that in 2009 the International Finance Corporation (IFC) recommended changes in overall design to at least one mining house which is Lonmin. Women prefer dark overalls to white especially during their menstrual cycles.
- (v) According to Botha (2015), female employees reported that operating certain vibrating machinery interferes with their menstrual cycles. It is further reported that mines are not places for pregnant women especially those operating heavy machinery. Yes, because of this, mines have put measures in place by removing pregnant (lactating) women from

underground and moving them to the surface to perform duties there but this does not fully address the challenge on the basis that by the time a woman is moved, the damage could have been done already, in the first trimester the risk of a foetus detaching from the uterus is very high. To curb this some mining male employers suggest that women who are not of child bearing years should be recruited but this poses discrimination and widens inequalities against women.

- (vi) It is evident that in the rush to bring women into underground operations in mining as per the mining charter regulations and targets, companies were eager to comply and thus they have lagged behind in an obvious respect pertaining to the creation of separate ablution facilities (specifically underground toilets).

## **2.8 SUMMARY**

Chapter 2 covered the literature study on the effects of feminisation of poverty and how it can be managed responsibly. It presents the challenges faced by women, how they are affected by the inequalities of the past as well as their role in the mining industry both formal and artisanal mining. Furthermore, it looked into Marikana Massacre and how it has affected women who follow their husband to the mining belt areas in pursuit of economic and employment opportunities. Legislations and Acts which have been developed to address disparities of the past in relation to inequalities and discrimination experienced by women have been discussed, leading to the tabling of progress to date, in terms of inclusion of women in the mining industry which for years has been perceived as a male orientated industry. The next chapter focuses on the approach used in the study and presents the research methodology in detail.

## CHAPTER 3

### RESEARCH METHODOLOGY

#### 3.1 INTRODUCTION

In the previous chapter various aspects of literature relevant to the title of the undertaken study were discussed. Thus in this chapter the approach and methodology which the study used are addressed. Clarification and description of the details regarding the sample size, means of data collection and the statistical data analysis are provided.

According to Redman and Mory (2009) research can be defined as a systematic effort to gain new knowledge. Research methodology can be regarded as a way or approach which can be used to determine the result of a given problem on a specific matter or problem that is also referred to as a research problem. Methodology "is the way of searching or solving the research problem" (Industrial Research Institute, 2010). Therefore, in research methodology, researchers always try to search the given question systematically in their own way and find out all the answers until conclusion.

Research methods on the other hand encompass all those techniques/methods that are beneficial for conducting research, thus research techniques or methods are the methods the researchers adopt for conducting the research operations. There are six popular sociological research methods (procedures are the case study, survey, observational, Correlational, experimental and cross-cultural methods).

Survey research involves interviewing or administering questionnaires or written surveys to a large number of people. The researcher then analysed data which he obtained from the surveys to learn about similarities, differences and trends which he/she uses to make predictions about the research conducted.

In undertaking any research, it is critical to choose research methodology which enables the researcher to be able to respond to the problem raised and the methodology could be qualitative, quantitative or mix methods. Qualitative methods allow the researcher to discover how the social world is constructed by the people as things studied. Qualitative research may reveal aspects of the social world that may or may not be recognised by those being studied.

### 3.2. RESEARCH DESIGN AND METHODS/ RESEARCH METHODOLOGY

- A Qualitative Research method is used since the study is descriptive and focuses more on the recent information with comparisons to previous researchers conducted by other Scholars. Thus **structured questions and interviews** are used.
- Qualitative Research method provides valuable data for use in the design of the product which includes data about user needs, behaviour patterns and cases. Thus, this method provides details about human behaviour, emotion and personality characteristics which quantitative studies cannot match.
- Data collection is done through visitation to the targeted in the form of observational visits, and notes are taken on information received that assists my study.
- Questionnaires are developed and issued out to targeted individuals/ participants as well as interviews are conducted as such.

### 3.3 DESCRIPTION OF OVERALL RESEARCH DESIGN

The study is classified under Community Development Programme (women development programme) with the focus on Strategic Management. A Qualitative Research method is used since the study is descriptive and focuses more on recent information in comparison to previous researches conducted by other Scholars. Thus, structured questions and interviews are used.

The Research seeks to understand social realities of my target group so as to inform the positive outcome of the study. Furthermore the study provides rich description of people and interaction in natural settings. It is concerned about subjectivity and gaining access to inside experience as well as inner realities of humans.

The dissertation is on Case study format on the basis that my study is intended to benefit the department in terms of finding the real issues to be addressed and how they should be addressed. A case study involves a deep understanding through multiple types of data sources. Case studies can be explanatory, exploratory, or describing an event, therefore based on these it is more applicable to the type of my research.

It also offers insight that may not be achieved by other approaches. It is regarded as a useful tool for the preliminary, exploratory stage of a research project as a basis for the development of the more structured tools that are necessary in surveys and experiments.

The study is based on the life history which reflects the events of 12 -14 August 2012: Marikana Massacre as it has been captured by various authors. My study is cross sectional in nature on the basis that it captures information based on data gathered for a specific point in time. It is no costly to perform but requires a lot of time on the basis that many findings and outcomes on the subject matter can be analysed to create new theories or studies or in-depth research.

### **3.4 SAMPLING**

#### **3.4.1 Sampling strategy**

- (i) Non probability sampling is used since my study does not focus on the entire community or larger population (Neuman ,1997)
- (ii) Types of non- probability sample to be used are purposive sampling and snowball samples.
- (iii) To draw a purposive sample is motivated by the fact that I have a specific perspective in mind which I wish to examine and seek out participants to cover the full range of my research (Neuman, 1997).
- (iv) With snowball sampling technique the intention is used to cover few people that are affected since they are of critical importance in finding other study participants.

#### **3.4.2 Unit of analysis**

Participants are found in Marikana mining area, Rustenburg, Madibeng Local Municipality and Moses Kotane Local Municipality in the North- West Province. Out of the 34 people who were killed and 70 people injured during the strike, the focus was on the 50 participants interviewed as part of data collection. The 50 participants comprising female headed households, women who are wives of the killed mine workers, those who were injured during the strike and individual residents of Marikana. All the participants reside in Marikana and other mining areas such as

Amanderbelt and Wonderkop. Age, race or religion was not used as a determining factor for participation or selection of participants

### **3.4.3 Gaining access to unit of analysis**

The community of Marikana is under the Leadership of Bapo ba Mogale, it is an informal settlement/ Squatter camp situated 3km away from Wonderkop in Madibeng Local Municipality. The area is without infrastructure and is EFF stronghold therefore entering the community with certain colours of other political parties can/ will create problems in that area.

However, following the proper channels when entering the area made it easier to get into Marikana thus permission was acquired from the Manager after the submission of a letter clearly stating the objective of the visit to the area. Working with Community Structures such as Community Policing Forum and women Structures from churches and Area Social worker enabled access to the area and participation by the targeted focus group.

### **3.4.4 Chosen unit of analysis provides answers for my research question**

The questions asked were intended to focus on the critical areas of the statement of the problem so as to reach out and close loopholes as identified in the primary research question. The statement of the problem is structured in such a way that it should be feasible for alternative responses to answer the primary research problem.

### **3.4.5 Sample size**

The focus was on 50 individuals who were affected by the Marikana incidents and the majority of participants were women of the deceased residing in Marikana area even though they originate from other parts of the country such as Eastern Cape, Western Cape. Marikana is situated 3km away from Wonderkop area in the Madibeng Local Municipality where Lonmin Mine is located. The population group of 50 Individuals targeted comprise female headed households or simply widows of the deceased Mine workers of Lonmin mine (victims of Marikana Massacre).

The reason for limiting participation to only affected individuals was that the researcher intended to get accurate information on what transpired, how participants felt due to the ordeal and how it affected them and their families. The selection of units studied was randomly done and they were independent from each other. With

random sampling which divided the target sample into two groups (widows of the deceased mine workers and injured mine workers during the strike) this made sampling in terms of the various cases more manageable and cost effective to work with than working with a pool of all cases.

It was also much less costly and time consuming to measure variables on 50 than on the entire population of Marikana. Neuman (1997) argued that with a well conducted sample, a researcher can measure variables with 2000 cases, generalised to 200 million, and not be off by more than 2 to 4 percent from the result that will be obtained if all 200 million were used.

### **3.5 SUMMARY**

This chapter presented the approach and the methodology of the research study which was qualitative. About 50 participants were targeted comprising women of the deceased mine workers and those who sustained injuries during the massacre,. Information was gathered through completed questionnaires, oral interviews and personal observations. The researcher opted for telephonic interviews since it is quicker and cheaper, also easier to monitor/evaluate and it also reduces interviewer effect (no non-verbal cues).

The next chapter focuses on the data analysis and the provision of demographic profile of the participants.

## **CHAPTER 4**

### **DATA ANALYSIS**

#### **4.1 INTRODUCTION**

The aim of this chapter is to report the results of the study on the effects of feminisation of poverty in the mining areas and how should poverty be managed responsibly. The results of the study in this chapter form a synthesis between the literature study and the practical experiences captured in the completed questionnaires.

#### **4.2 DATA COLLECTION**

Qualitative and case study research are not identical but “almost all qualitative research seeks to construct representations based on in-depth, detailed knowledge of cases” (Ragin, 1994). Data were collected using the following techniques-:

- (i) Field research – the study took the form of a case study which focuses on the incident that occurred at Marikana during the prolonged strike of Lonmin mine workers; 40 people lost their lives and 70 more people were injured, thus my study focuses on the victims of that incident who are now female house heads and widows of the deceased. The Researcher interacted with the selected target group so as to take notes during meetings and interview sessions after such interviews and observation visits to Marikana; captured notes which enabled the researcher to write detailed report on information gathered as part of the findings. This type of research is usually used for exploratory and descriptive studies.
- (ii) Historical – comparative Research Technique –examines aspects of social life in the past historical era or across different cultures. Therefore, my study focuses on the information captured in various reports about the Marikana Massacre and compares the information with other similar cases about feminisation of poverty captured in other reports of various countries in developed and developing countries. A combination of applicable theory and data collected through interviews and observational visits to the targeted area contribute positively towards the success of my research/ study. This

technique can be exploratory, descriptive or explanatory but it is usually descriptive (Neuman, 1997).

### **4.3 DATA ANALYSIS**

The analysis of data was based on the three methods which are Analytical Induction, Grounded theory and Thematic Analysis and Secondary data Analysis. Since language is a resource, the researcher applied the method or strategies such as conversation analysis (interviews conducted), discourse analysis, narrative analysis (field notes) as well as critical discourse analysis.

- Data notes (contain highlighted or marked themes) written and kept organized in a file according to date and data source.
- Analytical memos (discussion of thoughts and ideas about coding process that researcher writes for him/herself) are filed by concept or theme
- Other applicable files are files labeled according to their purpose. Neuman (1997) mentioned that an intermediate strategy is to keep a running list of locations where a major theme appears in the data but also to include copies of a few key sections of the notes for easy reference.

#### **Thematic Analysis Steps**

1. Prepare data for analysis
2. Read the text noting items of interest to perform
3. Sort items of interest into proto –themes
4. Examine proto themes and attempt initial definitions
5. Re-examine the text carefully for relevant incidents of data for each proto – theme
6. Construct the final form of each theme
7. Report each theme

Bryman and Bell (2011) cited that coding is a starting point for most forms of qualitative data analysis. It implies that the coded data are not presented in the original format but are interpreted and re-presented by the researcher. This was done as follows-:

- Raw data were organized into conceptual categories and themes and concepts was created and used to analyze data.
- Coding is also guided by research questions which lead to new questions.
- It can also be done using tags or labels for assigning units of meaning to the descriptive or inferential information compiled during study.
- It involves mechanical data reduction and analytic categorization of data.
- Researcher was able to follow or apply three kinds of coding namely open coding, axial coding and selective coding.

Using questionnaires the following processes were followed for analysis:- Scoring, usage of graphs, assessment and indicating in terms of percentages

- Focus groups – a focus group according to Lederman et al (1995), is a ‘technique involving the use of in depth group interviews in which participants are selected because they are purposive although not necessarily representative, sampling of a specific population, the group focused on a given topic” in terms of the above data analysis runs concurrently with data collection. According to Krueger (1994), a helpful way of thinking about this role is to consider a continuum of analysis ranging from a mere accumulation of raw data to the interpretation of data.
- The five key stages which were followed are familiarization, identifying a thematic framework, indexing, charting, mapping and interpretation. The process begins during data collection by skillfully facilitating the discussion and generating rich data from the interview, complementing them with observational notes and typing recorded information.
- This is how it was done:-
  - Formation of new concepts which begins during data collection.
  - Data were Organized into categories on the basis of themes, concepts, or similar features
  - Developed new concepts and examined the relationship among relationships.
  - Linkage of concepts to each other in terms of a sequence as oppositional sets (X is the opposite of Y)

#### **4.4 ASSESSING AND DEMONSTRATING THE QUALITY AND RIGOUR OF THE PROPOSED RESEARCH DESIGN**

Rubin and Babbie (1993) indicate that one of the most difficult challenges in research is how to make the study feasible without making the research question so narrow that it is no longer worth doing, or without sacrificing too much methodological rigour or inferential capacity. They further mentioned that the scope of the study, the time it will need, its fiscal costs, ethical considerations and cooperation it will need from others are the common issues that determine the feasibility of the study. Based on the above statements, it was feasible to conduct this research study due to the following-:

Part of the researcher's work activities was to visit the local Department of Social Development offices to monitor implementation of the programmes as per set norms and standards and to provide guidance and support to Community Development Practitioners. As a community development practitioner one is subjected to training on Sustainable livelihood approaches and outcomes of community enhancement which entail or provide guidance regarding how communities should be entered in a manner that is acceptable and appropriate as per various dynamics of each community. Training acquired thus far enabled the researcher to conduct the study in the most appropriate ethical manner.

There was no need to put a budget aside since proper planning was done in a manner that planned work activities were carried out as expected and also that during monitoring visits to Madibeng and Moses Kotane local offices , the researcher got opportunity to observe the area, took notes and conducted interviews as part of data collection. As a community development practitioner, one should possess skills or demonstrate ability of working with communities, various structures, gate keepers, group formations of any category and individuals and, therefore, enhancing cooperation between targeted population and targeted sample was not difficult to achieve.

Stakeholder Management is one of the key result areas that community development. Practitioners are assessed with on a quarterly basis and hence maintaining good working relations and sharing of information for the advancements of communities is the key; thus, involvement of area workers as part of gathering

information to assist the study was not difficult to be done. Currently, one is already working with targeted communities; therefore, it was not difficult to get their cooperation and participation in the research study. Language could be a barrier since in the targeted mining communities, there are different cultures or tribes therefore fluency in terms of other languages is key but, this was not a problem for the researcher on the basis that she had worked in Mpumalanga Province previously where isiZulu language was learnt.

#### **4.5 RESEARCH ETHICS**

- One should note that ethics should begin and end with the researcher and therefore a researcher's morale code should be the strongest defence against unethical behaviour.
- Neuman (1997) indicates that Ethical research depends on the integrity of the individual researcher and his or her values. He further mentioned that if values are to be taken seriously, they cannot be expressed and laid aside but must instead be guides to action for the researcher.
- Behaviour may be unethical but not break the law like in the case of plagiarism, therefore the researcher should behave ethical before, during and after conduction of the study(during interviews or observational visits and even during the distribution of questionnaires).
- What is also critical for noting by the researcher is that ethical research requires a balance between the value of advancing knowledge and against the value of non-interference in the lives of others (participants or targeted population).
- The researcher should not abuse power and trust of respondents or targeted population during interviews or any other contact during the process of collecting data.
- Request for the provision of guidance from Colleagues and other professionals are very critical to ensure that the researcher acts ethically at all times.

## 4.6 DATA ANALYSIS AND FINDINGS

### Section A: Biographical information

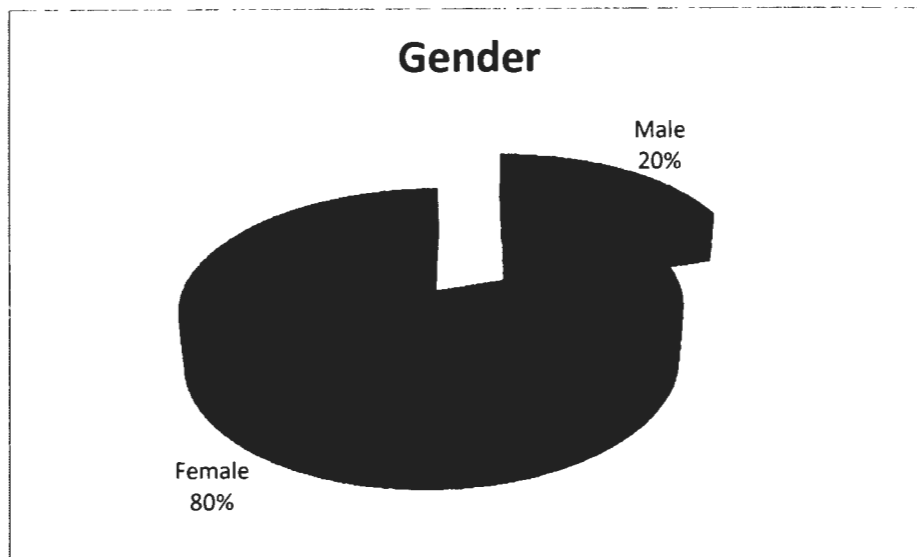
This section highlights the overview of the respondents from a stratified sampling perspective. Participants represent a mix of gender, educational levels, marital status, age classification and employment status.

**Table 4.1 : Classification of participants based on Gender**

Gender	Frequency	%
Male	10	20
Female	40	80
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.1: Gender**



As indicated in Table 4.1 and Figure 4.1 above the majority of participants were females estimated at (80%), while (20%) of the participants were males. This is a true reflection of the gender which has mostly been affected by Marikana Massacre.

It also depicts that the focus group comprised more women than men since the targeted group was women who lost their husbands, fathers and brothers during the Marikana Massacre. Over and above the targeted group, other participants were those who were injured during the strike. Above 50 questionnaires were distributed through the assistance of the area Social Worker who assisted with the identification of the targeted women and men. Out of the 50 distributed questionnaires all were completed and returned. This was a good response rate on the basis that the researcher was able to utilize all the returned questionnaire copies as indicated in the above Table 4.1

The researcher found that most of women were affected and they are now heading households as single parents, with no education to fall back on and the necessary skills to penetrate the labour market. Most of them were unemployed and depend on their husband's income earned through mining work. Children were born out of those unions and such children have now become fatherless. Oral interview revealed that some of these male children had left school and are abusing drugs since they could not endure the hardships and the loss of their fathers. Therefore the situation has worsened prevalent social issues such as drug abuse, homelessness and crime.

**Table 4.2: Age wise classification of participants**

<b>Age group</b>	<b>Frequency</b>	<b>%</b>
17 – 20yrs	1	2
21 – 25yrs	2	4
26 – 30yrs	3	6
31 – 35yrs	12	24
Older than 35yrs	32	64
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.2: Age group**

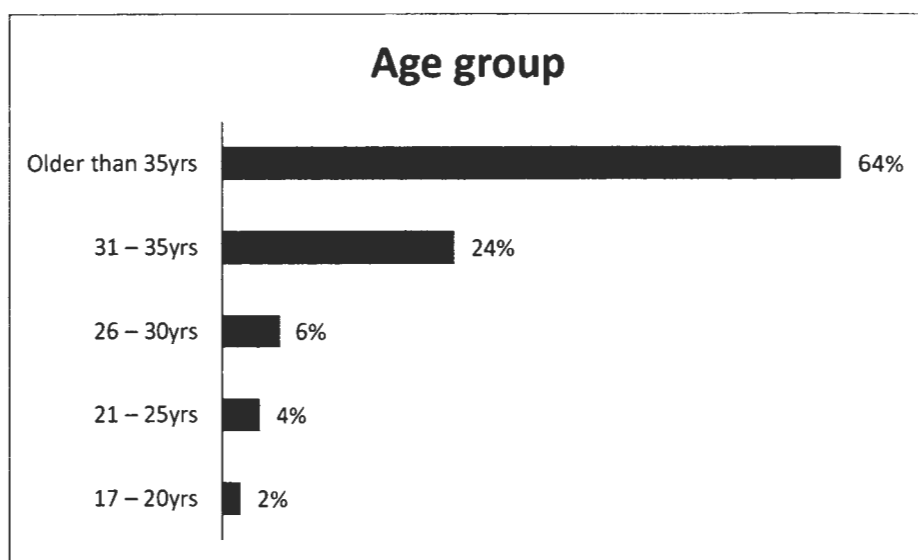


Table 4.2 and Figure 4.2 depict that participants older than 35 years and older constituted a higher percentage estimated at 64%. This could be as a result that participants came to the mining belt areas: Marikana in search of employment opportunities in the mining industry and are adults who are above school going age. These women of the deceased happen to be in Marikana due to the fact that they followed their husbands who were employed by the mines.

Through observation and oral interview, it was discovered that most of the participants are not older than 45 years, therefore they are still full of energy which can be directed into any activity to earn a living for the household and thus enhance their sustainable livelihoods. They are able to participate in any form of capacity building programme, skills development enhancement programme and any income generating project which will better their lives.

**Table 4.3: Classification of participants based on marital status**

Marital status	Frequency	%
Single	17	34
Married	20	40
Divorced	3	6
Widowed	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.3: Marital status**

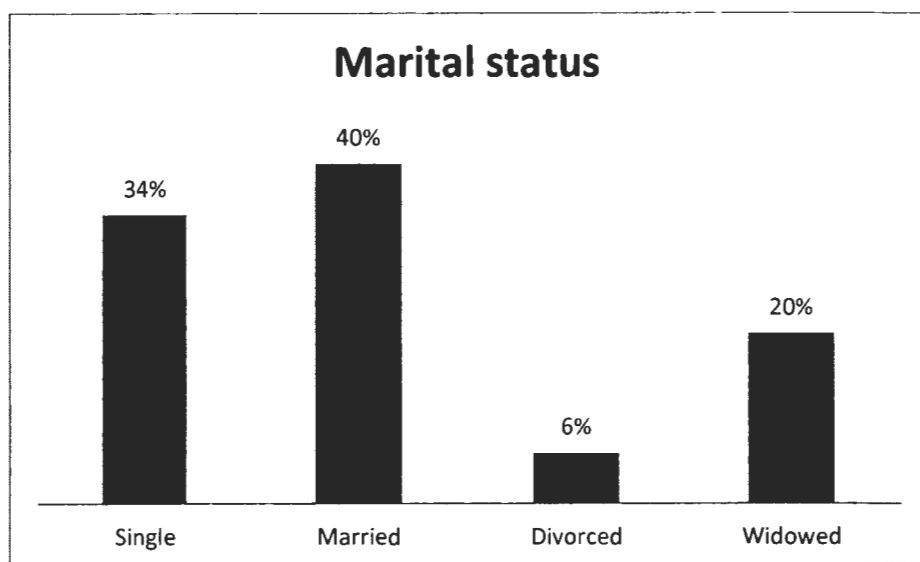


Table 4.3 and Figure 4.3 depict a large number of participants (40%) who reported that they are married followed, by 10% women who are widows, 6% of participants are divorced and in an interview it was indicated that the divorce was caused by, among other things, infidelity, alcohol abuse and violence against women. Single women and men who were found to be 34% indicated that they were staying with their partners even though they were not married but cohabited.

The researcher found out through oral interview that there was discrimination from the society against widows and therefore some of the participants chose to fall under the category of being married rather than be regarded as a widow. The researcher also found that for the single women who were staying with the deceased out of wedlock, some of them were encountering challenges. The relationships with their in-laws were broken, after the passing on of their partners. These women are now left on their own to fend for their children and, as a result, it has widened their poverty and created more burden for them.

**Table 4.4: Classification of participants according to home language**

Home language	Frequency	%
isiXhosa	12	24
IsiZulu	2	4
SePedi	5	10
SeSotho	7	14
SeTswana	22	44
Tshivenda	2	4
Other	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.4: Home language**

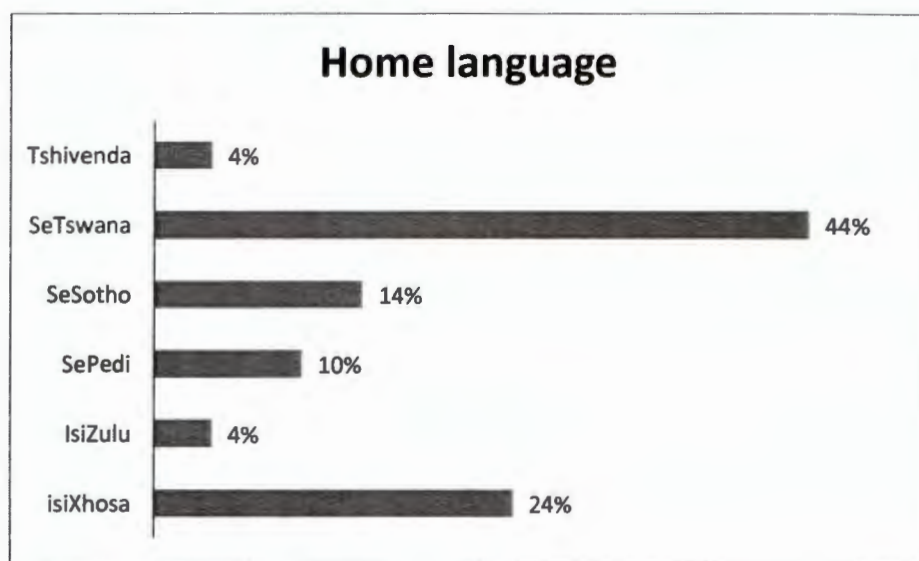


Table 4.4 and Figure 4.4 reflect that 44% of participants were Setswana speaking people, followed by 24% of IsiXhosa speaking people. It is indicated that the IsiXhosa speaking people are from Eastern and Western Cape and these respondents came to Marikana in pursuit of job opportunities.

Through the researcher's oral interview with respondents it was revealed that the move to the mining belt areas did not fulfill anticipated expectations and dreams. The

deceased lost their lives during the strike where the miners were requesting for better salaries (R12 500.00). The observation is that even though the deceased were employed by the mine, their salaries were low thus they were unable to meet their basic needs such as to buy or build property for their families.

Available options for them were to rent cheaper accommodation and build shacks in informal settlement. Bapo ba Mogale traditional council was not prepared to award the land to participants on the basis that the women of the deceased are not from the area or the district. Moreover the same council is experiencing challenges with their administration due to in fighting over the chieftaincy.

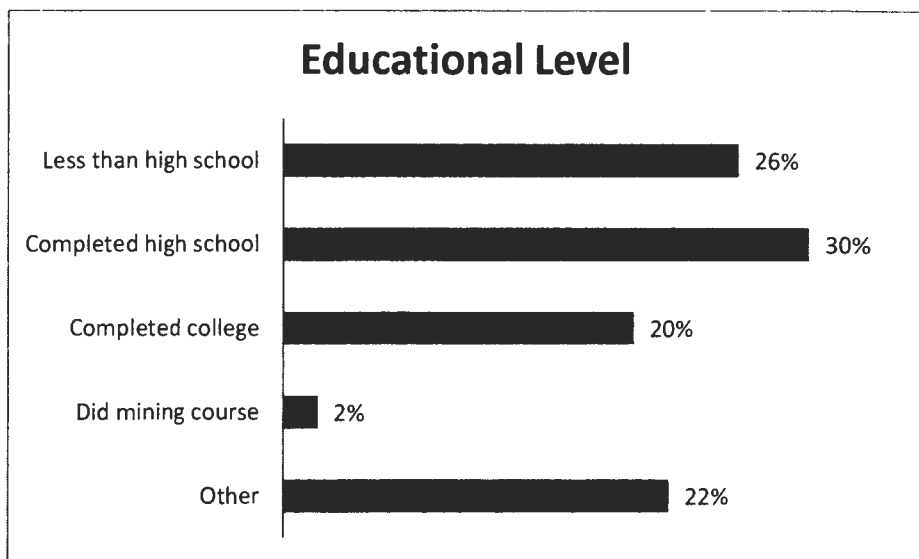
To support this, in a few kilometers (5 kilometers) before Marikana from Wonderkop there is an informal settlement named, "little Transkei." One of the interventions to be provided to victims of Marikana Massacre by Lonmin mine in partnership with government is the provision of houses to the women or families of the deceased. But to date, this has not been realized due to land not been granted for a roll out of the said intervention (tribal authority refusal to avail land).

**Table 4.5: Classification of participants per Educational Level**

<b>Educational level</b>	<b>Frequency</b>	<b>%</b>
Less than high school	13	26
Completed high school	15	30
Completed college	10	20
Did mining course	1	2
Other	11	22
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.5: Educational Level**



As indicated in Table 4.5 and Figure 4.5, the majority of respondents (30%) completed high school with matric, even though during the oral interview and as per the researcher's observation most of them did not pass well and because of that they did not get an opportunity to further their studies in Further Education and Training institutions, Colleges and Universities making it difficult for them to get employment or enter the labour market.

Participants who did not manage to go to high constitute 26%. While 20% of participants completed college and acquired diploma. Only 2% had mining course qualifications and they were the two injured men of the Marikana Massacre. This information was sustained through oral interview with participants prior to the completion of the questionnaires. Above 22% of participants had no schooling, and the oral interviews revealed that most of the respondents under this category were women of the deceased.

What can be drawn out of the presented analysis listed above is that the women lack the necessary skills and education to enable them to find better jobs. As the researcher engaged with them, to determine reasons for not attending school, the response was that in the rural areas of Eastern and Western Cape, the priority regarding a girl child is marriage not acquiring education therefore these women entered into marriage at a young age (as early as 14 years.). Poverty and Ukuthwala

cultural practice which is still practised in those areas aggravated the situation. Families/ Parents with many children often opt to give away their girl child to older men in exchange for money or livestock as dowry (lobola). This also is taken as another act of reducing the number of children to be fed in such households that are poor and food insecure.

To curb challenges around low levels of education, no schooling and lack of the necessary skills, the researcher proposes that integrated approach is required, joint partnerships and pooling of resources together such as developing incubation programmes and projects for respondents. Undeniably, there are governmental programmes such as ABET, which will be beneficial to them in the long term but at present moment there is need for interventions that are short and medium term which will be able change the livelihoods of this affected families.

Therefore, asset based approach which focuses on the strength and capabilities of people should be explored on the basis that even though most of the participants do not have any schooling as indicated in the table listed above, every person has gifts in a form of certain skills. Some are able to sew clothes, bags or jackets; others are good cooks and can bake. Skills assessments should be done, training arranged to enhance such skills and resources should be provided, to enable them to come up with activities that will generate income for the family irrespective of lack of formal education.

**Table 4.6: Are you currently employed?**

<b>Are you currently employed?</b>	<b>Frequency</b>	<b>%</b>
Yes	31	62
No	19	38
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

**Figure 4.6: Are you currently employed?**

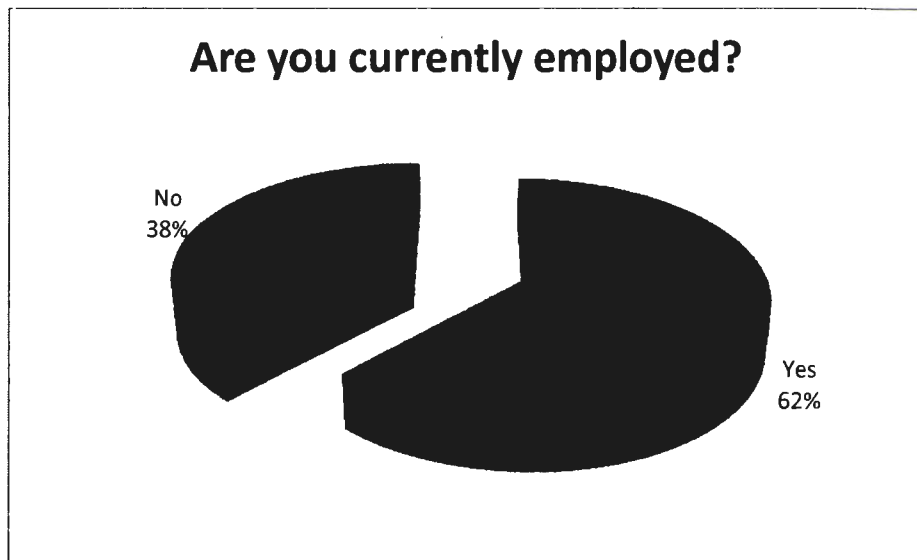


Table 4.6 and Figure 4.6 indicate that at least 62% of participants are employed even though they receive low wages while 38% of participants are unemployed. In an interview, some of the participants highlighted that they were given the opportunity by the Lonmin Mine to join the company, and to replace the victims that lost their lives due to the Massacre, and to ensure that there is still an income in those families. High number of participants indicated that they are employed but the interview and observation revealed that most of the participants are engaged in domestic work which pays low wages. Therefore it is still difficult to meet the family's basic needs with very low wages.

The unemployed participants indicated that due to lack of the necessary skills and knowledge acquired through studying mining courses and experience, they are not getting opportunity to work in the mine. The mining managers also do not give Marikana and other mining area people first priority in terms of appointments when there are vacancies. They rather prefer people from outside of the area and Bojanala district.

**Section B: Open ended responses**

- 1. To your knowledge what happened in Marikana on the 12-14 August 2012, and were you affected by the incidence in any way?**

- (i) A number of mine workers (34) were killed by the police while they were on strike for demanding a minimum wage of R12500
- (ii) The day most women lost their husbands, brothers and fathers.
- (iii) The day most families lost their livelihood and income.
- (iv) Some of us sustained body injuries as we were running for our lives during the confrontations between police and mine workers

These were responses provided by participants in the completed questionnaires. Some of them had fractures during the incident and the effect of that, is that it is now difficult to carry heavy stuff. Furthermore, quitting the job is not an option for them irrespective of injuries sustained because they can still provide for their families.

**2. If you have answered the above question please explain how the Marikana killings incident affected you? Did you receive any help from the government and Lonmin Mine after the loss of family member due to the incidence?**

- (i) Scared of expressing my concerns about my salary.
- (ii) This incident has made us to lose our hope on our government.
- (iii) There is poverty at home (Loss of income)
- (iv) My husband 's insurances and investments discontinued and withdrawn
- (v) It affected my work performance and emotions as a person.

The researcher discovered through the oral interview that participants are dissatisfied about the failure to provide houses by government and the mine as promised. Therefore they are still staying in small shacks which are not even conducive for the family to live in. Moreover they feel that government should have provided more interventions that will enable them to get out of poverty.

The researcher also found that the incident has left lots of fear and created anxiety, to an extent that participants mentioned that they will never support any salary increase strikes and also that many women of the deceased who were given opportunity to join Lonmin mine refused due to fear. Counseling was provided by local Social Workers working together with faith based Organizations but they study revealed that there is still a need for another counseling session since people are not the same and they also deal differently with trauma and loss.

**3. If your answer is yes, what type of assistance was received by your family?**

- (i) Counseling from social workers and food parcels.
- (ii) The mine appointed some family representatives of the deceased victims join the mine because they did not want to adequately compensate the Victims while sitting at home and doing nothing.

The study revealed that the mine is paying school fees for the children of the deceased but the problem is that participants indicated that, what the mine is doing is not enough, hence they are still struggling and living in abject poverty. The sentiment is that the mine should have paid a huge lump sum or payout to the victims' families (Ones off payment).

**4. Are you satisfied with type of assistance provided? If not, what do you think should be done?**

Some were satisfied those not satisfied suggested the following:

- (i) The affected families have to be compensated
- (ii) Build houses for the whole Lonmin workers
- (iii) Increase the salaries of workers.

The researcher discovered that the above listed interventions were coming out strongly from participants. From observations the researcher found that the government has created dependency in our communities. What strongly come out was what the government should be doing for participants and not what the participants should do with the support of both public and private sectors. A lot still needs be done to change people's mindset and instill positive thinking and willingness to do things on their own.

**5. If yes, how did it affect your life and the entire family in terms of being taken out of the poverty bottom line?**

- (i) Children of the affected families were assisted by the mine by paying their school fees.
- (ii) Appointment of family representatives of the deceased victims in the mine at least had ensured that there is money for food in the house.
- (iii) We are not out of poverty bottom line because the appointed family representative is not getting enough salary which will cater for more family units/ households since they also have children to support not only the deceased children.

Observation is that the level of poverty in this household has deepened, women of the deceased are not employed, and some are doing domestic jobs that do not pay well. Mine contribution to families does not cater for all basic needs except for paying of schools fees. There are still no proper houses, sanitation and running water and participants are still living in shacks.

**6. State any other issue you want to share regarding the Marikana incident.**

- i. It led to the downfall of the economy of Rustenburg and neighboring town.
- ii. Families who were affected by the incident in Marikana should be enormously compensated

Participants' feel that the intervention provided is not enough and the government should have provided huge compensation as security for the affected families.

**8. Do you think women are given equal opportunity as their male counterparts in terms of employment in the mining industry:**

**Table 4.8.1: Comparison of gender employability**

	Frequency	%
Yes	8	16
No	36	72
Not sure	6	12
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

Table 4.8.1 demonstrates that the number of men employed is greater than the number of women employed in the mining industry which is 72% against 16%. Moreover, 12% of participants indicated that they were not really sure. Historically, the mining sector is perceived as male orientated industry and in some countries policies forbid women to work underground. With the new democracy in South Africa, the government developed policies that address the inequalities of the past and mines were requested to include or appoint women in mining.

Previously, women participated in informal (artisanal) mining which subjected them to health hazards, abuse and violence. Children also were negatively affected by participation of parents (women) in this type of mining which was not even paying

well. Children were molested; others suffered malnutrition and it encouraged child labour. The study demonstrates that things are changing in terms of inclusion of women in formal mining even though a lot has to be done.

For example, machinery and equipment designed for men incognizance of the physical structure and not considering women, therefore there is a need to develop equipment which will be conducive to be utilized by women with not so strong bodies. Underground toilets should also be separated as per gender, to enable women to have their privacy, promote their safety in relation to dangers such as rape and other forms of violence against women.

**9. As per your assessment which gender do you feel are much affected by poverty and why?**

**Table 4.9.1: Classification of gender most affected by poverty**

	<b>Frequency</b>	<b>%</b>
Male	6	12
Female	41	82
Both	3	6
<b>Total</b>	<b>50</b>	<b>100</b>

Source: Primary Data

The above Table 4.9.1 reflects that most women are unemployed as compared to the male counterparts meaning lack of income to cater for basic needs and ensure sustainable livelihoods for women and their children subjected women into more poverty. The oral interview revealed that prostitution in the mining areas including Marikana, is very high.

People are drawn to the mining belt areas in search for employment opportunities and in most instances, things do not go as per planned. Because of desperation these women are lured into being sex workers. Women who followed their husbands to Marikana were forced to fend for themselves and their children after the incidents.

There is a high rate of HIV/AIDS infection in Bojanala district as per the annual report of Department of Health: 2016/17 financial year.

**10. Do you originate from Marikana or surrounding areas of Bojanala district? If no, please provide reasons why you are now residing in Marikana or surrounding areas.**

**Table 4.10.1 classification as per area of origin**

	<b>Frequency</b>	<b>%</b>
Yes	28	59.6
No	19	40.4
<b>Total</b>	<b>47</b>	<b>100</b>

Source: Primary Data

Table 4.10.1 above reflects that a higher percentage of 40.4% of participants are not from Marikana area or Bojanala district in terms of birth and only 59.6% are from the Marikana. The response provided during the interview was that participants opted to stay at Marikana so as to be close to work and most women of the deceased remained in the area and did not go back to their places of origin.

**11. Did leaving your own place and coming to stay in the mining belt areas yield any positive results?**

**Table 4.11.1 advantages of leaving place of origin**

	<b>Frequency</b>	<b>%</b>
Yes	8	23.5
No	26	76.5
<b>Total</b>	<b>34</b>	<b>100</b>

Source: Primary Data

Table 11.1 above indicates that most participants (76.5%) reported that coming to stay in Marikana has not really yielded positive results on the basis that some participants lost their husbands, fathers and brothers. Again unemployed participants revealed through the interview that staying in Marikana thus far had not yet shown positive fruits such as getting a home: RDP House and getting employment in the

mining industry as it was anticipated. Participants are still living in poverty and moreover they have developed fear and anxiety after what happened to their families.

The researcher observed that some victims are not fully healed and the incidence is still fresh in their minds as if it happened last year therefore more counseling sessions are still required for such participants. There is a need for more responsive intervention that will generate income for the families so that they should not solely depend on government and on what they can get from Lonmin mine. That will improve the status of these families and reduce the level of poverty.

**12. Is there any registered exploitation of women by male mine managers? If so to what extent?**

**Table 4.12.1**The registered exploitation experienced by women

	<b>Frequency</b>	<b>%</b>
No	5	18.5
Yes	17	63
Not sure	5	18.5
<b>Total</b>	<b>23</b>	<b>100</b>

Source: Primary Data

Table 4. 12.1 above depicts that 63% of participants are of the view that women are exploited by male mine managers. The interview revealed that women end up sleeping with these male managers in exchange for work. Moreover, jobs are sold in the mines and often some job promises made by those in charge in the mines do not even materialize.

The researcher observed that some families break up due to this since the men leave their wives due to infidelity leading to children being born out of this conduct. It was further reported that some men struggled to get job in the mine because they were now without income and these women often agreed to sleep with the managers' in order to receive money from them. This on its own also led to many societal problems.

#### **4.7 SUMMARY**

As much as Marikana is regarded as a volatile area which is EFF strong hold, the researcher learnt that when gate keepers, relevant people and community structures are properly informed and permission granted, participation by the community in various programmes and projects is guaranteed.

This has been shown by the smooth running of research processes the researcher undertook in soliciting information for the study by involvement of targeted participants who were wives of the deceased Marikana victims as well as those who sustained injuries during the massacre. 50 questionnaires were distributed and all of them were completed and returned. The researcher held interviews with participants so as to gather more information and insights into the subject.

Data were analysed which revealed that more women were affected by the massacre through losing their loved ones or husbands, fathers and brothers and moreover bread winners. The government in partnership with Lonmin mine provided intervention such as counselling, minimal compensation as well as appointment of family representatives of the victims of the massacre in Lonmin mine.

But the picture revealed through the captured results is that the situation cannot be reversed since it left participants with scars and they are still not really happy with the interventions provided thus far. Moreover, most participants are not from Bojanala district or Marikana area therefore they concluded that coming to Marikana in pursuit of better opportunities did not really yield positive results. Some participants, mostly women, lack the necessary mining skills to increase their employability chances in the mining industry.

Furthermore, participants also indicated that the mining industry is still male orientated on the basis that currently only few women are working in the mines as compared to the male counterparts. Exploitation of women by male mining managers as well as selling of jobs to women which often does not even become a reality, were also recorded as a concern which also pose more challenges to women in general. All these challenges pose a threat to women's sustainable livelihoods and socio economic status. The next chapter covers the findings of the study in detail, provides recommendations and concluding remarks, which address the challenges faced by women.

## **CHAPTER 5**

### **FINDINGS RECOMMENDATIONS AND CONCLUSIONS**

#### **5.1 INTRODUCTION**

This chapter summarises the findings of the study, provides recommendations and outlines the concluding remarks. In the previous chapter, the results of the study were tabled and the findings of the study were also discussed in detail. The findings which were highlighted relate to the research questions which guided the study. Moreover this chapter therefore provides an outline or overview of the study coupled with the conclusions drawn and the resulting recommendations. The chapter concludes with a summary focusing on the value of the undertaken research study.

#### **5.2 OVERALL FINDINGS OF THE STUDY**

From the data received through completion of questionnaires, oral interviews and observations held with targeted participants and other prominent community members, certain findings pertaining to the study can be concluded.

The captured results reflect that feminisation of poverty is still significant on the basis that poverty is experienced differently by women than men as indicated by Bently, (2003). The findings derived through analysis are therefore not only in terms of statistical as reflected by high the percentage of women who are unemployed and without income, but rather that poverty of women tends to be more severe, and poses greater challenges for women who in addition bear the burden of caring for children under these circumstances.

Marikana Massacre put wives of the deceased mine workers under the category of single parenting/parenthood without adequate income to fend for their families or households. It has also worsened the situation especially for women of the deceased who did not only lose their husband but household income too negatively affecting the livelihoods of such families. ILO (2012) report of 16 August 2012 is revealed and captured in the result of the study as 38% of participants are unemployed and these are the very women who are wives of the deceased. The oral interview revealed that yes; these women were first prioritised by Lonmin in terms of offering jobs but changed their minds due to their experience of losing husbands in a cruel manner like that caused fear for their lives, since some of the deceased were

killed because they were regarded as spies for mining managers. The feminization of poverty is not only a consequence of lack of income, but also the result of the deprivation of opportunities and gender biases present in both societies and governments. Women's increasing share of poverty is related to the rising incidence of lone mother households. Women's jobs are more likely than men's to be forms of informal employment, which take place in small unregistered enterprises not protected by government regulations (Boundless, 2015).

Based on the above statement the results of the study show that most women do not have the necessary skills such as mining courses and other courses which will increase their chances of getting employment to provide acceptable income, not low wages. Only 2% of participants have courses in mining and only 30% completed high school. Personal observation drawn was that most men completed high school and 20% of participants had diploma (refer to Table 4.5 and Figure 4.5: classification on educational level). The unemployment rate per gender in Bojanala district and Madibeng Local Municipality (which includes Marikana, Wonderkop and other neighbouring areas) is as follows-:

- Bojanala district = 88 116 Males and 104 994 Females.
- Madibeng local Municipality = 29 601 Males and 35 883 Females

From the above mentioned demographics it clearly shows that a high rate of unemployment is among women. The result of the study indicates the dissatisfaction posed by relocating of families of the deceased from place of birth such as Western and Eastern Cape to the mining belt areas; Marikana, in pursuit of job opportunities which, according to participants, the move had not yielded positive result on the basis that families lost their bread winners and they were left with scars and with fear to even work in the mining industry. Based on the above, the researcher is convinced that migrant labour has posed even more challenges for families and was unable to take such families out of poverty.

In terms of exploitation of women by mining Managers, the result of the study indicates that 63% of participants agreed that women experience exploitation. The oral interview also revealed that because of this many families have been broken and it has also escalated HIV/AIDS and Sexual transmitted infections. Moreover, illegitimate children are born out of this sexual exploitation of women.

## **5.3 RECOMMENDATIONS**

### **5.3.1 Strategies/ recommendations that can improve the status quo**

1. What are the effects of feminisation of poverty and how should it be managed responsibly?

- i. Government programmes should incorporate women development initiatives that are accessible to women especially those from rural areas: farms, Villages, informal settlements and small towns
- ii. Women empowerment programmes that are responsive to real issues women are faced with, should be developed and receive sufficient funding to cater for the required needs of all women as per identified needs
- iii. Women should be equipped with knowledge and various skills that can enhance their chances of survival and improve their livelihoods, irrespective of their level of education.
- iv. Women should be given equal opportunities as men and not be discriminated against because of gender; applicable prescript should be administered and adhered to by all, especially those responsible for recruitment.
- v. Any available programmes aimed at poverty reduction should directly reach women irrespective of their lack of command over productive resources or control over outputs in their families
- vi. In 2002, the International Labour Conference, comprising governments, Employers and Unions approved conclusions to a general discussion on “Decent work and the Informal economy” that provide a mandate for the ILO to integrate a focus on the informal economy into its work (ILC, 2002). Therefore government should ensure that job creation is prioritised and should ensure that it is not just employment which is created but it is decent work opportunities which could be able to provide workers with an opportunity to provide for their basic needs.
- vii. Employment should be placed at the centre of development to reduce the level of dependency on government grants (welfare) and address most of social ills.

- viii. Creation of opportunities aimed at increasing access to markets and economic resources for women.
- ix. Yes there are policies in place but there is a need for effective implementation of programmes in accordance with such policies, to change the lives of women in general especially those from rural and mining areas.

2. What are the effects of Migrant Labour in Bojanala District (Mining areas) on female household and how can these effects be managed responsibly in a manner that these families can be taken out of poverty?

- i. There should be increased protection for all women including migrant labourers, women of the deceased and those injured in Marikana, for example, after the incident women were forced into prostitution and violence against women increased as it was indicated by various authors in local newspapers such as the Herald.
- ii. The women of the deceased are currently living in shacks in informal settlements, government and Lonmin mine promised to build houses for them, but which is not yet done due to land issue. Government and Bapo ba Mogale traditional council should resolve this issue and ensure provision of services to the victims.
- iii. A thorough skills assessment should be conducted on women of the deceased, for identification of capabilities and strength which could be enhanced through capacity building and incubation programmes. Every person has a gift such as being able to sing, cook, bake and do sewing/ beadwork among other things, and this does not really require a person to be learned to succeed in this.
- iv. Funds and resources should be put aside to cater for the above, after completion of the programme, these women should be linked with economic and employment opportunities. Equipment and Material should be provided as per identified needs to enable them to do something that will generate income for the household.
- v. Funder/ Sponsor should assign a mentor for the provision of support and monitoring for at least a period of 12 months.

- vi. Counselling sessions should be arranged for those with anxiety problems to enable them to come to terms with what has happened and face the future which is desired and free from poverty.

3. Is there any registered exploitation of women by Male mining Managers and to what extent?

- i. Mining Industry should increase women in mining, issue bursaries for women to study mining courses and also women should be treated equally with men.
- ii. Develop and redesign machinery and equipment, which is user friendly for women to operate and which does not require much of physical strength, may be then the perception of mining to be seen as male field will be dealt with.
- iii. When you educate a woman you are surely educating the world. It is proper and formal employment which will liberate women from exploitation by men in search for survival of their children and families

#### **5.3.2 Other proposed recommendations**

- i. Employees in the mining industry should be subjected to more rigorous pre-employment strength and aerobic screening to ensure that male and female employees are drawn from a pool of those mostly able to handle high-intensity work. This would apply to both sexes not only women even if biologically it disproportionately excludes more women than men.
- ii. It is also recommended that the one piece design of overalls which were made with men in mind, does not favour women therefore the two piece overalls should be allowed and not only in white colour since it is difficult for women to confidently wear them during menstrual cycles.
- iii. There is a need to redesign equipment to cater for women in mining since the current machinery and equipment are difficult for women to operate and causes muscular and skeletal strain as well as injuries. Therefore the locomotive redesign is very necessary so as to remove a real obstacle to the employment of female miners.
- iv. There is a need to attract women in the mining industry therefore to achieve that; it will require removal of gendered structures at both the societal level and Organisational level.

- v. What is also critical is the fact that there is a need for new insights and knowledge on innovative approaches and solutions to how unequal gender patterns in the mining industry can be challenged and transformed putting women at the centre of these discussions.
- vi. It is also important to deal with the conceptions of masculinity and femininity, power relations between men and women in social interactions and also to look at reasons why people consider some work as female work and some as male work.
- vii. In terms of aerobic strength, difference between men and women in industries where production targets are higher and apply equally to both men and women, it is reported that for an average female worker capable of performing daily labour properly is nevertheless working far closer to her outer physical limits than the average male. Based on this, it is recommended that a research should be conducted to determine and understand what health risks are associated with a specific class of people working closer to their natural limits than others, as well as to determine what dietary steps could be taken to off-set any negative effects in the long term.

### **5.3.3 Future areas of study**

The researcher will like to explore performance experiences of women workers in the Mining Industry of South Africa in the future. The aim will be to determine the capabilities of women in general in comparison to male counterparts. To get tested information on women skills and limitations engaged in mining work.

### **5.4 SUMMARY**

The Marikana incident has worsened the level of poverty in the district especially in the affected three local Municipalities (as indicated in the introduction) where there are mines. The level of social ills has also spiralled in such areas, giving rise to the exploitation of women, deceases, violence, teenage pregnancy and others.

Many people lost their jobs and the chances of children completing their schooling have also reduced. Therefore, attention should be paid to violence against women and girls within households often triggered by women not meeting male demands in terms of food provision, taking care of children, sexuality or reproduction. Creation of

employment opportunities, decent work for the deceased wives and members of their families and provision of better opportunities for them by the mines and government will better their lives even though it cannot be compared to the loss of their loved ones due to the strike.

The study intended to come up with evidence based information which can be used by Senior Managers in planning and enabling them to make informed decisions that will also guide the strategy of the Department of Social Development in the next five year strategic plan period. These will ensure that the departmental key policies are formulated in a manner that they are responsive to challenges faced by women especially in the Mining areas.

The effect of feminisation of poverty largely depends on issues of equity. The researcher feels that the gap between men and women's inequality should be closed and believe that as inequities are challenged through governmental policies as enshrined in the South African constitution, gender roles will inevitably evolve, and inclusion of women in the mining industry will have a positive bearing on the sustainability of households and communities which will therefore lessen the challenges faced by women which will also address some of the social ills prevalent in the society.

Women's capability to work in the mining industry will open more opportunities, leading to increased confidence levels in the industry regarding their employment and promoting diversity in support of the country's government initiatives and interventions.

Victims of the Marikana massacre were promised houses by both government and Lonmin to be built in Marikana but to date that is not implemented on the basis that the available land belongs to Bapo ba Mogale which is not prepared to avail the land to government for the roll out of the project simply because the victims are not from Bojanala district or Marikana

There is a need for the matter to be resolved and interventions be provided accordingly to the victims and their families. The assumption of the researcher is that the implementation of the proposed recommendations will enable the Marikana victims to get closer and enable them to move forward into the future which is free from poverty.

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## ANNEXURE 1 : Data collection tool (questionnaire)

### To whom it may concern

Currently the researcher has enrolled for MBA Studies with the University of the North-West University, therefore as part of her studies she is required to conduct a study on effects of feminisation of Poverty in the mining belt areas and how it should be managed responsibly.

You are therefore requested to participate in the study by completing the questionnaire listed below. In line with ethical considerations you are not required to state your personal details such as name and surname or identity number.

Regards

### QUESTIONNAIRE

#### SECTION 1 A: BIOGRAPHICAL INFORMATION

*Mark with an (X)*

##### 1.1 My gender is?

Code

Male		1
Female		2

##### 1.2 My age in completed years as at 2017-09-01:

Code

Age group		
-----------	--	--

17 – 20 years		1
21 – 25 years		2
26 – 30 years		3
31 – 35 years		4
Older than 35 years		5

### 1.3 Marital status

Code

Marital status		
Single		1
Married		2
Divorced		3
Widowed		4

### 1.4 Home language

Code

IsiXhosa		1
IsiZulu		2
SePedi		3
SeSotho		4

SeTswana		5
English		6
Afrikaans		7
TshiVenda		8
Other, please specify		9

### 1.5 What is your educational level

Code

Less than high school		1
Completed high school		2
Completed college		3
Did mining course		4
Other		5

### 1.6 Are you currently employed?

Code

Yes		1
No		2

## SECTION B

1. To your knowledge what happened in Marikana on the 12-14 August 2012, and were you affected by the incidence in any way?

.....  
.....  
2. If you have answered the above question please explain how the Marikina killings incidence affected you?

.....  
.....  
Did you receive any help from the government and Lonmin Mine after the loss of family member due to the incidence?

.....  
.....  
3. If your answer is yes what type of assistance was received by your family?

.....  
.....  
4. Are you satisfied with the type of assistance provided? If not what do you think should be done?

.....  
.....  
5. If yes how did it affect your life and the entire family in terms of being taken out of the poverty bottom line?

.....  
.....  
6. State any other issue you want to share regarding the Marikina incident?

.....  
7. Do you think women are given equal opportunity as their male counterparts in terms of employment in the mining industry? Please motivate your answer?

.....  
.....

8. As per your assessment which gender do you feel is much affected by poverty and why?

.....  
.....

9. Do you originate from Marikana or surrounding areas of Bojanala district? If no, please provide reasons why you are now residing in Marikana or surrounding areas?

.....  
.....

10. Did leaving your own place and coming to stay in the mining areas yield any positive results

.....  
.....

11. Is there any registered exploitation of women by male mine managers? If it is so, to what extent?

.....  
.....

**Your participation is highly appreciated**

## ANNEXURE 2 : Ethical clearance certificate



**NORTH-WEST UNIVERSITY**  
YUNIBESITHI YA BOKONE-BOPHIRIMA  
NOORDWES-UNIVERSITEIT

Private Bag X6001, Potchefstroom,  
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Web: <http://www.nwu.ac.za>

**Institutional Research Ethics Regulatory Committee**

Tel: +27 18 239 4840

E-mail: [Ethics@nwu.ac.za](mailto:Ethics@nwu.ac.za)

### ETHICS APPROVAL CERTIFICATE OF PROJECT

Based on approval by the Human Resources Research Ethics Committee (HRREC) on 08/08/2017, the North-West University Institutional Research Ethics Regulatory Committee (NWU-IRERC) hereby approves your project as indicated below. This implies that the NWU-IRERC grants its permission that, provided the special conditions specified below are met and pending any other authorization that may be necessary, the project may be initiated, using the ethics number below.

<b>Project Title: Effects of feminization and its management in Bojanala District</b>																																
Project Leader/Supervisor: Prof R Ravinder																																
Student: GA Marlon																																
Ethics number	<table border="1"> <tr> <td>N</td><td>W</td><td>U</td><td>-</td><td>0</td><td>0</td><td>0</td><td>4</td><td>0</td><td>-</td><td>1</td><td>7</td><td>-</td><td>A</td><td>0</td> </tr> <tr> <td colspan="4">Institution</td> <td colspan="4">Project Number</td> <td colspan="2">Year</td> <td colspan="4">Module</td> </tr> </table>			N	W	U	-	0	0	0	4	0	-	1	7	-	A	0	Institution				Project Number				Year		Module			
N	W	U	-	0	0	0	4	0	-	1	7	-	A	0																		
Institution				Project Number				Year		Module																						
Application Type: Single Study																																
Commencement date: 2017-08-04	Expiry date: 2020-08-04	Risk:	NA																													

#### Special conditions of the approval (if applicable):

- Translation of the informed consent document to the languages applicable to the study participants should be submitted to the HRREC (if applicable)
- Any research at government or private institutions, permission must still be obtained from relevant authorities and provided to the HRREC. Ethics approval is required BEFORE approval can be obtained from these authorities.

<p><b>General conditions:</b></p> <p>While this ethics approval is subject to all declarations, undertakings and agreements incorporated and signed in the application form, please note the following:</p> <ul style="list-style-type: none"> <li>• The project leader (principle investigator) must report in the prescribed format to the NWU-IRERC via HRREC           <ul style="list-style-type: none"> <li>- annually (or as otherwise requested) on the progress of the project, and upon completion of the project;</li> <li>- without any delay in case of any adverse event (or any matter that attempts sound ethical principles) during the course of the project;</li> <li>- Annually a number of projects may be randomly selected for an external audit.</li> </ul> </li> <li>• The approval applies strictly to the protocol as stipulated in the application form. Would any changes to the protocol be deemed necessary during the course of the project, the project leader must apply for approval of these changes at the HRREC. Would there be deviations from the project protocol without the necessary approval of such changes, the ethics approval is immediately and automatically forfeited.</li> <li>• The date of approval indicates the first date that the project may be started. Would the project have to continue after the expiry date, a new application must be made to the NWU-IRERC via HRREC and new approval received before or on the expiry date.</li> <li>• In the interest of ethical responsibility the NWU-IRERC and HRREC retains the right to:           <ul style="list-style-type: none"> <li>- request access to any information or data at any time during the course or after completion of the project;</li> <li>- to ask further questions, seek additional information, request further modification or monitor the conduct of your research or the informed consent process;</li> <li>- withdraw or postpone approval if:               <ul style="list-style-type: none"> <li>any unethical principles or practices of the project are revealed or suspected;</li> <li>it becomes apparent that any relevant information was withheld from the HRREC or that information has been false or misrepresented;</li> <li>the required annual report and reporting of adverse events was not done timely and accurately;</li> <li>new institutional rules, national legislation or international conventions deem it necessary.</li> </ul> </li> </ul> </li> <li>• HRREC can be contacted for further information via <a href="mailto:Ethics.Faculty@nwu.ac.za">Ethics.Faculty@nwu.ac.za</a> or 018 239 2873</li> </ul>
--

The IRERC would like to remain at your service as scientist and researcher, and wish you well with your project. Please do not hesitate to contact the IRERC or HRREC for any further enquiries or requests for assistance.

Yours sincerely

**Prof LA Du Plessis**  
Digitally signed by Prof LA Du Plessis  
Date: 2017.09.01 13:03:26 +02'00'

Prof Linda du Plessis  
Chair NWU Institutional Research Ethics Regulatory Committee (IRERC)

**ANNEXURE 3: Certificate of language editing**

P. O BOX 5826  
Mmabatho  
2735

4<sup>th</sup> December 2017

**CERTIFICATE OF LANGUAGE EDITING**

**TITLE OF DISSERTATION**

Effects of feminisation of poverty and its management in Bojanala District.

**SUBMITTED BY**

Gaotebale Audrey Mafora  
(Student No. 17016487)

**FOR THE DEGREE OF**

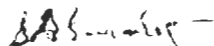
MBA  
(Master of Business Administration)

**IN THE**

School of Business and Governance  
Faculty of Commerce and Administration  
North-West University  
Mafikeng Campus

Has been edited for language and other technical details by:

**Prof. S. A. Awudetsey**



.....  
Prof S A Awudetsey  
0722371390

## ANNEXURE 4: Turnitin Report

### Gaontebale Audrey Mafora Turnitin Report

#### ORIGINALITY REPORT

<b>18%</b>	<b>14%</b>	<b>4%</b>	<b>14%</b>
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

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<b>7</b>	<b>www.miningweekly.com</b> Internet Source	<b>&lt;1%</b>
<b>8</b>	<b>www.mtholyoke.edu</b> Internet Source	<b>&lt;1%</b>