GENDER DIVIDENDS IN SOUTHERN AFRICA

BOTSWANA, MAURITIUS, NAMIBIA, SWAZILAND AND SOUTH AFRICA

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The Five Countries

Methodology and Data

Results

Conclusion
THE FIVE COUNTRIES
### Economic and Demographic Context

<table>
<thead>
<tr>
<th>Indicator</th>
<th>BWA</th>
<th>MUS</th>
<th>NAM</th>
<th>SWZ</th>
<th>ZAF</th>
</tr>
</thead>
<tbody>
<tr>
<td>GDP p.c. (constant 2011 PPP $)</td>
<td>15 807</td>
<td>20 293</td>
<td>9 542</td>
<td>7 739</td>
<td>12 295</td>
</tr>
<tr>
<td>Female LFPR, ages 15+ (%)</td>
<td>65.6</td>
<td>45.1</td>
<td>58.5</td>
<td>42.7</td>
<td>47.8</td>
</tr>
<tr>
<td>Male LFPR, ages 15+ (%)</td>
<td>78.4</td>
<td>72.7</td>
<td>65.2</td>
<td>67.2</td>
<td>62.0</td>
</tr>
<tr>
<td>Urbanisation rate (%)</td>
<td>58.0</td>
<td>39.4</td>
<td>48.6</td>
<td>21.3</td>
<td>65.8</td>
</tr>
<tr>
<td>Access to electricity (%)</td>
<td>60.7</td>
<td>98.8</td>
<td>51.8</td>
<td>65.8</td>
<td>84.2</td>
</tr>
<tr>
<td>Population (millions)</td>
<td>2.29</td>
<td>1.26</td>
<td>2.53</td>
<td>1.37</td>
<td>56.72</td>
</tr>
<tr>
<td>Population growth (annual %)</td>
<td>1.8</td>
<td>0.1</td>
<td>2.2</td>
<td>1.8</td>
<td>1.2</td>
</tr>
<tr>
<td>Total fertility rate</td>
<td>2.73</td>
<td>1.40</td>
<td>3.42</td>
<td>3.08</td>
<td>2.46</td>
</tr>
<tr>
<td>Youth dep. ratio (% of WAP)</td>
<td>48.6</td>
<td>26.0</td>
<td>61.4</td>
<td>62.3</td>
<td>44.1</td>
</tr>
<tr>
<td>Elderly dep. ratio (% of WAP)</td>
<td>6.1</td>
<td>15.5</td>
<td>5.9</td>
<td>5.3</td>
<td>8.1</td>
</tr>
<tr>
<td>Poverty rate, $1.90/day PPP (%)</td>
<td>18.2</td>
<td>0.5</td>
<td>22.6</td>
<td>42.0</td>
<td>18.9</td>
</tr>
<tr>
<td>Poverty rate, $3.20/day PPP (%)</td>
<td>37.1</td>
<td>3.2</td>
<td>47.0</td>
<td>64.4</td>
<td>37.6</td>
</tr>
<tr>
<td>Gini coefficient</td>
<td>60.5</td>
<td>35.8</td>
<td>61.0</td>
<td>51.5</td>
<td>63.0</td>
</tr>
</tbody>
</table>
METHODOLOGY AND DATA
Follow standard NTTA methodology

Third-party criterion to identify productive activities, 15 major groups

Production: from time spent by each respondent on each activity, calculate mean time for each sex at each age for each activity (incl. zeros)

Consumption: Allocate ‘production’ of non-market services to ‘consumers’ within and outside the household

Specialist replacement wage to value time
### Data

<table>
<thead>
<tr>
<th></th>
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<th>MUS</th>
<th>NAM</th>
<th>SWZ</th>
<th>ZAF</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Data year</strong></td>
<td>2010</td>
<td>2003</td>
<td>2012</td>
<td>2011</td>
<td>2010</td>
</tr>
<tr>
<td><strong>NTA by sex</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>NTTA by sex</strong></td>
<td>-</td>
<td>Yes</td>
<td>-</td>
<td>-</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>24 Hour Diary</strong></td>
<td>-</td>
<td>Yes</td>
<td>-</td>
<td>-</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Respondent age</strong></td>
<td>-</td>
<td>10+</td>
<td>-</td>
<td>-</td>
<td>10+</td>
</tr>
<tr>
<td><strong>Respondents per HH</strong></td>
<td>-</td>
<td>All</td>
<td>-</td>
<td>-</td>
<td>&lt;=2</td>
</tr>
<tr>
<td><strong>Specialist wages</strong></td>
<td>-</td>
<td>Yes</td>
<td>-</td>
<td>-</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Primary/secondary</strong></td>
<td>-</td>
<td>No</td>
<td>-</td>
<td>-</td>
<td>No</td>
</tr>
</tbody>
</table>
Results
Labour Income & Consumption by Gender

- BWA - Botswana
- MUS - Mauritius
- NAM - Namibia
- SWZ - Swaziland
- ZAF - South Africa

Relative to Country's Mean Labour Income for 30-49 year olds

- Male labour income
- Female labour income
- Overall labour income
- Overall consumption

Age

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Production and Consumption (Time) by Gender

MUS - Mauritius

ZAF - South Africa

Hours per day

Age

Male Total

Male Market

Male Home

Female Total

Female Market

Female Home

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PRODUCTION AND CONSUMPTION (TIME) BY GENDER

MUS - Mauritius

ZAF - South Africa

Hours per day

Age

Male Total
Male Market
Male Home
Female Total
Female Market
Female Home

0.0 1.0 2.0 3.0 4.0 5.0 6.0 7.0 8.0 9.0 10.0

0 10 20 30 40 50 60 70 80 90+
Production and Consumption (Time) by Gender

MUS - Mauritius

ZAF - South Africa

Hours per day

Age

Male Total
Female Total
Male Market
Female Market
Male Home
Female Home
PRODUCTION AND CONSUMPTION (TIME) BY GENDER

MUS - Mauritius

ZAF - South Africa

Hours per day

Age

Male NTTA Production
Female NTTA Production
Male NTTA consumption
Female NTTA consumption

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Total Production by Gender

MUS - Mauritius

ZAF - South Africa

Normalised Income Units

Age

0.0
0.2
0.4
0.6
0.8
1.0
1.2
1.4
1.6
0
10
20
30
40
50
60
70
80
90+
0
10
20
30
40
50
60
70
80
90+

Market
Home
Total
Total Production by Gender

MUS - Mauritius

ZAF - South Africa

Normalised Income Units

Age

Market

Home

Total

0.0 0.2 0.4 0.6 0.8 1.0 1.2 1.4 1.6

0 10 20 30 40 50 60 70 80 90+

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Total Production by Gender

MUS - Mauritius

ZAF - South Africa

Normalised Income Units vs Age

Market
Home
Total
Various forces impact on gender-specific labour income profiles: participation, unemployment, educational attainment, occupational access, wage gaps, cultural norms...
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• Shifting labour income profiles over time would impact our estimates of the first demographic dividend
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• Shifting labour income profiles over time would impact our estimates of the first demographic dividend

• At the same time, demographic change may impact on the supply of and demand for household production
• Various forces impact on gender-specific labour income profiles: participation, unemployment, educational attainment, occupational access, wage gaps, cultural norms...

• Shifting labour income profiles over time would impact our estimates of the first demographic dividend

• At the same time, demographic change may impact on the supply of and demand for household production

• Three questions:
  1. What is the impact of convergence in gender-specific labour income?
  2. What does the non-market demographic dividend look like?
  3. How might non-market demographic dividend impact on the market demographic dividend?
I. CONVERGENCE IN GENDER-SPECIFIC LABOUR INCOMES

![Graphs showing percentage changes in gender-specific labour incomes over years for Botswana, Mauritius, Namibia, Swaziland, and South Africa.](image-url)
I. CONVERGENCE IN GENDER-SPECIFIC LABOUR INCOMES

- BWA - Botswana
- MUS - Mauritius
- NAM - Namibia
- SWZ - Swaziland
- ZAF - South Africa

Baseline
Narrow gap by 25%
Narrow gap by 50%

Percent
Year

II. The Non-Market Demographic Dividend

[Graph showing the rate of change of support ratio (%)]

- **MUS**
- **ZAF**

Legend:
- **Household Production**
- **Care**
- **Chores**

Year:
- 2000
- 2010
- 2020
- 2030
- 2040
- 2050
- 2060

Rate of change of support ratio (%):
- 3.5
- 3.0
- 2.5
- 2.0
- 1.5
- 1.0
- 0.5
- 0.0
- -0.5

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II. The Non-Market Demographic Dividend

The diagram shows the rate of change of support ratio (%) for different categories of care (Care, Childcare, Adultcare, Other care) for two regions (MUS and ZAF) from the years 2000 to 2060. The graph illustrates the trends in the rate of change of support ratio for each category, highlighting periods of increase and decrease over time.
III. Interaction between Market and Non-Market Dividends

<table>
<thead>
<tr>
<th>Year</th>
<th>MUS - Mauritius</th>
<th>ZAF - South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>Baseline</td>
<td>Narrow gap by 25%</td>
</tr>
<tr>
<td>2010</td>
<td>Baseline</td>
<td>Narrow gap by 50%</td>
</tr>
<tr>
<td>2020</td>
<td>Baseline</td>
<td></td>
</tr>
<tr>
<td>2030</td>
<td>Baseline</td>
<td></td>
</tr>
<tr>
<td>2040</td>
<td>Baseline</td>
<td></td>
</tr>
<tr>
<td>2050</td>
<td>Baseline</td>
<td></td>
</tr>
<tr>
<td>2060</td>
<td>Baseline</td>
<td></td>
</tr>
</tbody>
</table>

Percent

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CONCLUSION
CONCLUSION

• There are significant gender differences in labour income in all five countries, but particularly in Mauritius and Namibia
  • In Mauritius and SA, this is reflected in gender specialisation in productive activities
  • Women spend more time in productive activities than men at all ages in SA, and at most ages in Mauritius

• Narrowing the gap between male and female labour income profiles significantly boosts the dividend in all five countries. In Mauritius, the negative dividend is turned positive

• Mauritius has experienced a strong time dividend over the past 20 years, as due to falling ‘demand’ for childcare. This will turn negative, though, as the ‘demand’ for adultcare surges. In SA, the time dividend is positive but much more muted due to a more slowly changing population structure
WWW.COUNTINGWOMENSWORK.ORG