

**GENDER EMPLOYMENT PRACTICES AMONGST SMALL AND
MEDIUM SCALE ENTERPRISES: A COMPARATIVE STUDY OF
DIFFERENT INDUSTRIES IN GAUTENG.**

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A dissertation submitted to the Faculty of Humanities, University of the
Witwatersrand, Johannesburg, in fulfillment of the requirement for the degree of
Master of Arts

Johannesburg, 2005

ABSTRACT

The study investigated gender employment practices and conditions of work among small and medium scale enterprises (SMEs) in Gauteng Province of South Africa. A comparison of the practices and conditions between productive and service industries is clearly the major focus of the research. Interviews were conducted on two productive and two service industries (all private) situated in Benoni and Johannesburg respectively.

The research found that generally, SMEs, in the productive and the service sectors contribute to job creation. Evidence shows that women are going into previously male dominated jobs like electrical and mechanical jobs, but the movement is quite minimal. This is a sign of progress on the part of women and a shift from the traditional belief that certain jobs are exclusively meant for men. The study found a salient discrepancy between the rhetoric of gender equality and the practice of gender equality in all the industries. There are clear signs that the legislation on minimum conditions of employment is followed in the productive industries than in the service industries but both still stick to the traditional gender division of labour.

Declaration

I declare that this dissertation is my own unaided work. It is submitted for the degree of Master of Arts in the University of the Witwatersrand, Johannesburg. It has not been submitted before for any other degree or examination in any other university.

(Name of candidate)

_____ day of _____, 2005.

To my miracle twins, Adanna and Enyinna
for the wonderful role they play in my life

ACKNOWLEDGEMENTS

My profound gratitude goes first and foremost to God almighty without whose love and grace, I would not have been able to come this far. I am most thankful to my supervisor, Dr. Noor, Nieftagodien whose sincere commitment; direction and critical corrections gave this work the quality it has. The love and understanding, encouragement and financial support from my beloved husband, Dr. Longinus Onukogu contributed immensely to the success of this work. To him I am most grateful.

I also wish to acknowledge the support and financial assistance given to me by my kid brother, Chidiebere Bruno Oparaocha. He never said no each time I demanded money from him. The financial assistance I received from Wits postgraduate merit award and the research grant from my department helped me through my academic pursuit at Wits and this research. I will always appreciate the generosity. To all my lecturers at Wits, most especially Prof. Stephen Gelb and Lucien Van der Walt and all the authors I consulted their articles and books I am very appreciative. I am especially thankful to the management and staff of the industries I interviewed. Without their permission, cooperation and assistance this research would not have been.

I will always remain indebted to my mother, Lolo Roseline Oparaocha, who telephoned from time to time to ask how I was coping with study and family responsibilities. Also the telephone calls of my brother Ayo Oparaocha and my cousin Lucy Opara from far away home encouraged me a lot. I am grateful to all my friends, brothers and cousins and well –wishers whose names are not mentioned here. I believe your prayers and encouragement helped to see me through.

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