

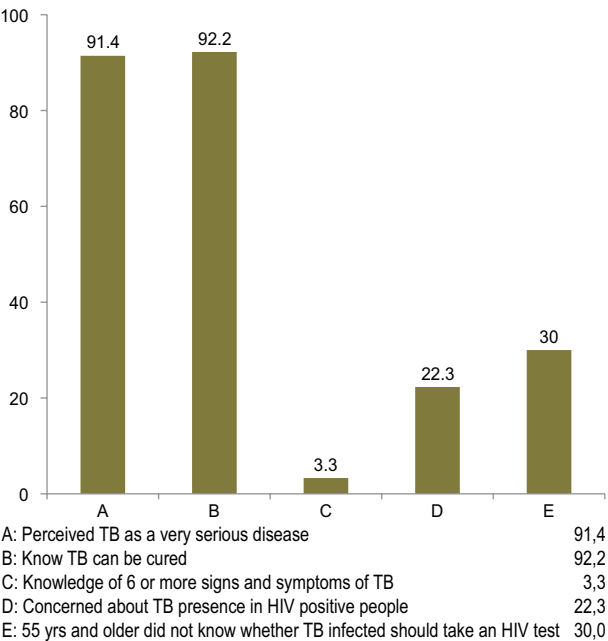
In terms of the perceptions about the co-morbidity between TB and HIV, the finding that only 22.3% of respondents were concerned about the presence of TB in HIV positive individuals may be an indication that they did not fully understand the extent of the TB and HIV co-infection. In addition, about 30% of respondents 55 years and older stated that they did not know whether individuals with TB should take an HIV test. Once again, this implied that the older participants were not fully aware of the extent of TB and HIV co-morbidity.

Older participants were not fully aware of the extent of TB and HIV co-morbidity.



Another important key finding in the survey was that the majority of participants (92.2%) knew that TB could be cured. Figure 1 illustrates the TB knowledge of participants 15 years and older.

Figure 1: Tuberculosis knowledge of participants 15 years and older



Recommendations

Based on the key findings on the psychosocial determinants of TB, it is recommended that the National Department of Health engages activities to reduce the number of TB cases and promote the overall prevention of TB. These activities could include implementing a health literacy campaign focusing on TB and TB/HIV co-morbidity; encouraging testing for TB among HIV positive individuals and vice versa; and supporting evidence-based psychosocial programmes for TB prevention. ■

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GENDER INEQUALITY PERSISTS IN ARTISAN EMPLOYMENT IN SOUTH AFRICA

The highly discriminatory nature of the artisan labour market and skilling system is compelling the government to focus on ways in which to transform such systems. *Tamlynne Meyer* and *Angelique Wildschut* assess the extent to which this transformation has been achieved with regards to greater representivity of women employed as artisans in the South African labour market.

The artisan labour market is facing two important issues, the need for expansion and the need for transformation. Expansion is required to respond to the widely acknowledged need for more intermediate level artisan and technical skills. Transformation is demanded by South Africa’s constitution and to remedy the historical linkages between social exclusion, vocational education and training, and employment in this country.

Gender equality and the law

The legal framework relevant to the regulation of gender equality in artisan employment includes the constitution and the Employment Equity Act, as well as many other policy documents aimed at promoting equal representation and fair employment practices in the workplace. South Africa has also ratified a number of international conventions including the Convention on the Elimination of all forms of Discrimination; the UN Millennium Declaration and its Millennium Development Goals (MDGs); and the SADC Gender and Development Protocol is party to the Commonwealth Plan of Action on Gender Equality, and subscribes to the Framework for Women’s Empowerment and Gender Equality.



## Men continued to significantly outnumber women in artisan employment.



In addition to government interventions, organisations and sectors are required to draft their own policies based on the needs of their specific organisations and sectors, as directed by the Women's Empowerment and Gender Equality Bill.

### Study results

The adoption of a legal and policy framework is only one aspect of the broader institutional framework in which

change has to take place. This study on artisan status and identity revealed interesting trends that illustrate how gender inequality remains a relevant concern in relation to artisan employment in South Africa.

Table 1 illustrates the finding that men continued to significantly outnumber women in artisan employment in the country.

Table 1: Artisan workers by gender, 2006–2011 (%)

		2006	2007	2008	2009	2010	2011
Total	Male	84.48	82.85	85.84	86.49	87.91	88.71
	Female	15.52	17.15	14.16	13.51	12.09	11.29
	Total	100	100	100	100	100	100

Source: LFS (2006/2–2007/2) and QLFS (2008/4–2011/4)

## Women were found to have the highest proportional representation in the more easily sex-typed feminine set of trades.



Further analysis of the data (Table 2 on page 8) supported these trends and showed how they were replicated, even at sub-industry levels. For instance, the highest proportions of women were found in the precision; handicraft; printing and related trades; and other craft and related trades (including clothing and textile trades) sectors, whereas men had the

strongest proportional representation in the metal, machinery and related trades sectors.

Women were thus found to have the highest proportional representation in the more easily sex-typed feminine set of trades as opposed to those that were more easily sex-typed masculine.

Table 2: Artisan employment by sub-industry and gender, 2006–2011 (%)

Total national	Gender	2006	2007	2008	2009	2010	2011
Extraction and building trades	Male	91.52	94.69	95.79	93.41	95.35	95.79
	Female	8.48	5.31	4.21	6.59	4.65	4.21
Metal, machinery and related trades	Male	95.71	90.92	93.77	96.17	97.59	96.73
	Female	4.29	9.08	6.23	3.83	2.41	3.27
Precision, handicraft, printing and related trades	Male	79.05	73.86	71.35	75.49	69.60	75.74
	Female	20.95	26.14	28.65	24.51	30.40	24.26
Other craft and related trades	Male	40.17	30.74	41.17	43.39	47.13	47.59
	Female	59.83	69.26	58.83	56.61	52.57	52.41
Total craft and related trades	Male	84.48	82.85	85.84	86.49	87.91	88.71
	Female	15.52	17.15	14.16	13.51	12.09	11.29

Source: LFS (2006/2–2007/2) and QLFS (2008/4–2011/4)



**Trends point not only to a gender unequal split in employment, but highly gendered sub-industry participation as well.**



From this data it is clear artisan employment continues to be heavily dominated by men and in fact, this trend has been strengthening over time. It is also evident that overarching trends point not only to a gender unequal split in employment, but highly gendered sub-industry participation as well.

These trends raise interesting questions for further qualitative investigation. What are the reasons for the perpetuation of such gendered trends in artisan work

in the country? How does one adequately understand these and how can one intervene in meaningful ways to effect positive change?

The trends in and of themselves might not be viewed as problematic, but considered against the extent and diversity of the government's efforts to transform the workforce, at the very least they require a consideration of possible interventions towards better gender outcomes. ■

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