

GENDER PARITY IN THE MINIBUS TAXI INDUSTRY AT THE SEDIBENG DISTRICT

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ABSTRACT

Several variables influence the successful implementation of gender equality within the South African minibus taxi industry. Among these variables are economic empowerment, gender inequality, poverty, women's access to organizational authority and leadership and women's rank mobility. This research paper seeks to promote and demand gender equality and gender parity within the minibus taxi industry by investigating how more women may become minibus taxi owners as well as the difficulties that women minibus taxi operators face within the industry. This research paper derived its arguments from secondary sources such as books, journal articles, newspaper clippings, internet sites, and government documents. Moreover, this is a cross-sectional research paper that used a mixed methodology in a form of a focus group interview and a structured questionnaire. The study population is situated in the Sedibeng District, and a sample size of seven women were chosen based on their position within the various minibus taxi associations operating within the Sedibeng district. In other words, a judgemental sampling technique was chosen. The research paper contends that the inclusion of women in lower management and entry-level jobs restricts the minibus taxi industry from reaching loftier socio-economic goals. Clearly, it is crucial to have more women on the executive committees of all minibus taxi associations. This research paper recommends that female queue marshals be promoted to minibus taxi driver status, just like their male colleagues and female minibus taxi drivers should also have the same chances to become minibus taxi owners.

Keywords: Gender equity, Minibus taxi industry, Gender Parity, Sedibeng district.

1. INTRODUCTION

Even in a 21st century society, the minibus taxi industry in South Africa is considered to be a male profession with male domination. A male profession with male domination industry that is characterized by unending but ongoing killings (Sekhonyane and Dugard, 2016). The killings are not the root cause of this portrait of this male profession with male domination. The South African minibus taxi industry has traditionally been male-dominated since its origin as the taxi industry and then became the Black taxi industry and the kombi industry (Muthige, 2022). According to Posel (2010), before the year 1956, women were not given the freedom to be independent in South Africa; but, after the protest of 1956, women who were strong, bold and courageous in making their mark in all male-dominated industries. According to Barrett (2003), through emancipation, women gained the courage to engage themselves in the minibus taxi industry. Nkete (2012) also alluded that it was in the 21st century, when the minibus taxi industry witnessed the accelerated emancipation of women through recruitment and ownership. The researcher posits that the latter statements given are half-truth statements. This is because most women in the minibus

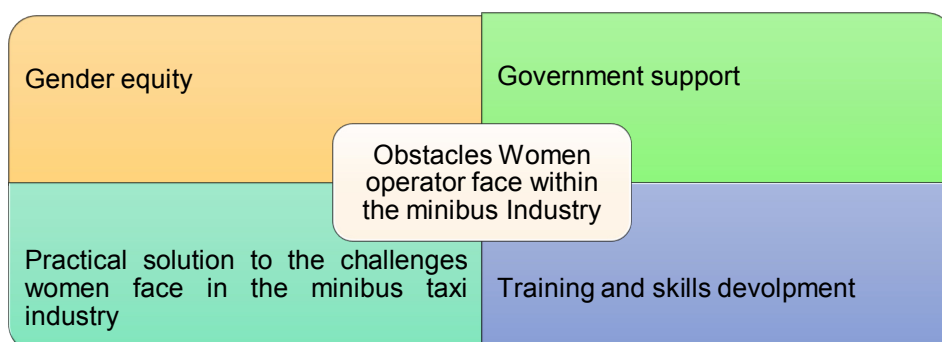
taxi industry are widows who emerged from taxi killings of their loved ones. Jiyane and Majanja (2012) maintain that women in the minibus industry have been struggling with the issues of equality, the lack of support from the government, a lack of training and skills development to gain knowledge and understanding of the industry, as well as the ability and availability to find solutions that will address the challenges faced by women within the industry.

For this research paper, gender parity and gender equity in the minibus taxi industry will be explored. The literature review offered in this research paper does not omit the understanding of the challenges faced by women within the minibus taxi industry, but rather organizes the central ideas identified in this investigation. This research paper contributes to the body of knowledge by reviewing literature on the minibus taxi industry and further highlighting the areas that require further investigation.

Moreover, this research paper posed the following research question: Is there a gender inequity in the minibus taxi industry? In an attempt to answer the latter stated research question, the researcher will review literature and build a theoretical framework based on the gender parity and gender equity, methods used in this investigation, the findings and also suggest recommendations based on the findings.

2. LITERATURE REVIEW

A review of current literature and research on the topics of gender parity and gender equality in organizations and industries, as well as the implementation of gender parity initiatives, showed a number of case studies undertaken in the past to investigate these problems. It is vital to highlight that gender parity and gender equality are related ideas, but they are not synonymous (Matiwane, 2019). A numerical notion used to describe the relative equal numbers or proportions of men and women, or boys and girls, of a certain indication is gender parity (Nkete, 2012). Gender parity in latter context refers to an equal number of men and women in a group of persons recruited for a certain job type and level (Magubane and Manicom 2003). Gender equality, on the other hand, refers to equal opportunities, duties, and rights for men and women, as well as girls and boys (Khosa, 1997). Finally, gender equality does not imply that women, men, girls, and boys should all be treated the same, but rather that their diverse needs, preferences, and interests should be considered (Matiwane, 2019). The researcher has adapted a theoretical framework based on Magubane and Manicom (2003) and Matiwane (2019) essential components that contribute to the obstacles that women minibus taxi operators are confronted with in the minibus taxi industry.



Source: Magubane and Manicom (2003) and Matiwane (2019)

Figure 1: Theoretical framework on obstacles

The four obstacles that are mentioned by Magubane and Manicom (2003) and Matiwane (2019), directed the development of a theoretical framework for this research paper. These obstacles, according to Sarkis (2009), provide a viewpoint on the numerous hurdles and gender concerns that women minibus taxi operators encounter in a male-dominated minibus taxi industry. Women are gradually joining the minibus taxi industry, according to Martha (2012), for a variety of reasons. According to Martha (2012), men have access to their own minibus taxis but women do not, as a consequence of the apartheid legacy. As a result, more women were oppressed, and just a handful were interested in the minibus taxi industry (Martha, 2012). The theoretical framework explores the difficulties that women experience in industries that are dominated by males. According to Kargwell (2012), women are hesitant to join male-dominated sectors owing to a lack of support and ongoing gender concerns.

According to Shologu (2016), the government plays an important role in the transportation sector because it is responsible for leading sector research, communicating regulations and policies, establishing the tactical path of subsectors, communicating duties to public organizations and other levels of government, regulating through set customs and principles and monitoring implementation. According to Rogerson (2013), the government's tactical objectives are to ensure an efficient and cohesive infrastructure network that serves as a foundation for social and economic development; safety and security for all users; improved rural access, infrastructure, and mobility; improved public transportation systems; and increased participation of the transportation sector for job opportunities. According to Magubane and Manicom (2003) and Matiwane (2019), government is the umbrella of the obstacles that impact women minibus taxi operators as well as in other male-dominated or non-dominated industries. Lastly, this is because the government is responsible for assisting women with the challenges and barriers that they face in male-dominated industries, as well as catering for training and skill development, ensuring equality for all genders in all sectors of the South African economy, and implementing practical solutions to address the challenges faced by women in the industry (Matiwane, 2019). The next section discusses the methods used in the conduct of this research project.

3. METHODS

3.1 Research Design

A mixed methodology, which employs qualitative and quantitative approaches, was used to collect data from seven female minibus taxi operators. Tashakkori and Teddlie (2010) indicate that a mixed methodology enables researchers to combine elements of qualitative and quantitative research methodologies. These elements include the use of qualitative and quantitative viewpoints; data collection; data analysis; depth of understanding; descriptive techniques; and inference techniques. Lastly, De Vos (2011) said that the combination of quantitative and qualitative methodologies used in a single research paper yields valuable information. Therefore, this research paper adopted a mixture of these research methodologies. Table 1 below shows difference between the methodologies used in this research.

Table 1: Differences in the three main research approaches

Quantitative Approach	Qualitative Approach	Mixed Approach
Rooted in the philosophy of rationalism and follows rigid structured procedures.	Is embedded in the philosophy of empiricism and follows a flexible approach	Uses the strength of both quantitative and qualitative research approaches.
Emphasizes measure of variables and process objectivity	Emphasizes the description of feelings as a measurement	Combines two or more approaches to analyses data
Communicates findings in an analytical manner	Communicates findings in a descriptive and narrative manner	Not one approach is better than the other in all research study
Gives importance to the validity and reliability of findings		

Source: Kumar (2014:14)

3.1.1 Quantitative Research Methodology

A quantitative research methodology is adopted because it allows the use of designed surveys to collect assessable data, which can be analysed statistically to generate measured and objective outcomes (Garbarino and Holland 2009:13). The quantitative questionnaire used in the research project was adopted from the protocol made by Nkete (2015) and Matiwane (2019). The questionnaire requested the participants to answer questions regarding the challenges that female minibus taxi operators face within the minibus taxi industry.

3.1.2 Qualitative Research Methodology

Qualitative research methodology involves collecting and analysing non-numerical data to understand concepts, opinions, or experiences. The quantitative interviews followed a focus group format. A focus group is a group interview involving a small number of demographically similar participants who have other common traits or experiences (Kumar, 2014). The focus group interview consisted of all seven participants and took place at Vaal University of Technology. The smaller sample size is owed to the COVID 19 restrictions. Questions were designed to explore the challenges female taxi operators face in the minibus taxi industry. To obtain a full understanding, the researcher opted for an open-ended interview structure. The questions used were self-developed using generalisation, observation and the results yield from a questionnaire used.

3.2 Participant and Sample

The participants in this research study were recruited from the following minibus taxi associations operating in the Sedibeng district: Get Ahead Taxi Association, Vanderbijlpark Taxi Association, Vaalwits Taxi Association, and Vaal Inter Taxi Association. As latter mentioned that seven participants were chosen for this research, it is therefore to note that these participants were chosen because of their position within the minibus taxi industry in the Sedibeng district. In other words, a judgmental sampling technique was used to select these participants. A judgment sampling technique is one of the non-probability sampling techniques, also known as purposive sampling, and is the most widely recognized and used sampling technique (Sarstedt, Bengart, Shaltoni and Lehmann 2018). Lastly, according to the latter author judgmental sampling falls under non-probability sampling. In non-probability sampling, randomization is not significant in choosing an example from the number of inhabitants of interest (Sarstedt et al., 2018).

3.3 Data Collection Procedure

A data collection procedure is the process of gathering and measuring information on targeted variables in an established system, which then enables one to answer relevant questions and evaluate outcomes (Miles and Huberman 1994). Additionally, data collection is a research component in all study fields, including physical and social sciences, humanities, and business. As mentioned, this research project followed a mixed methodology in the form of focus group interviews and questionnaires and that it took place at Vaal University of Technology. It is also important to note that this data collection was done during the Corona virus pandemic and the following rules and regulations were undertaken:

- Limited gathering, thus the research project involves only seven participants.
- Social distance – participants' seats were set 6 feet apart.
- Participants were also required to put on their masks at all times.
- A register was taken and the temperatures of all participants ranged from 33 to 36 degrees Celsius. The latter temperature is below 39.4 degrees, which does not show serious signs of COVID 19.

3.4 Ethical Consideration

Both South Africa's National Taxi Council Regional Chairperson of Sedibeng, Mr. Middy Mali, and the Top Six Vaal (affiliate of the National Taxi Alliance) Regional Chairperson, Mr. Timothy Kubeka, provided ethical approval for this study project. Mr. Tobeka Nkosi, who represents the Sedibeng district municipality, also granted permission for this study project. The minibus taxi industry operators in the sample were notified via cover letter that their participation is optional, their responses will be kept anonymous and confidential, and were given an opportunity to withdraw at any time during the interview and questionnaire session. Additionally, the interview and questionnaire session were conducted after all of the minibus taxi associations whose members are part of this study project sample had given their informed permission. Furthermore, with the participant's agreement, the interview sessions were audiotaped.

4. RESULTS

The demographic profile of the participants is presented in Table 2.

The demographic profile of study participants included only women in the minibus taxi industry. In terms of age and number of years the participants have been in the minibus taxi industry, the following were attained: 57 percent of participants (n = 4) stated that they are between the ages of 46 and 55, while 43 percent (n = 3) stated that they are over the age of 56. The participants indicated that they have worked in the minibus taxi industry for more than 15 years, with 14 percent (n = 1) of participants working between 16 and 20 years, and 86 percent (n = 6) of participants working in the minibus taxi industry for more than 21 years. In the minibus taxi industry, there are many different stakeholders, which include minibus taxi owners, minibus taxi drivers, queue marshals, and patrols. 43 percent of participants said they own minibus taxis, 43 percent said they work as queue marshals, and only 14 percent (n = 1) said they drive minibus taxis. In the minibus taxi industry, only minibus taxi owners are members of the association (Barret, 2003). 43 percent (n = 3) of the participants stated that they are members of their respective association executives. With regards to the positions the participants hold, the results entail that there is a duty chairperson, a chairperson of grievance, and also a treasure.

Table 2: Demographic information of the participants

Variable	Categories	n	%
Gender	Female	7	100
	Male	-	-
Age	18 – 25 years	-	-
	26 – 35 years	-	-
	36 – 45 years	-	-
	46 – 55 years	4	57
	56 years +	3	43
Stakeholder	Minibus taxi owner	3	43
	Minibus taxi driver	1	14
	Queue marshal	3	43
	Other	-	-
Association member	Yes	4	57
	No	3	43
Executive member	Non-executive member	4	57
	Executive member	3	43
Position within the executive	Duty Chairperson	1	14
	Grievance chairperson	1	14
	Treasurer	1	14
	Not applicable	4	58
Number of years within the industry	1-5 years	-	-
	6-10 years	-	-
	11-15 years	-	-
	16-20 years	1	14
	21 years +	6	86

4.1 Factor Analysis

A factor analysis was performed on the data, and three factors were: motives to join the minibus taxi industry, working conditions of female operators in the minibus taxi industry, and compensation of female operators in the minibus taxi industry. The Cronbach Alpha reliability coefficients for the factors are illustrated in table 3.

Table 3: Cronbach Alpha reliabilities of the extracted factors for the minibus taxi stakeholders

Factor	Cronbach Alpha	Number of Items
Motivates of joining the industry	0.7318	3
Working condition of female stakeholders in the minibus taxi industry	0.7771	3
Compensation of female stakeholders in the minibus taxi industry	0.8281	3

The Cronbach alpha values in this research paper ranged from 0.7318 to 0.8281. Nunally (1987), recommends that the Cronbach alpha to state or conclude that the dimensions are reliable should be 0.7. In this research paper, the Cronbach alpha value for the three factors, namely: motivation to join the minibus taxi industry, working conditions of female stakeholders in the minibus taxi industry, and compensation of female stakeholders in the minibus taxi industry, were above the dimension stated by Nunally (1987). Moreover, in a research study conducted by Kim and Kim (1995), a Cronbach alpha value of 0.5 to 0.6 was considered reliable.

5. DISCUSSION

5.1 Factors Within the Minibus Taxi Industry

The extent to which respondents agreed with items in each of the factors is illustrated in tables 4-6, respectively.

5.1.1 Motives of Joining the Industry

The participants' extent of agreement towards items in the motives of joining the industry factors is described in Table 4.

Table 4: Female stakeholders' extent of agreement toward the items in the motives of joining the industry' factor

Item no	Item Description	1	2	3	4	5
1	I join the industry because of unemployment	-	-	42% (n=3)	29% (n=2)	29% (n=2)
2	I join the industry because I love taxi industry	(n=5)	(n=2)	-	-	-
3	I joined the industry for investment purpose	(n=3)	(n=1)	-	-	42% (n=3)

Key: 1= strong disagree 2=disagree 3=not sure 4=agree 5=strongly agree

Approximately 42% (n = 3) of female stakeholders in the minibus taxi industry said they are unsure why they joined the minibus taxi industry, while 58% (n = 4) agreed or strongly agreed that they joined the minibus taxi industry because they were unemployed. The findings imply that there is a problem with unemployment opportunities in the country. 100% (n = 7) of the participants either disagree or strongly disagree that they have love for the minibus taxi industry, simply indicating that they do not love the industry because it is full of violent men and unending taxi wars. The participants are the only ones that despise the minibus taxi industry and the government. According to Arrive Alive (2014), the biggest challenge for the Department of Transport is the restructuring of the public transportation system, especially the minibus taxi industry. To support the latter statement, Moyake (2006) said that the minibus taxi industry is despised by the government as they are not subsidised. According to Nkete (2012), many female minibus taxi owners joined the minibus taxi industry after the death of their loved ones. Lastly, 42% (n = 3) of the participants strongly agreed that they should join the minibus taxi industry for investment purposes, while 58 (n = 4) either disagreed or strongly disagreed that they should join the minibus taxi industry for investment. The 42% (n = 3) of participants that indicated that they joined the industry because of investment are minibus taxi owners. Lastly, when further asked whether their investment has been fruitful, the participants indicated that a minibus taxi costs a million rand and everyone has a car.

5.1.2 Working Conditions Within the Minibus Taxi Industry

The participants' extent of agreement towards items in the industry working conditions within the minibus taxi industry' factors is described in Table 5.

Table 5: Female stakeholders' extent of agreement toward the items in the 'working conditions of female stakeholders in the minibus taxi industry' factor

Item no	Item Description	1	2	3	4	5
4	The rank is not favourable to the female stakeholders	58 (n=4)	42 (n=3)	-	-	-
5	Female stakeholders are not respected in the industry	-	-	-	-	100(n=7)
6	The condition in the minibus taxi industry are not favourable for women	-	-	-	71 (n=5)	29 (n=2)

Key: 1= strong disagree 2=disagree 3=not sure 4=agree 5=strongly agree

With regard to the rank condition, all female participants (n = 7) either strongly disagree or disagree. This implies that all female participants are not happy with the conditions at the rank. Two of the participants indicated that there are no bathrooms in the Vanderbijlpark taxi rank and the Vereeniging taxi rank where they are working. The latter is unlawful in terms of Act No. 103 of 1977, the National Building Regulations and Building Standards Act, which states that every contractor must provide his or her workers with toilet facilities as prescribed by Act No. 103 of 1977. Furthermore, one of the participants indicated that her male colleagues use minibus taxi tyres as a bathroom. The minibus taxi industry is a male-dominated industry where respect is earned through violence (Nkete 2012). The latter-mentioned characteristics are associated with the male gender. All the female participants strongly agreed that they are not respected within the industry because they are not violent. One of the participants, who is a minibus taxi driver, stated that she is bothered by her co-workers' attitude and respect towards her and also by unruly and rude commuters, particularly those who are inebriated. She further indicated that names like "sister Mageza" are used to call her. To further affirm the response, all participants either agreed or strongly agreed that the conditions within the minibus taxi industry are not favourable to women.

5.1.3 Compensation of Female Stakeholders in the Minibus Taxi Industry

Table 6: Compensation of female stakeholders in the minibus taxi industry

Item no	Item Description	1	2	3	4	5
7	Female are not paid equal	-	-	-	-	100% (n=7)
8	Queue marshals are not paid a minimum wage	-	-	-	-	100% (n=7)
9	Growth within the minibus taxi industry	71% (n=5)	29% (n=2)	-	-	-

Key: 1= strong disagree 2=disagree 3=not sure 4=agree 5=strongly agree

The response with regards to item 7 indicates that female minibus taxi operators are not paid equally as males within the minibus taxi industry. This is after the response showed that all participants strongly agree that women are not paid equally. Furthermore, item 8 shows that queue marshals are not paid a minimum wage of R22,50 an hour. One of the participants who is in the queue marshal indicated that she has not been paid since September 2021. In a further investigation into this matter, the researcher found that the Gauteng department of roads and transport took over the duty of paying female queue marshals from minibus taxi associations in the province, and since then there has been

inconsistency in paying female queue marshals. Finally, on item 9, the participants either disagree or strongly disagree that there is growth, especially for women within the minibus taxi industry leadership.

6. CONCLUSION

There are female operators at all levels of the minibus taxi industry, though there are few. These few females are an integral part of the industry. They play a vital role in all the layers that make the minibus taxi industry successful. It is for this reason that the researcher posits that the minibus taxi industry needs more women to be managed efficiently and effectively. The findings show that, indeed, the minibus taxi industry is gender-impaired.

7. RECOMMENDATIONS

- The Department of Labour and the Department of Transport should investigate the issues of working conditions at minibus taxi ranks and also implement fair labour practices.
- Women should be encouraged to join the minibus taxi industry through entrepreneurial training and skill development, as well as motivational empowerment, in order for them to flourish as businesswomen.
- Minibus taxi association mother bodies, such as the National Taxi Alliance and the South African National Taxi Council, should amend their governing policies to accommodate more than 50% of the women within their member executive committees.
- The government should enforce a minimum wage within the minibus taxi industry.

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