



**An Investigation into the Challenges Confronted by
Long-Distance Female Truck Drivers in South Africa.**

by

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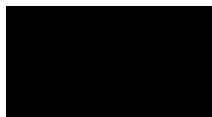
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June 2021

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- (ii) this dissertation has not been submitted in full or in part for any degree or examination to any other university;
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ABSTRACT

There are many professions which have historically been dominated by males, and long-distance truck driving is a case in point. This notion is supported by Naysmith and Rubincam (2012) who stated that the long-distance truck driving profession is very much dominated by males and that has been the case for many years. However, in recent times an increasing number of women have been steadily entering this profession and Reed and Cronin (2003) concurs with this statement by stating that a growing number of women in Western nations like the United States of America have been entering this profession in the past few decades. Moreover, this trend has transcended to developing nations like South Africa as the country has seen an increasing number of women entering the sphere of long-distance truck driving in the last decade.

However, many issues arise as a result of the under representation of women in the long-distance truck driving profession. When elaborating further on this, Sicard (2012) stated that since women are still a minority in this sector, they are then exposed to a lot of challenges; it is those challenges experienced by those women working in this very male-dominated sector that this study will be seeking to uncover. Some of the structural barriers within this profession have not been removed and consequently result in some of the challenges that long-distance female truck drivers experience, as identified by (Naysmith and Rubincam, 2012).

Furthermore, this study was conducted as a secondary research whereby useful literature exploring the role of women in the transport sector was consulted and then carefully analysed employing Content Analysis. Interestingly, it discovered that women working in the transport sector all share similar challenges in their line of work as they are a minority in this sector. This research established that female long distance truck drivers, female taxi drivers and female bus drivers face the similar challenges within their respective professions in South Africa. The challenges of work-life balance, sexual harassment, health and safety being the very common ones. Lastly, in South Africa the legislation governing the workplace protects the rights of women and labour laws like the Employment Equity Act of 1998 motivates for their employment into previously male dominated industries like long distance truck driving. Therefore, this makes the

South African long-distance truck driving sphere more favourable for women to achieve their professional aspirations and for this reason we are more likely to witness them entering this profession in huge numbers every year.

DEDICATIONS

This dissertation is written and dedicated to the memory of my late spiritual father, Dr Trevor Phoswa who mentored me in Christ from a very young age till I became a man that I am today. Thank you, daddy I will forever remember you for the powerful words of life that you always spoke upon me.

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ACRONYMS

AIDS- Acquired Immunodeficiency Syndrome

BCEA- Basic Conditions of Employment Act

EEA- Employment Equity Act

HIV- Human Immunodeficiency Virus

LRA- Labour Relations Act

NDP- National Development Plan

PEPUDA- Promotion of Equality and Prevention of Unfair Discrimination Act

SA- South Africa

SDO- Sliding Door Operator

SETA- Sector Education and Training Authority

STATS SA- Statistics South Africa

TETA- Transport Education Training Authority

USA- United States of America

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An Investigation into the Challenges Confronted by Long-Distance Female Truck Drivers in South Africa.

Chapter One: Orientation of the Study

1.1 Introduction

Many researchers, including Naysmith and Rubincam (2012), have noted that males dominate the long-distance truck driving profession, and almost all these researchers agree that this situation has been occurring for many years. However, in recent times an increasing number of women have been steadily entering this profession. According to Reed and Cronin (2003), this trend was first sighted in first-world countries like the United States of America towards the end of the 20th century. However, the trend has transcended to developing nations like South Africa in recent times, as South Africa has been seeing an increasing number of women entering the profession of long-distance truck driving.

Unfortunately, as women are still a minority in this sector, they are then exposed to a lot of challenges (Sicard, 2012); it is these challenges experienced by those women working in this very male-dominated sector that this study is trying to uncover. It is important to note that some of the structural barriers within this profession have not been removed and consequently result in some of the challenges that long-distance female truck drivers experience, as identified by Naysmith and Rubincam (2012).

In essence, this study hopes to uncover the most prevalent challenges that long-distance female truck drivers experience because of their careers. The investigation into these challenges will move from work-related to those that affect these long-distance female truck-drivers in their personal lives. However, the focus of this study will be on those that are work-related. Likewise, this research seeks to explore whether or not that female truck drivers have less power, prestige, and privileges than their male counterparts as (Bell, 2007:66) says, "Minority or non-dominant groups are those subordinated to the majority or dominant group members in terms of power, prestige, and privilege." According to Kirton and Greene (2005), the rules sustaining the culture of male domination and female subordination are often unwritten within many organizations. Therefore, there is a need to explore the dynamics that limit women's

freedoms in this sector because very little is known about them, making such a study necessary to create awareness about the challenges women are faced with in the long-distance truck driving professional sphere.

1.2 Background

The trucking sector is an enormous one in South Africa and contributes significantly to the economy of this country (Naysmith and Rubincam, 2012). That is why a need to study this sector exists because currently, very little is known about it, whereas this sector plays a significant role in improving the economy of this country. This vast sector attracts all kinds of people from different backgrounds and genders as it offers many employment opportunities to them, hence is why then there is an increasing number of women entering this profession who unfortunately get to experience many challenges due to its closeness to patriarchy as noted by (Sicard, 2012). For women to thrive in this sector, their challenges need to be highlighted, corrected and learned from by decision-makers (employers and government) in this sector so that more women can be able to find employment in this vast sector, which contributes enormously to the country's economy (Naysmith and Rubincam, 2012). Therefore, this study hopes to contribute to the process of exploring those challenges and finding possible solutions to them so that this ever-growing sector can be more transformed in South Africa.

Globally, this sector has been for the longest of time associated with masculinity because of gender roles that were allocated to people by society. According to Lezotte (2019), throughout history, culture played a significant role in marginalizing women from driving, which is why then today, we have fewer female drivers than male drivers. Furthermore, Lezotte (2019) cited that stereotype were used to define women drivers, as they were portrayed as those that are vulnerable to accidents because of their poor driving skills, even though no evidence has ever been able to support those claims. That left professions like long-distance truck driving mainly male-dominated; however, that changed with the arrival and rise of the feminism ideology which played a significant role in removing those stereotypes.

Moreover, it was noted by Cortes and Pan (2017), that in recent times, there has since been an increasing number of women moving into what were previously classified as male-dominated professions, and fortunately for South African women wanting to enter such professions, the government has supported such moves through enacting labour policies like the Employment Equity Act, Number 55 of 1998 which emphasizes the importance of such developments in the workplace.

While specific laws have been enacted to support female employees in the workplace, compliance with them from some employers is still a problem. As Bell (2007) cites that, even with such laws, the reality is that within some organizations, certain groups of people still get better treatment than others because they belong to a less dominant gender in that organization. According to Cortes and Pan (2017), most sectors that were previously male dominated in the past are gradually transforming in this century, which makes the long-distance truck driving profession not an exception, as more women are entering other similar professions. The fact that some companies are not obliged to comply with these transformative laws is noted by Bell (2007) as a possible reason why such companies are reluctant to comply with the country's legislation aimed at transforming the workplace in the country. However, there have been some positive developments in this area, as the increasing number of women entering the profession of long-distance truck driving has sparked various discussions between the state and private sector on how to resolve gender discrimination issues within this sector. This was stated by Truck and Freight (2016), who reported that in the transport sector, issues of gender discrimination are being gradually addressed as an increasing number of women are entering this sector.

Lastly, Beers, Day and Johnson (2017) stated the challenges of long-distance truck driving as being: their exposure to danger on the road (accidents and crime at truck stops), long working hours often leading to health-related issues like arthritis and eye-sight problems. In addition, Beers, Day and Jonson (2017) pointed out further challenges like the lack of welfare facilities like toilets on the road and also pointed out instances whereby a driver has to drive for many hours before he or she can access facilities that sell food. This profession also affects long-distance truck drivers in their personal lives, and according to Beers, Day, and Johnson (2017), they often have minimal social lives because of their profession and very little family time due to their long working hours.

1.3 Significance of the Study

Gender equality is an important aspect of this study because a person should not be deprived of certain opportunities because of their physical outlook. People should understand that the growing number of women entering the long-distance truck driving profession in South Africa is not there to replace the men already working there, but it is to encourage a culture of working together and embracing diversity. This statement is supported by UN Women (cited in Lares, 2017:584) who state that equality does not aim to make women and men the same; however, it

advocates for them to be given equal opportunities irrespective of their gender to create a sense of cohesion in the workplace.

1.4 Problem Statement

As women are still a minority in the truck driving profession, most of their issues go unnoticed; however, they experience many professional and personal challenges due to the nature of their very male dominated career field, which are mostly distinct from those experienced by their male counterparts.

1.5 Research Objectives and Research Questions

1.5.1 Objectives

- To understand the degree to which the long-distance truck driving profession is accessible to women in South Africa.
- To determine the demographics of the women who are most likely to enter the long-distance truck driving profession in South Africa.
- To uncover the challenges experienced by South African women who have chosen truck driving as a career.
- To establish whether women of different ages, backgrounds, and races experience these challenges differently in South Africa.

1.5.2 Research Questions

- Is the career of truck driving accessible for women in South Africa?
- What are the demographics of women who choose long-distance truck driving as a profession in South Africa?
- What are the challenges that women experience within the long-distance truck driving profession in South Africa?
- Do these challenges differ according to a driver's race, background, and age?

1.6 Research Methodology

1.6.1. Research Method

This study is conducted as a desk-based research. A desk research, which is also known as secondary research, is a method of research that utilizes sources of information that do not comprise the use of a field survey (Creswell and Creswell, 2017). This method does not involve the use of a sample of people to represent a population under investigation as it obtains information on the subject under investigation from published books, articles, government publications, and other media tools to get a better understanding of the subject under investigation (Sturwig and Stead, 2013). Instead of going to the field and approaching selected female long-distance truck drivers, the researcher will read through printed and digital sources of information that detail the experiences of long-distance female truck drivers from across the world but focusing mainly on the South African context where the study is based.

1.6.2. Research Approach

This study uses the qualitative research approach, which according to Silverman (2011) is more focused on using words to describe a phenomenon as they are more concerned with creating meanings than reporting on available statistics on a phenomenon. For this study, more concern is on exploring the challenges faced by long-distance female truck drivers in South Africa and how those challenges affect them in their line of duty and in their personal lives (that being their family and social lives). According to Kumar (2011), the *qualitative research* approach is an unstructured and open research approach that allows for extensive exploration of a topic that a researcher is studying.

Moreover, the main difference between quantitative and qualitative research pointed out by Kumar (2011) is that the main aim of the former is to "quantify" the extent of a variation in a problem being studied, whereas with the latter, it is to "describe" variation in that particular problem. Therefore, one of the goals of this study is to show that women in the trucking sector are not affected the same way by the challenges they encounter even though they may be similar challenges. For example, married women with extra responsibilities of nurturing children may not be affected the same way as those who are single, with no children. That claim was supported by Drive Knight (2018) who pointed out that the challenges that these women face vary depending on their level of responsibilities outside the workplace. As a result, the knowledge of this makes a qualitative study a much more appropriate method to find this type

of information due to its openness, ability to describe things, and its ability to explore a research topic extensively.

1.6.3. Research Design

Exploratory Study

This study is primarily conducted as exploratory research. That is because the purpose of this study is to explore an uncommon subject, which is that of long-distance female truck drivers and their challenges in South Africa. According to Kumar (2011:11), exploratory studies are conducted when studying topics or areas that very little is known about, particularly within academia. Moreover, Stebbins (2001) states that exploratory studies do not always have to be conducted when doing primary research as they can also be used when conducting desktop studies such as this one, whereby there is a lot of reliance on secondary research such as reviewing available literature and data to better understand the challenges facing long-distance truck drivers.

1.6.4. Data Collection Methods

This study was conducted by utilizing secondary data, which is defined as data that has been already published by someone else for a different purpose than the one which this study is using it for (Kabir, 2016). To obtain more information on the challenges faced by these drivers, various forms of secondary data are going to be used. These sources include books, newspapers, internet articles, organizational reports (government, trade unions, and private logistics companies), published censuses, data archives, research articles by other researchers, conference papers, and academic journals (Kabir, 2016). Such information is not limited to the trucking industry but also includes other related industries like buses and taxis as the challenges of women working there are often similar as they remain a minority in those male-dominated sectors.

Moreover, since the subject of the challenges faced by long-distance truck drivers in South Africa is understudied within the academic circles, the researcher conducts some parts of this study following what is known as Internet Research. Internet Research is according to Sturwig and Stead (2019), when a person conducting a study, studies a phenomenon using publicly available data found on the internet, under search engines, blogs, newsgroups and in some instances, direct access sites.

1.6.5 Data Analysis

Content Analysis is the data analysis technique that is used in this study. Content Analysis is often used to examine the contents of the data that has been collected to identify certain patterns and themes in that data before making certain conclusions on a subject under investigation (Williams, 2007). This is achieved by going through sources of information such as books, newspaper articles, conference papers, and government publications to establish whether there are any findings on a particular subject that are similar across those different information sources. When this is done correctly, the researcher will be able to identify specific characteristics from the content in the human communications (Williams, 2007), and engaging in this process helps the researcher reach findings that are both factual and accurate.

1.7. Structure of the Dissertation

1.7.1 Chapter 1: Orientation of the Study

Introduction

This introductory chapter shows a wide overview of the study, which is achieved through highlighting the background of the study, the research questions, objectives, and research methods.

1.7.2 Chapter 2: Literature Review and Theoretical Framework

This chapter contains the literature review and the theoretical framework of the study.

Literature review

The sub-topics that will characterize the literature review for this study are as follows:

The current state of the trucking sector in South Africa.

The growth of the trucking sector in South Africa.

Gender inclusivity in this sector.

Protecting women truck drivers and working towards solving their challenges.

Women in working in male dominated sectors.

Women working in the transport sector.

Theoretical framework

Liberal Feminism Theory, Intersectionality Theory, Human Capital Theory and the Theories of Modernity.

1.7.3 Chapter 3: Legislative Framework

The purpose of this chapter is to review the relevant legislation, statutes and policies that has been created as a way of responding to the needs and challenges of women in the workplace in South Africa.

1.7.4 Chapter 4: Research Results and Analysis of Results

This chapter contains the result and analysis of the results obtained from the data collected in the study.

Research results

The collected data will be systematically brought together in writing, analysed, and then the results will be reported on without any information being distorted or manipulated.

Analysis of results

The analysis of results could be included with previous chapters, a key section explaining the conclusions drawn from data and the implications of a theory.

1.6.5 Chapter 5: Summary and Conclusions

Summary and conclusions

The hardships experienced by women in the long-distance truck driving field where they are a minority is an indication of the untransformed nature of the profession and the need for significant legislative and policy reforms. The association of this problem with only women and the need for the advancement of gender equality and the creation of equal opportunities in the profession underscore the essence and foundation of this study. Through the utilisation of qualitative approach and the content analysis technique, this desk-based research explores the enormity of the challenges confronted by the female truck drivers and how effective the policy interventions carried out by the South African government have been in improving the situation.

Chapter 2: Literature Review and Theoretical Framework

2.1 Introduction

In the following chapter the issue of gender segregation in the South African workplace and how it has evolved over years is going to be explored. Furthermore, the biggest challenge facing of unemployment facing the South African government is going to be explored, together with an investigation on the challenges facing women working in the South African transport sector. However, the key interest of this section will be uncovering the challenges encountered by women working in the long-distance truck driving profession in South Africa. In executing this, a global focus on the issues facing women in the transport sector are going to be explored, with examples drawn from countries like Kenya and the United States of America.

Furthermore, the four theories which are namely: The Liberal Feminism theory, Intersectionality theory, Human Capital theory and the theories of Modernity, which have been identified as best suited to analyse the challenges confronted by women in male dominated industries are going to be visited. The relevance of these theories to the challenges faced by South African women in the long-distance truck driving profession is going to be established.

2.2 Gender in the South African Context

Prior to the industrialization of the South African society, women played key roles in the development of their local economies and held positions of power within their communities. According to Weir (2007), black South African women held positions of influence as some were chiefs in the Ba-Pedi nation which is found in the Limpopo nation and during those agrarian societies, they played key roles in agriculture, particularly in crop cultivation. Such women of authority and influence were also found in the Ndebele kingdom where, Ndebele Queens could own cattle. In addition, Shamase (2014) stated that after the death of a powerful Zulu king, Jama in 1781, his daughter, Mkabayi rose to prominence and led the Zulu nation as a regent queen to her younger brother, Senzangakhona who was to become king when he grew up. Despite Mkabayi being female, she was allowed to lead the then Zulu nation, and she obtained respect by her subordinates as she excelled in her job as a regent queen, leading her people with fearlessness and unflinching power. Moreover, Shamase (2014) stated that during those early years, women in the Zulu royal house were elevated and highly respected, which

saw them enjoying more freedoms than responsibilities as they were surrounded by servants that included males, who were there to cater for all their needs.

Furthermore, during pre-colonial times the economy was mainly based in agriculture and women were not marginalized from this key sector as noted by Weir (2007) who mentioned the important that was played by Zulu women in growing food for their families. However, it is also of great importance to note that whilst women held positions of power and influence in pre-colonial South Africa, the segregation by gender in the workplace also occurred in those societies. As according to Weir (2007), crop cultivation was only reserved for women whilst animal breeding was classified as the responsibility of men as observed in the ancient Zulu nation.

Internationally, in countries like the United Kingdom, practices of gender segregation in the workplace were also common. However, according to Grint (1998), there were changes in that during World War One and Two whereby there was an increased demand for labor in the United Kingdom and as a result women were also absorbed into previously male dominated industries. However, according to Grint (1998), single women were preferred to assist in those 'masculine' professions but with the further demand for labour even married women were then incorporated into those professions.

Moreover, even though women could work alongside men, some were not remunerated for the services they rendered as Grint (1998) noted that married women were often made to work alongside their spouses and as a result their work was not paid for. That was early international evidence of women being successfully integrated into previously male dominated industries. Nevertheless, it was also noted that the government in the United Kingdom did not intend maintaining those dynamics on permanent grounds, as later after the world wars, labor policies were further developed to discourage women from entering previously male dominated industries as noted by (Grint, 1998).

Moreover, Mahlwele (2012), pointed out that those practices of gender segregation not only affected black women in prior to the attainment of democracy in SA as white women were also affected. While black women infiltrated the domestic work sector, most white women worked as clerks and receptionists while their male counterparts worked in positions associated with masculinity. According to Mahlwele (2012), these issues of inequality in the workplace were further exacerbated by that women in pre-democratic South Africa were persuaded by society

to embark on tertiary studies that were feminine in nature and that resulted in them being excluded from careers that were associated with masculinity. As a result, women were not equally represented in the South African labour market as Mahlwele (2012) stated that they only constituted of 36% of the labour market in the middle of the 20th century in South Africa. This resulted in many occupations like long distance truck driving being dominated by men, while women were mostly marginalized from actively participating in the economy. Therefore, such practices of segregation of occupations on the grounds of gender have a strong history in South Africa and were further advanced by the Apartheid government during the industrialization of the country. Those discriminatory practices have continued to modern day societies. The Department of Labour (cited in Cohen and Moodley, 2012) reported that there are still instances in South Africa whereby women are offered employment in occupations related to their feminine characteristics, whereas masculine jobs are reserved for men.

Furthermore, according to Cohen and Moodley (2012), those South African women who find themselves working in professions that were historically reserved for men, encounter many challenges. Those challenges include differences in remuneration, stereotyping and discrimination on the grounds of gender at the expense of their male colleagues. However, the above information further reveals that it is not only their male colleagues who are perpetrators of workplace discrimination but also their employers who sometimes pay them differently for the same amount of work done as their male colleagues.

However, those challenges with gender discrimination in the workplace are not only unique to South African women as globally there are also similar practices. For example, according to Miles (2002), in the Middle Eastern country of Jordan women are still marginalized in the labour market due to cultural and social factors that exist in that society. In that society there are still remnants of cultural beliefs that limits the choices of women to certain professions only and their families also play an effective role in maintaining those discriminatory practices by upholding cultures that promote them. As a result of these constraints perpetuated by culture, women in Jordan find it difficult to enter and thrive in the labour market.

Moreover, according to Cohen and Moodley (2012), because of the discrimination women encounter in previously male-dominated industries, women in the job market prefer feminized occupations like nursing and teaching in South Africa. That is because in those industries they are a majority and encounter less challenges with gender discrimination at the expense of their male counterparts.

Furthermore, in recent times there are companies that have been working together with the South African government, to diversify the labour market through employing the previously marginalised groups like women. However, some have failed to balance gender dynamics within their organizations as Siltanen (1994) stated that careers that are male dominated in one organization may be dominated by females in another. The inability to implement these developments effectively, can potentially lead to reverse discrimination which is not supported by labour policies in South Africa.

2.3 Non-Traditional Occupations

In addition, Perrone (2009) classified non-traditional occupations to be those industries where not more than 25% of the employees belong to the same gender group. In such industries they become minorities and become prone to practices of gender discrimination at expense of their male colleagues. However, with societies and economies developing, workplace gender transformation is taking place at high levels in most countries, being supported by relevant labour legislations like the Employment Equity Act of 1998 in South Africa.

However, according to Chusmir (1990), though taken advantage of processes enforcing gender transformation in the workplace by entering previously male dominated industries. Their male counterparts have not followed in their footsteps as globally, fewer men have been identified to be entering what were previously occupations associated with femininity. That is also the case in South Africa as fewer men are entering occupations like domestic work which were previously but a significant number of women in the country are entering occupations like truck driving which were historically reserved for men. As a result, not sufficient gender transformation has occurred in some occupations particularly those where women are a majority.

In addition, researchers like Bradley (1989) stated that throughout history women were placed in professions that were associated with low status and influence in society. As a result, women were given jobs that were associated with less power and influence. According to Bradley (1989), even in organizations that employed both men and women, women were given tasks that were considered to be less important and did not form part of management or teams that had responsibilities of making key operational decisions. That is because women were not trusted in the workplace as they were labelled as incompetent of performing certain occupations

by society without the provision of supporting evidence which are practices that Liberal Feminist theorists are trying to correct. As the Liberal Feminism theory states that women are equally capable of performing well in the workplace, given that they are exposed to the same training as their male counterparts. Furthermore, such practices of segregation on the grounds of gender have led to imbalances in the representation of women in what were previously male dominated industries as noted by (Bradley, 1989).

Moreover, in instances whereby women are represented in higher numbers, they are given minimal tasks with less significance within companies. That proves to be true of the South African long-distance truck driving sector, as previously in Apartheid South Africa the women working in those companies mainly worked as cleaners as they were not employed as drivers because truck driving was considered to be a very important task that only men could perform.

2.4 Unemployment in South Africa

Unemployment is a serious challenge for most South Africans especially for those without post-matric education. According to Gigaba (2000), the South Africans without sufficient skills and education struggle to obtain decent employment. Furthermore, he pointed out that the lack of work experience for some is another hindrance for them to entire the very competitive job market in South Africa. With limited work opportunities in South Africa which are often given to those with sufficient skills and education levels, they easily get eliminated from the job market and become part of the growing number of unemployed South Africans.

Moreover, unemployment been identified as a key contributor to several social problems found in the country as noted by (Government Communication and Information Systems: 2016). These social problems include crime and addictions like drug abuse by some of the unemployed, who resort to these things to overcome the stress of being unemployed. Therefore, because of limited employment opportunities in the country, some women in South Africa enter occupations like long-distance truck driving that were never their first choice but because they want to escape unemployment which is rife in South Africa. That is because according to Naysmith and Rubincam (2012), freight companies in South Africa have got a lot of vacancies for skilled and trained drivers, which presents opportunities for those women with the relevant training in truck driving.

In addition, according to Statistics South Africa (2020), the official unemployment rate stood at 43.1% in the third quarter of 2020 whereby there was an increase of 1.1% from the

unemployment rate of the second quarter of 2020. This information reveals that the issue of unemployment in South Africa is a growing one in South Africa as the job market in the country continues to contract. Furthermore, the unemployment rate in the democratic era has continued to grow as in 1994 the unemployment rate was 20.5% and twenty years later in the first quarter of 2014, it stood at 25.2% as noted by Government Communications and Information Systems (2016). This presents challenges for the South African government who have to work tirelessly to tackle the challenge of unemployment in the country.

Moreover, young South African women of African descent were the group that is the most affected by unemployment in the country. That is because according to Statistics South Africa (2015), the unemployment rate amongst black African women stood between 42 to 46% every year during the period in between 2008 and 2015. It was reported that those numbers were higher than those of their male African counterparts whose unemployment rate stood between 30 to 37% in that very same period.

Furthermore, an interesting discovery was made by that data collected by Statistics South Africa (2015) who established that while unemployment rates was very high for the black South African youth particularly for females, the unemployment rate for white male South Africans stood only between 7 to 12% in that same period. Those numbers revealed that even though unemployment affects the youth the most in South Africa, amongst the youth it affects those of African descent the most, particularly women. Furthermore, this discovery supports the concept generated by Intersectionality theory which says that similar challenges (unemployment in this case) affect people of similar origins and racial components differently (as black women are more affected by unemployment in South Africa when compared to their black male counterparts).

Moreover, the notion that unemployment affects those with less skills and training is supported by Kyei and Gyekye (2011) who stated that South Africans with tertiary education were unlikely to be affected by unemployed. That is because it was reported that only 6% of South Africans with tertiary education were unemployed when compared to a staggering 41% of those with only primary education or less. Furthermore, Moleke (2005) suggested that unemployment rates amongst those with tertiary education were much less for those who studied courses which were more profession oriented like those in the health sciences and in engineering. However, for those who studied courses of a more general nature, like in the humanities faced higher rates of

unemployment and had fewer chances of being absorbed to the labour market when compared to their counterparts with degrees in profession-oriented qualifications.

Consequently, since the lack of skills training amongst South Africans is noted as a contributor to the growing unemployment statistics in the country, the government has responded to this issue by establishing Sector Education and Training Authorities (SETAs). Moreover, according to Independent Online (2017), these SETAs provide learnerships to the unemployed youths between the ages of 18-35 and train them in certain areas like long-distance truck driving as done by the Transport Education and Training Authority (TETA) with young women in South Africa. However, as Turner *et al.* (2013) found in their study, the performance of the majority of SETAs in the country is characterised by weakness and failure to achieve the fundamental goals for which they were established to advance.

2.5 Transport Network in South Africa.

South Africa is a country with a diverse transport system which is used to transport cargo and other essentials across the country. According to Roberts (2014), the South African transport system is made up of air transport, seaports, pipelines, railway transport and road transport. However, the most popular way cargo, gases and liquids are moved domestically is through road transport and rail transport. Furthermore, rail transport which is mainly operated by Transnet (a government owned company), is known to be the most cost effective and safer of the two. However, its disadvantage lies in that it is slower than the independently owned road transport which is known deliver cargo faster (Smithwick:2013). Therefore, since time is a precious thing in business, most companies elect to use road transport, which is a big business in South Africa, dominated by long-haul trucks, mainly moving cargo and other essentials from coastal to inland acknowledges (Naysmith and Rubincam, 2012). As a result, the trucking sector is a very huge one in South Africa, presenting employment opportunities to several locals, including women who are the main focus of this study.

Furthermore, the trucking sector also contributes to high traffic volumes on the country's national roads. That is because according to Labuschagne *et al.* (2013), trucks contribute for a third of the traffic volumes in the country. As in South Africa, the average daily traffic lies between 8500 to 135000 vehicles daily and according to Labuschagne *et al.* (2013), about 5000 of the vehicles identified on the country's national roads are long haul trucks. Every year these figures grow as more people are purchasing cars in South Africa, whereas the trucking sector

also experiences high levels of growth, leading to additional trucks entering the country's national roads.

2.6 Employment Opportunities in Long-Distance Truck Driving

In the presence of high unemployment rates in South Africa, there are many employment opportunities for those wanting to enter the long-distance truck driving occupation. That is because according to Teta.Org (2018), in the year 2018 alone, there were 1359 vacancies in the Road Freight sector and 246 vacancies in Freight Forwarding and Clearing. These high number of vacancies were said to be as a result of a cluster of issues, including lack of specialized skilled required in this profession, the ability to work with dangerous goods and work experience needed to perform these tasks. However, with the training offered to young South African women through work-based learning programs by SETAs, they become suitable candidates to fill some of these vacancies.

Furthermore, when compared to other sectors like manufacturing which are shrinking, the trucking sector is performing very well in South Africa. According to Padayachee (2010), that situation was further exacerbated by the global economic recession which affected many industries in 2009. In South Africa the manufacturing sector was badly affected resulting in the loss of 484000 jobs in the third quarter of the year 2009. As a result, many people were left unemployed and had to seek for the employment opportunities in other industries like long distance truck driving, which continued to grow amidst all those challenges in South Africa. Moreover, according to Padayachee (2010), South Africa was highly affected by the global recession in 2009 because of its close trade relationships with Western nations like the USA where the 2009 global economic recession had devastating impacts on the economies of those countries.

2.7 Challenges of Long-Distance Truck Driving.

2.7.1 Health-Challenges

The health challenges encountered by long-distance truck drivers across the world, are mostly not distinct because they work under similar working conditions, which have similar impacts on their health. According to, Apostolopoulos *et al.* (2013) these long-term health issues also overlook gender, as they affect both male and female employees similarly. These challenges include sleeping disorders because of their irregular and long shifts, their susceptibility to injuries from accidents as accidents are very common in this sector, cardiovascular diseases like hypertension, obesity, and diabetes (Apostolopoulos *et al.*, 2013). Some of these diseases are as a result of most long-distance truck driver's unhealthy eating habits as they do not have the luxury of health food options on the road and at trucking stops when they are away on work trips. Moreover, Apostolopoulos *et al.* (2013), noted that long-distance truck drivers often have difficulties in accessing health care facilities for some medical issues that might arise while they are on duty. A plausible reason for that is because there is often little to no time to attend to such needs because they are often working against time to deliver goods safely and secured on time.

In addition, Lalla-Edward *et al.* (2017) also affirmed findings by Apostolopoulos *et al.* (2013) that chronic cardiovascular diseases like hypertension, obesity and diabetes are very common amongst truck drivers in South Africa as it is the case in the rest of the world. The reasons for susceptibility to those infections were also pointed by Lalla-Edward *et al.* (2017) as being related to their unhealthy lifestyle choices.

Moreover, in South Africa, the ground-breaking study by Naysmith and Rubincam (2012) also revealed that a significant number of long-distance truck drivers are living with HIV and AIDS because of the closeness of long-distance truck driving and prostitution in South Africa. Those findings were further supported by Lalla-Edward *et al.* (2017) who stated that Sexual Transmitted Diseases like HIV and AIDS were more common in truck drivers than the rest of the South African population. However, it was also noted that HIV and AIDs education and related interventions, in this sector has helped reduce high infection rates amongst long distance truck drivers in South Africa.

Furthermore, the prevalence of Tuberculosis amongst long truck drivers was also reported by Lalla-Edward *et al.* (2017) to be at alarming levels. That often resulted in many of them struggling with respiratory issues and as a result reduce their presence in their respective workplaces as Tuberculosis patients should isolate themselves from the public as it is a disease that spreads through the air.

Moreover, Naysmith and Rubincam (2012) identified that the prevalence of HIV and AIDS amongst long distance truck drivers in South Africa has resulted in many losing their lives. As a result, that has left a skills vacuum in this sector, as experienced South African long distance truck drivers continue to lose their lives from the HIV and AIDS pandemic. That has in turn, opened many opportunities for skilled foreign truck drivers to enter this sector who are according to Nicolson and Simelane (2020), are found in great numbers in South Africa.

2.7.2 Safety-Challenges

Some of the most gruesome accidents in South Africa's national roads have been caused by truck drivers and the underlying reason for this has been uncovered in a study conducted by Maldonado *et al.* (2002) as being their lack of sufficient sleep. This largely due to their long hours of work which often exceed the legal working hours of 70 hours a week. In this study, over half of the truck drivers that were interviewed admitted to working these irregular hours which reduces their concentration on the road. Some of them even admitted to sometimes being sleepy on the road. In addition, Maldonado *et al.* (2002) pointed out that even those who worked normal working hours often got disturbed in their sleep while resting at truck-stops.

In addition, according to Venter (2017), the lack of secured parking for trucks on the roads result in at least 57% of truck theft cases in Africa, Middle East, and Africa. These hijackings and theft of cargo often compromise the safety of truck drivers which is why therefore it is necessary for more safe parking locations to be created along different routes to ensure that the safety of truck drivers is met.

Most recently in South Africa there is the issue of foreign truck drivers being targeted, violated, and threatened as some unemployed local truck drivers are claiming that the foreign nationals are taking away their employment opportunities in this sector (Nicolson and Simelane, 2020).

This is a huge problem as it compromises the safety of foreign truck drivers working in South Africa, as some of them have already suffered serious injuries from these sporadic attacks.

2.7.3 Work-Life Balance

Furthermore, according to Apostolopoulos *et al.* (2013), long distance truck drivers are often isolated from their families due to the amount of travelling they do as part of their occupation, and this becomes a challenge for those that are mothers. That is because some of these drivers do cross-border travels and work overnight, which prevents them from having quality time with their children and husbands at home. Moreover, Apostolopoulos *et al.* (2013) stated that this is a dominant problem for female truck drivers in the United States of America, but due to the similarities of the sector they work in, even the long-distance truck drivers in South Africa struggle with work-life balance as their occupation is very demanding.

Furthermore, according to Reiss-Koncar (2000), the extended periods of time away from home has resulted in many long-distance truck drivers being absent in their children's lives and that has also been identified as a key contributor to high divorce rates amongst them. That study by Reiss-Koncar (2000) went on to show that since males are the majority in this sector, they are the most affected by this challenge of divorce. However, female long distance truck drivers also struggle to spend sufficient time with their families which may possibly lead to them losing their marriages at later stages if they do not find supportive partners who will understand that long working hours are part of a truck driver's daily routine.

2.7.4 Cultural Challenges

In addition, according to Naysmitha and Rubincam (2012), the dominance of males in long-distance truck driving has made it difficult for women to enter such professions as culturally and historically they were reserved for only men. However, that has not stopped women from entering them, as recently a significant number of women are gradually entering them even though they are met with resistance in some organizations by their male counterparts. Some of these men still hold strong views on occupational segregation by sex as noted by (Naysmith and Rubincam, 2012).

2.8 Challenges of Female Entrepreneurs in Construction

2.8.1 Socio-Cultural Challenges

There are numerous challenges faced by female entrepreneurs in the construction industry in South Africa. Amongst those issues are socio-cultural challenges which they experience due to male dominance in the construction sector. According to Aneke (2015), attitudes of patriarchy which views women as incapable of succeeding in this “male occupation” are still dominant in this sector. As a result, women encounter a lot of discrimination often displayed in the form of stereotypes from their male counterparts in this sector. Furthermore Buthelezi (2011) stated that, the discrimination of women in the construction industry is a very serious issue as they are not even allowed to enter some construction sites as some men strongly believe that women do not belong in the construction industry.

Moreover, according to Aneke (2015) these socio-cultural challenges that female entrepreneurs in the construction sector encounter, stretches to their homes, as some of their spouses do not offer them sufficient support with their careers. That is because such men perceive the construction industry as not being a suitable one for women as historically it has always been one that is dominated by men. Consequently, women in this industry receive minimal support from their colleagues and spouses which makes it difficult for them to settle thrive in this industry.

2.8.2 Financial Challenges

The construction industry is one that is very expensive to enter as an emerging entrepreneur due to the expensive nature of the equipment used in this industry. Therefore, according to Aneke (2015), female entrepreneurs entering the construction sector encounter challenges in obtaining sufficient money to compete effectively in this sector. That is because financial institutions do not trust them with funding to operate their businesses as they are mostly new and inexperienced in this industry, which has always been dominated by men. Moreover, that in turn, not only affects their competitiveness against their male counterparts but also reduces their ability to attract new customers.

2.8.3 Work-Experience Challenge

As the construction industry has been historically one dominated by men, women entering this industry often have an issue of not having sufficient work experience needed to operate successfully in this sector. According to Aneke (2015), work experience is a very big challenge

for female entrepreneurs in the construction industry as most of them are new in this sector and acquiring it is often a difficult process as they do not receive sufficient support from their male counterparts within this industry.

2.9 Challenges of Female Taxi Conductors in Kenya

Women enter the taxi industry as sliding door operators (SDOs) in Kenya due to many reasons however the most common reason as noted by Maina and Caine (2013) is because of a need for finances needed to support themselves and their families. However, in executing their duties as SDOs they encounter multiple challenges of which are going to be explored in the next few paragraphs.

2.9.1 Sexual Harassment Challenge

Females working in the taxi industry as sliding door operators in Kenya encounter many challenges of which sexual harassment is the most prevalent one in this very male dominated sector. According to Maina and Caine (2013), women are a minority in the taxi industry in Kenya and experience a lot of gender discrimination in the form of sexual harassment from their male counterparts in the sector. However, they not only experience this discrimination from the taxi drivers that they work with as their assistants, but also from passengers and taxi owners who ask for sexual favors from them in return for employment.

2.9.2 Work-Life Balance Challenge

Furthermore, the job of female taxi conductors in Kenya is not any easy one as according to Maina and Caine (2013), they work very long hours on daily basis which deprives them of sufficient time to spend on leisure and with their families. That is because their workdays begin early in the morning and end at night depending on the availability of passengers on those days. Therefore, this presents serious challenges for those female taxi conductors who are mothers and have to perform added duties of nurturing for their children at home as the working hours in this sector are not regulated. Furthermore, Maina and Caine (2013) pointed out that on certain occasions they are expected to work on overnight trips away from home, which presents added challenges especially for those that are single mothers.

2.9.3 Remuneration Discrepancy Challenge

In addition, according to Maina and Caine (2013), females working as taxi conductors in Kenya sometimes experience discrimination from within the taxi industry when they are remunerated

less than their male counterparts performing the same tasks as them. This discriminatory practice of different pay for different genders is very rife in the taxi industry in Kenya and as in Kenya women are easily exploited because of their desperation for employment to escape poverty.

2.9.4 Socio-Cultural Challenges

Moreover, females working as taxi conductors in Kenya experience a great deal of resistance their societies who find it taboo for women to participate in this male dominated industry. According to Maina and Caine (2013), female taxi conductors encounter this resistance mostly from their passengers with strong male patriarchal views who feel that culture does not permit women to work in the taxi industry. As a result, they find it difficult to enjoy working in this occupation and few other women want to join them in changing the gender dynamics within this industry.

2.10 Challenges of Female Bus Drivers in South Africa

Furthermore, in recent times, the representation of females in the bus driving sector is very decent in South Africa and according to Komane (2013), some of these women enter this sector because they want to challenge gender stereotypes about women being incapable of doing such a profession. However, most of them enter this profession as a last resort due to finding it difficult to secure employment in their chosen professions as the labour market is very competitive in South Africa. Nevertheless, since bus driving has historically been a male dominated industry, the women entering this profession often encounter a lot of challenges of which are going to be explored in the next few paragraphs.

2.10.1 Health Challenges

The most common challenges amongst female bus drivers in South Africa are health related. This is according to Komane (2013), because of the nature of their job which makes them prone to illnesses like constant back pains, bronchitis, chest pains, eye problems, ear problems and swollen feet. These drivers are said to experience consistent back pains due to driving long-distances seating in one position and suffer from bronchitis and chest pains due to being exposed to carbon monoxide emissions from certain buses. Furthermore, Komane (2013), pointed out that their eyesight is often affected because it is a crucial part of their job as they have to use their eyes extensively every day to perform their duties. In addition, they experience challenges with their hearing due to consistently being exposed to sounds of buses that are not

ear friendly. Moreover, some regularly experience swollen and painful feet from driving long hours and sitting in one position. In addition, fatigue was also cited to be a very common challenge amongst female bus drivers in South Africa as the nature of bus driving is exhausting to the body.

2.10.2 Work-Life-Balance

The bus driving profession involves working very long hours which leaves the women working there as bus drivers with limited time for leisure and their families. According to Komane (2013), long-working hours are often problematic for females who have multiple roles to play in the family as mothers and in the workplace as drivers. That is because their shifts often start very early in the morning and end late, leaving them with very little time to nurture for their children. Therefore, as a result Komane (2013) pointed out that most female bus drivers in South Africa would not hesitate to leave their jobs if opportunities in other less time-consuming industries were to be available for them as that would afford them enough time to spend with their families which is a struggle for them as bus drivers.

2.10.3 Sexual Harassment Challenge

In addition, according to the aforementioned challenges of work-life balance and health, female bus drivers in South Africa also experience challenges with sexual harassment from their passengers. According to Komane (2013), these female bus drivers encounter rude and sexist male passengers almost on daily basis, who still find it easy to make sexist comments on them because of embedded cultures perpetuating male hegemony in the South African society. The issues they experience from their male passengers range from sexist jokes and unwelcomed sexual advances which makes being a female bus driver difficult in South Africa.

2.11 Challenges of Female Taxi Drivers in South Africa

Moreover, according to Khosa (1997), women in South Africa entered the taxi industry as taxi drivers very early in the 1990s for various reasons including retrenchments from their previous jobs and their inability to secure new employment in their sectors of choice. As a result, even in recent times more females have been entering this profession as the unemployment rates continues to grow significantly in the country. Furthermore, Nkete (2015) stated that the quest to provide for their families drive more women into this very male dominated industry because of the employment opportunities it presents them with. However, in as much as the taxi industry provides women with employment opportunities, the female taxi drivers in South Africa

encounter a lot of challenges within this industry which are going to be explored in the next few paragraphs.

2.11.1 Work-Life Balance Challenge

Female taxi drivers in South Africa work odd hours that vary depending on the availability of passengers and often start their workdays early in the mornings, ending them at night. According to Nkete (2015), this presents a lot of difficulties to those with added responsibilities of nurturing for their families and children as they spend a lot of time on the road and very limited time with their families. In providing an in-depth analysis of this challenge one female taxi driver who participated in a study conducted by Nkete (2015) pointed out that she leaves her children sleeping when she goes to attend work in the morning. In addition, by the time she returns from work at night, she often finds them sleeping which becomes a very serious especially for those that are mothers. Moreover, this woman also pointed out that because of the nature of their job their social lives are also interrupted as they cannot for example attend to funerals and church events because of limited leisure time in the taxi industry.

2.11.2 The Challenge of Restrooms

Furthermore, females working as taxi drivers in South Africa encounter difficulties in accessing clean and hygiene restroom facilities at taxi ranks which hampers their health. According to Nkete (2015), this is a serious issue in South Africa because some taxi ranks do not even have toilets which are a necessity for female taxi drivers and those taxi ranks with toilets, they are often in unconducive conditions to be utilized by them.

2.11.3 Safety Challenges

The taxi industry is known to be a very dangerous one in South Africa and according to Nkete (2015), female taxi drivers encounter a lot of bullying and intimidation in this industry. They experience this bullying and intimidation from their male counterparts as some of them still believe that women are not welcomed to work as drivers or owners in the taxi industry. That is because attitudes of patriarchy are still very rife within the taxi industry and that needs to change.

Furthermore, some of the female taxi drivers that were interviewed in a study conducted by Nkete (2015) stated that they have extreme fears of being raped on the job as rape is very rife in South Africa. As strong cultures of male hegemony and sexism are still prevalent in the taxi

industry some female taxi drivers do not feel safe as they are often victims of sexual harassment from both their passengers and male colleagues. In addition, Nkete (2015) stated that some female taxi drivers are prone to hijackings as also hijacking is very common in South Africa.

Unfortunately, some of their male counterparts even resort to threatening their lives if they do not agree with them on certain issues within the industry. Moreover, according to Nkete (2015), the female taxi owners who are seemed to be strong and powerful voices of change, fell victims to consistent intimidation and receive numerous threats on their lives in the quest to silence them. To demonstrate the seriousness of these unethical practices done against female taxi owners in the study conducted by Nkete (2015), they even went on to burn a taxi belonging to one woman who was both a taxi owner and a driver as she was perceived to be challenging male dominance in this industry.

2.12 Theoretical Framework

This study utilizes four theories, and they are namely the Liberal Feminism Theory, the Intersectionality Theory, the Human Capital Theory and the Theories of Modernity.

2.12.1 Liberal Feminism Theory

According to Bailey (2016), the theory of Liberal Feminism has its roots in Liberalism which is a political philosophy that is focused on highlighting the ability of human beings to be rational, reason and most importantly to explore their “natural” right to liberty. This philosophy is all about an individual being respected for his or her own choices, being afforded an opportunity to decide on how they would like to live their own lives. Moreover, according to Simmonds (2012), Liberal Feminism was brought into existence by the collective feminism movement which was established in 20th century to fight for the rights of women. This movement fought for equality in society and in the workplace as during that period women were suffered from many forms of oppressions. Those oppressions included their exclusion participating in the economy as they were believed to be incapable of adding value to then male dominated economy. Therefore, the feminism movement became a voice for these oppressed women and exposed their struggles which were evidently visible in many earlier societies.

Furthermore, Liberal Feminism theory suggests that women are equally capable of doing certain things as their male counterparts because they share more in similarities than their procreative differences (Lorber, 1997). Moreover, according to Wollstonecraft (2010), this

theory promotes equality between men and women, as this theory holds a view that they are not very much different people but have a lot in common in terms of their abilities to do different things. Unlike radical feminism, a theory seeking a complete overhaul of societal institutions and structures, liberal feminism strives for legal and political reforms crucial for bringing about gender equality, which is the central focus of the study.

Moreover, Lorber (1997) recognized that the differences in the capabilities of men and women are often because of their different exposure to education and training opportunities. Liberal Feminism theory, therefore, suggests that, if men and women receive the same education and training, they can be equally productive in the workplace. This theory will therefore help us identify whether there is a relationship with training and success for long distance truck drivers in South Africa.

Furthermore, according to Bailey (2016), Liberal Feminism focuses on removing legal and social constraints in society and the workplace that limits the freedoms of women. These legal and social constraints may be found in written form as legislations or in unwritten formats as unjust cultural beliefs that limits the rights of women.

In addition, according to Bailey (2016), the core focus of this theory is to empower women, increase their voices and end their oppression. That is done carefully through pointing their strengths which are not different from men and through highlighting their ability to decide on their own life choices. Their life choices include ability to decide which careers they want to enter and not being prevented from entering occupations like Long-Distance Truck Driving which is the key focus of this study.

In addition, feminism can be understood from various other lenses like Marxist Feminism and Radical Feminism as discovered by other scholars which are going to be explored below. According to Marxist Feminism writes Swigonski and Raheim (2011), the oppression of women in the workplace is largely visible in capitalist societies. These writers pointed out that women were most likely to be exposed to different injustices in countries where the economy is controlled by the private sector alone. It is said that those economies are largely dominated by males and women are often underrepresented in them resulting in their oppression in the workplace whereby they are not treated equally if compared to their male counterparts.

Therefore, according to Swigonski and Raheim (2011), the solution to this problem would be the introduction of Socialism whereby the means of production and control in the market

belong to everyone, regardless of their gender. That is because according to these scholars in socialist societies women are less likely to suffer from practices excluding them from the economy because in those societies everyone is given equal opportunities irrespective of their gender. Therefore, it is in such societies that women are most likely to be exposed to equal opportunities in the market unlike in capitalist societies which are mainly controlled by men.

In addition, to Marxist Feminism there is a theory referred to as Radical Feminism. According to Lorber (2010), this approach to feminism concentrates on exposing and uprooting remnants of patriarchy in society. This approach emphasises the importance of removing systems that produces male dominance in our societies. However, according Lorber (2010), achieving that process is a difficult one, due to that there are systems in society like culture and societal beliefs which promotes the dominance of men over women. For example, in South Africa women of Zulu origin are encouraged to always uplift the status of their male counterparts, through respecting them and following their instructions. Therefore, a challenge exists in removing such beliefs some of these women grow up being taught such values that promote patriarchy by their families.

2.12.2 Intersectionality Theory

According to, Weldon (2006), the theory of intersectionality has its roots in the struggles that were faced by black women in the 1980's in America, whereby in 1989 Crenshaw (1989) observed that there were differences in the way women experienced similar challenges depending on their race. These claims were further supported by McCall (2005) who also identified that the impacts of certain challenged on black women are more severe compared to their white counterparts. The effects on the lives of these black women were not only different when compared to white women, but to the black men that they shared similar environments with.

Moreover, Intersectionality theory emanates from Feminism theory which is going to be the primary theory used across this study. However, the difference lies in that Intersectionality theory states that women experience similar challenges differently depending on factors such as race, migration status and social class to mention a few (Samuels and Ross-Sheriff: 2008).

Furthermore, Samuels and Ross-Sheriff (2008) stated that a privilege to one woman can be a liability to other women depending on various factors like the colour of their skin. An example elaborating on this, is a scenario whereby a white female truck driver working alongside black

drivers in a particular firm may receive respect from her black male colleagues due to her skin-color which the apartheid regime associated with power and authority. Whereas a black female truck driver working in the very same firm, may be subjected to facing a lot of disrespect from her fellow black male counterparts who from their socialization growing up, never learned to treat a fellow black female as their equal.

Therefore, since race is such an important issue in South Africa because of the legacy of Apartheid in the country, a theory like Intersectionality helps create a better understanding of how people of different races and social classes experience oppression differently, even in the workplace as the country is still in the process of transformation.

However, since McCall (2005) identified that the effects of challenges on the lives of people are not only different when compared on racial grounds but also pointed out that there are differences on them on gender. That is because for example a black woman working as a truck driver at a particular company, can experience unique difficulties with challenges that are common to even her male colleagues. An example elaborating further on this as noted by Apostolopoulos *et al.* (2013) is that the long-working hours experienced by truck drivers can have a different effect on those that are mothers who end up having limited time to nurture for their young children when compared to their male colleagues of the same race.

2.12.3 Human Capital Theory

The Human Capital Theory identifies the accumulation of education and training as key in developing the skills and knowledge of employees (Ehrenberg and Smith, 2003). Furthermore, this theory perceives educating employees as something that should be seen as investment by employers on their workforce, rather than viewing it as a liability. In this case employers in the trucking sector should not hesitate to spend more money in advancing the skills of their drivers as it helps them to be effective in their respective jobs.

Furthermore, (Ehrenberg and Smith, 2003:266) differentiates between human capital and nonhuman capital investments by stating that “human capital includes accumulated investments in such activities as education, job training and migration, whereas nonhuman capital includes society’s stock of natural resources, buildings and machinery.” In essence, Human Capital Theory suggests that education increases the productivity and earnings of individuals; therefore, education is an investment. Investing in the development of the Human Capital by the employers helps the employees in that they acquire new valuable skills which

empower them to perform their duties successfully and helps the employers in that they receive better quality of work from the employees.

In addition, as the employees accumulate new knowledge, skills and expertise they also have their own expectations from within the organization. Such expectations are stated by (Ehrenberg and Smith, 2003:267) as “higher future earnings, increased job satisfaction over their lifetime and greater appreciation nonmarket activities and interests.” This theory will be of great importance in understanding the role played by SETAs like TETA in partnership with logistics companies, in training female truck drivers in South Africa. Moreover, those driver training programs are also identified as a key contributor to the increasing number of women in the long-distance truck driving profession as most of them are attracted by these free skills training programs which come in the form of learnerships.

2.12.4 Theories of Modernity

2.12.4.1 Cultural Modernity: The Human Development Perspective

Furthermore, the Cultural Modernity theory can help us understand the growing transformation of the workplace that is happening in post democratic South Africa whereby women are now entering previously male dominated professions in high numbers. This rising number of women entering what were previously male dominated occupations like long distance truck driving in the context of this study, can be understood better from the Cultural Modernity theory. That is because according to Osman and Miyonga (2018:481) “this theory emphasizes the conversion of economic development into a cultural process of human development that gives rise to emancipative world views, reflected in self-expression values that emphasize human choice and autonomy, including the choice and autonomy of women.” This means that as societies progress, women adopt new values which improve their independence and make them less reliant on their male counterparts for their survival which was common practice in the past.

In addition, these emancipative values which are found in many progressive societies, increase the life choices of women which is something that is very important for their empowerment. Furthermore, the importance role played by these emancipative values in empowering previously marginalised women was noted by Osman and Miyonga (2018) who stated that they were important in transforming the modern world. For example, in South Africa today anyone can choose their own preferred profession without being questioned or discriminated against which is possible one of the reasons why many women are now entering occupations that were mainly reserved for men like truck driving in the country.

2.12.4.2 Economic Modernity: The Classical Development Perspective

Moreover, the theory known as Economic Modernity: The Classical Development Perspective, can be used to better understand the recent high number of females entering previously male dominated occupations like long distance truck driving in South Africa. According to Osman and Miyonga (2018), this theory reveals the relationship played by advancing economies in the equal distribution of resources and access to education amongst their citizens. That is because the money resulting from economic growth can be used to educate the country's citizens which in turn, increases their chances of obtaining employment and playing an effective role in the economy of their respective countries. For example, the more the South African economy grows, the more the government will have money to invest on programmes like learnerships aimed at training long distance truck drivers in South Africa.

2.13 Conclusion

Unemployment is a serious issue in South Africa, and it affects the South African youth the most. However, the long-distance truck driving sector provides most of these unemployed youths with employment opportunities as it is a growing sector in South Africa with high vacancy rates. Furthermore, females are entering this profession in high numbers due to the availability of government programs like the driver training learnerships by TETA aimed at training female truck drivers in South Africa.

Moreover, as more females are entering the long-distance truck driving profession, they are exposed to many challenges that exist within this sector. Those challenges are mainly related to gender discrimination which they suffer at the expense of their male colleagues as some of them still possess traits of male hegemony and identify the trucking sector as one that should always be always exclusively reserved for only males. In addition, women working in the South African transport sector have identified work-life-balance as their most significant issue due to the prevalence of high working hours in this sector. This is as a result of female bus, taxi and truck drivers all agreeing that balancing their personal and private lives is a serious issue in this sector as they work long hours in their respective professions.

Lastly, the Feminism theory proves that women can compete effectively in previously male dominated industries if they are given a chance to participate in them. While Intersectionality theory proves that the even though the challenges facing women in the transport sector globally may be similar, the impacts on their lives are often not the same. Moreover, women in the

modern world have more liberties in choosing their own professions unlike in the past whereby their choices were limited by societal practices maintaining male hegemony.

Chapter 3: Legislative Framework

3.1. Introduction

The purpose of this chapter is to review relevant South African legislations, statutes and policies that have been enacted to assist women in previously male dominated industries by protecting them in the workplace and in society. However, the relevance of these legislations to the lives of women working in the long-distance truck driving profession is going to be the focus of this study. This discussion will move from firstly, analysing the Constitution of the Republic of South Africa, 1996 whereby most of these laws emanate from then it will move to identifying and explaining labour policies like the Employment Equity Act of 1998 which has played a big role in diversifying the South African workforce. In addition, a summary of the labour laws protecting women against abuse in the American workplace is going to be provided, in order to establish how the South African labour laws, meet world standards.

3.2 The Constitution of the Republic of South Africa Act number 108 of 1996

The Constitution of the Republic of South Africa, 1996 is referred to as the Supreme Law of the Land because of all other laws, policies and prescripts in South Africa must be aligned with its directives. Moreover, the Constitution of the Republic of South Africa, 1996 signifies the importance of the protection of the rights of employees working in the country. These rights are encompassed in Chapter two of the Constitution whereby the Bill of Right is found, where under section 9 (1) of the Bill of Rights it is stated that both men and women should be treated and benefit equally from the law in the country, which aims to remove laws that are biased against, often marginalizing women.

Furthermore, this section also puts equality at the center of its heart, as section 9 (2) of the Bill of Rights in the Constitution of the Republic of South Africa, 1996 states that everyone living in South Africa, irrespective of their gender, should be able to fully enjoy all the rights and liberties that the Constitution provides them. In addition, in this section the promotion of the principles of equality in the South African society and workplace is given great importance, as an essential act that can assist South Africa attain equality. Moreover, it is stated that unfair discrimination against any category of people residing in South Africa remains illegal, and according to the Constitution such acts of discrimination should be punishable by law.

It is of great importance to note that discrimination takes various forms and according to section 9 (3) and (4) of the Bill of Rights found in Chapter 2 of the Constitution of the Republic of South Africa (1996) discrimination against gender, race, age, disability, religion, pregnancy, sexual orientation, and marital status amongst other things is prohibited in South Africa. Moreover, to enforce this across the South African society the Bill of Rights' section 9 (4) states that laws, policies and prescripts must be created to remove these types of discriminations which are very rife and common in the South African workplace where women are a minority. In addition, the Bill of Rights' section 9 (5) labels the aforementioned types of discrimination as unfair, as it harms the fundamental human rights of the recipient, which is illegal and punishable by law in South Africa.

Moreover, the Bill of Rights' section 16 states that every South African has a right to express themselves freely in the republic as long as such expressions do not incite violence, propaganda or hatred that is based on gender amongst other things. However, the unfortunate reality about the South African workplace where women are a minority like in the Long-Distance Truck Driving profession, they are often victims of stereotypes and insinuations perpetuating violence and propaganda against them which is unfair (Naysmith and Rubincam, 2012). This therefore shows that some men within the trucking sector find it easy to abuse this right to Freedom of Expression by verbally abusing their female counterparts.

Furthermore, the right to Freedom of Expression is an essential in addressing challenges of female employees in the workplace, because if they do not talk about their frustrations to management, their rights may continue to be infringed. This right is very essential in making the voice and cries of the oppressed women to be heard to bring about change in society whereby action is taken towards ensuring that they are respected and treated with dignity.

In addition, the Bill of Rights' section 17 states that South Africans have a right to participate in demonstrations and pickets as a way of finding solutions to their grievances. This is also a very important right in the workplace because in situations whereby consensus is not reached when solving problems with management, workers are given a right to participate in demonstrations as a way of adding pressure to management. This right gives more power to the workers that are discriminated against to gather and fight their battles as a collective up until their rights are upheld with the highest form of dignity. As a result, previously disadvantaged groups like women in the South African workplace can feel more empowered, because this right allows them to speak against any injustices they may face in the workplace.

Furthermore, women in male dominated industries like Long-Distance Truck Driving in South Africa have a right to Freedom of Association as stipulated under the Bill of Rights' section 18. This is an essential right because it allows them to join trade unions which can assist them in their fight against all forms of discrimination and maltreatment that they may receive in organizations whereby they are a minority. Moreover, the right to Freedom of Association allows female employees to freely associate themselves with their male counterparts without having any fears of being discriminated because of their gender and because they are a minority in those professions.

In South Africa, the occupation of long-distance truck drivers demands them to move cargo and other essentials from coastal cities like Durban to inland towns as noted by (Naysmith and Rubincam, 2012). These actions require them to move often therefore, the Right to Movement which is encompassed in section 18 of the Bill of Right in the Constitution of the Republic of South Africa, 1996 is a very essential one for this occupation. Without the presence of this right in the constitution, female long-distance truck drivers would not be able to perform their duties and would therefore have no employment, endangering their livelihoods. In South Africa, long distance truck drivers are allowed by the law to drive in any city without having any fears of being arrested as the right to Freedom of Movement is enshrined in the Constitution of the of the Republic of South Africa, 1996.

Furthermore, section 22 of the Bill of Rights contains the most important right in achieving a gender balanced workforce in South Africa as the right to Freedom of Trade, Occupation and Profession is found in this section. Historically in South Africa like the rest of the world, certain occupations were allocated to people according to their gender as noted by (Lezotte, 2019). Therefore, the introduction of the right to Freedom of Occupation, gives individual citizens more power to choose for themselves which occupations they may want to be a part of regardless of their gender or sexual orientation. This right is aimed at ensuring that diversity is visible in the new South African workplace, unlike under Apartheid South Africa whereby certain industries were dominated by certain genders only.

Moreover, crucial to the field of Labour Studies, the Constitution of the Republic of South Africa under section 23 of the Bill of Rights stipulates the Labour Relations rights of all South African employees. It is stated under subsection 1 that all the employees in South Africa have the right to just labor practices. Furthermore, subsection 2 of Section 9 of the Bill of Rights states that all South African employees have a right to join a trade union of their choice and

participate in its activities. The constitution also gives these trade unions the right to participate in collective bargaining with employers which makes their voices stronger when dealing issues affecting the trucking sector. Recognising that section 9 of the constitution states that all citizens are entitled to the enjoyment of equality before the law, both employers and employees should be able to utilise the instrumentality of the collective bargaining process. In essence, section 23 of the Constitution of the Republic of South Africa affords workers the right to join labour unions who act as their representatives during the process of collective bargaining whilst also allowing employers to join employer organisations who pursue their interests during this deliberative process relating to matters affecting the trucking sector.

In addition, as noted in chapter two of this study, health on the road is a significant challenge for female long-distance truck drivers and in section 27 of the Bill of Rights lies the right to health care, food, water and social security. In this section it is stated that everyone in South Africa has the right to access health care services. However, this is one of the challenges for female long-distance truck drivers as they have very few health options while on duty as they usually operate on national roads far from Central Business Districts where the best health care facilities are found.

Moreover, reproductive healthcare is also included as a fundamental right in this section, which is important because female truckers must also be able to attend to their reproductive healthcare needs without being discriminated by their male counterparts. Furthermore, this section states that all South Africans have the right to access food and water, which is also critical to the profession of female truckers as access to these increase their alertness on the road. In South Africa since the profession of long-distance truck drivers is frequented by many road accidents, it is important to note that subsection 3 of section 27 of the Bill of Rights states that no person may be refused emergency medical treatment which may consequently save their lives.

Furthermore, the Constitution of the Republic of South Africa (1996) under the Bill of Rights' section 29, states that all South Africans have a right to basic and further education without being discriminated. This is a very important right for females wanting to enter previously male dominated industries as in the past men and women were not allowed to study for the same careers as previously noted by (Lezote, 2009). Within the trucking sector in South Africa, the Transport Education Training Authority (TETA) which is a government owned agency, is trying to address this challenge by offering paid learnerships to unemployed South African females wanting to become long-distance truck drivers (Independent Online, 2017).

3.3 Basic Conditions of Employment Act of 1997

The Constitution of the Republic of South Africa (1996) became the foundation upon which labour policies like the Basic Conditions of Employment Act (1997) were built. The Basic Conditions of Employment Act (1997) sets out the conditions under which organizations must operate in South Africa whilst respecting the rights of their employees. Moreover, chapter 2 of this Act stipulates the normal working hours in South Africa as being 45 hours a week which is translated to 9 hours a day for those workers working 5 days or less a week and 8 hours a day for those working more than 5 days a week. However, the Basic Conditions of Employment Act (1997) states that employees may not work more than 10 hours of overtime a week, these hours of rest give employees more time to spend with their families. Furthermore, existing collective agreements within the long-distance truck driving sector state that workers may not work more than 90 hours a week as reported by Arrive Alive (2021), making this sector unique. Long-work hours are very common within this sector which often deprives those employed within it of spending quality time with their families.

Moreover, section 14 of Chapter 2 of the Basic Conditions of Employment Act (1997) state that workers are entitled to a 60-minute meal interval after working for 5 hours. That is why then one may find that in organizations where work starts at 08:00 am, employees usually have their one-hour (60 minutes) lunch break at 13h00 pm. However, it of great important to note that this policy states that employers may through a written agreement with employees that work less than 6 hours a day, agree to reduce the meal interval from 60 minutes to 30 minutes. Moreover, Long-Distance Truck Drivers are also entitled to meal intervals and often take them at truck stops to give effect to the Right to Food and Water found in section 27 of the Bill of Rights found in the Constitution of the Republic of South Africa (1996).

In addition, section 15 of Chapter 2 of the Basic Conditions of Employment Act (1997) state that workers should have 12 consecutive hours of rest daily. Furthermore, it states that employees must be given 36 consecutive hours of rest weekly. This is to ensure that employees do not suffer from burnout and are able to achieve work-life balance.

Moreover, the Basic Conditions of Employment Act (1997) provide employers with guidelines as to how the hours of night shift should be calculated. In Chapter 2, section 17 of this Act it is stated that those employees who work between 18:00 pm and 06:00 am must be provided with an allowance in monetary value or have their working hours compressed in a week. Furthermore, it is important to note that the Basic Conditions of Employment Act (1997) state

that employers should ensure that transport is available for workers working overtime and that those who work normally between 23:00pm and 06:00 am should be informed of the presence of any health implications that might have on them. In the Long-Distance Truck Driving profession, night shift is a very common practice as most cargo is moved throughout the day.

The movement of cargo from one point to another occurs even on public holidays which is why then the Basic Conditions of Employment Act (1997) under section 18 of Chapter 2, state that agreements may be reached to pay double pay for work performed on a public holiday. Alternatively, an employee may agree to work on a public holiday in exchange for a day-off on another day. The fact that some companies pay their employees double their normal rates for working on a public holiday makes working on public holidays attractive to many including truck drivers as it means that they get to earn more which helps them to achieve their financial needs.

Leave is an important aspect of a worker's life as it affords them an opportunity to attend to their social or other needs that exist outside of the workplace and chapter 3 of the Basic Conditions of Employment Act (1997) highlights the guidelines around leave. In this chapter Leave is divided into four sections, which are namely: Annual Leave, Sick Leave, Maternity Leave and Family Responsibility Leave. The Basic Conditions of Employment Act (1997) state that workers are entitled to 21 days of annual leave or alternatively employers may grant employees may be granted 1 day of leave for every 17 days worked through a written agreement.

Moreover, for sick leave, it is stated that all workers in South Africa can have paid leave for 6 weeks in a period of 36 months, which can be translated to 6 weeks of paid leave in a period of 3 years. This Act also state that employers may request an employee who has been absent for more than two days to present a medical certificate before processing their payment for their sick leave.

In addition, Chapter 3 of the Basic Conditions of Employment Act (1997) state that female workers have a right to four months of maternity leave in South Africa and those workers that are pregnant cannot be forced to perform tasks that may endanger her or the life of her unborn baby. The protection of new mothers in the South African workforce is an essential one and also covers female long-distance truck drivers who are the primary focus of this study.

Furthermore, section 27 of chapter 3 of the Basic Conditions of Employment Act (1997) details guidelines for family responsibility leave. In this section, it is stated that all full-time workers in South Africa have a right to 3 days of paid family responsibility leave annually should a need arise. In creating a better understanding to both workers of what constitutes of family responsibility leave, this Act state that annual leave may be granted when one's child is born or suffering from sickness, or in other instances when a close family member die. The list of such family members includes a life-partner, spouse, parent, grandparent, sibling, or a child amongst others. The existence of such an Act particularly brings much needed support and relief to female employees that are mothers in the workplace as they sometimes must attend to the needs of their children in the event of sickness.

Moreover, employees are required by law as stipulated in section 37 of chapter 5 of the Basic Conditions of Employment Act (1997) to put in notices for the termination of their contracts of employment with their employers. In this section it is stated that workers are required to put in a notice of one week, if employed for six months or less, two weeks if employed for more than six months but less than a year and four weeks if an employee has been employed for more than a year. In all occupations, including those where females are a minority, workers move to different organizations for better opportunities or others leave their employment because of the uncondusive work environment because of things like discrimination which Acts like the Basic Conditions of Employment Act (1997) were established to combat.

In addition, the Basic Conditions of Employment Act (1997) states that it is prohibited for employers across all sectors to employ children under the age of 15 years. Moreover, this Act state that those employees under the age of 18 years are protected by the law from being forced to do work that places them at risk because of their age. In South Africa, by law nobody may obtain a motor vehicle driver's license unless they are 18 years and above as stated by the (South African Government: 2015). Therefore, that means that child labour is strictly prohibited against in the profession of long-distance truck driving in South Africa.

However, it is also very important to note that some of the above-mentioned conditions may change from time to time in the trucking sector. This may be due to that in the trucking sector, the government has created platforms for collective bargaining whereby all key stakeholders meet to discuss and agree on conditions that may be identified to be good for this sector. Having stated that, the collective agreements reached at these bargaining councils should ensure that

the well being of workers are put at the forefront as mandated by the Constitution and the BCEA.

3.4 Promotion of Equality and Prevention of Unfair Discrimination Act number 4 of 2000

In the year 2000 the South African government developed a legislation that was aimed at protecting the rights of South Africans afforded to them by section 9 of the Bill of Rights in the Constitution of the Republic of South Africa (1996). This legislation was to be called the Promotion of Equality and Prevention of Unfair Discrimination Act no.4 of 2000 which was designed to promote equality in the South African society and regulate against practices of unfair discrimination in the country. The application of this Act is not limited to the society at large but to the South African workplace as well, whereby some workers suffer numerous injustices like discrimination because of their gender and sexual orientations.

Moreover, section 8 of chapter 2 of the PEPUDA Act no.4 of 2000, state that in South Africa it is prohibited to discriminate against any individual based on their gender. This is very important in relation to the South African workplace whereby women are a minority like the long-distance truck driving profession as this act protects them from any form of discrimination on the grounds of gender. The PEPUDA Act no.4 of 2000 state that women may not be deprived of opportunities of employment because of their gender and those that are already within employment, they may not be deprived of opportunities of growth because of their gender. This Act further makes it illegal for women to be discriminated because of reasons pertaining to pregnancy in the workplace as in the past some women have faced a lot of discrimination from their male counterparts during their pregnancy in the workplace. Moreover, under subsection (g) of chapter 2 of the PEPUDA Act no. 4 of 2000, it is stated that women may not be prevented to access education and health-care services of their choice in South Africa. The presence of these rights ensures that women in the South African labour market can work in environments that are good for their growth and well-being. The restoration of the dignity of women in South Africa is at the centre of this Act and employers are therefore encouraged to ensure that their female employees are always treated with dignity and respect.

Furthermore, section 10 of chapter 2 of the PEPUDA Act no4 of 2000, makes the use of hate-speech to be illegal in the South African workplace. This is an essential right in fighting against the use of stereotypes and harmful language against female employees by their male counterparts in industries that are male dominated like long-distance truck driving. This Act

states that no person is permitted to use words that may be hurtful or promote hatred towards a certain group or individual.

Moreover, section 11 of chapter 2 of the PEPUDA Act no4 of 2000 states that nobody is permitted to harass another individual on any grounds. These grounds include gender, making sexual harassment a prohibited offence in South Africa. The development of such rights protects and support women like long-distance truck drivers, who may be at risk of suffering sexual harassment from their male counterparts.

In addition, the PEPUDA Act no4 of 2000 makes it the duty of every citizen, including all the employers, employees, and the state to promote equality in the South African society. In this regard, this Act states that the government should develop programs aimed at promoting equality, train people and organizations on equality and lastly, develop further legislation aimed at creating an equal South African society. Furthermore, PEPUDA Act no 4 of 2000 state that public institutions like the South African Human Rights Commission must play an effective role in ensuring that promoting these rights and in investigating their violations. In addition, non-governmental organizations and other formations in society are encouraged by the PEPUDA act no 4 of 2000 to play an active role in promoting equality in South Africa. The attainment of equality in the South African workforce, will ensure that every worker enjoys equal rights in the workplace regardless of their gender.

3.5 Employment Equity Act number 105 of 1998

Furthermore, the practice of unfair discrimination in the workplace is prohibited by the Employment Equity Act no.55 of 1998 which was also developed to introduce principles of affirmative action in the South African workplace. Affirmative action is a very important vehicle towards ensuring that all genders are represented in an equitable way across all professions and levels in the workplace.

According to section 5 of chapter 2 of the Employment Equity Act no.55 of 1998 all employers in South Africa should take actions to promote equal opportunities in the workplace through a process of removing any unfair discrimination that might exist in their employment policies or practices. This is a very important directive to employers in the country because internal employment policies should also support female employees and their needs for them to thrive in their careers.

In addition, section 6 of chapter 2 of the Employment Equity Act no55 of 1998 state that no employee may be discriminated against based on gender, pregnancy, marital status or family responsibility. The existence of such policies work towards ensuring that females in male dominated industries are also protected from unfair labour practices whereby they may be discriminated by their male colleagues because they are pregnant, have children or are married. Furthermore section 6 makes it illegal for workers to be discriminated against because of their HIV status. This is a significant right for long-distance truck drivers in South Africa because according to a study conducted by Naysmith and Rubincam (2012), HIV infection rates are very high amongst long-distance truck drivers in the country. Moreover, the Employment Equity Act no55 of 1998 state that it is prohibited by law to perform HIV tests on employees. However, there are exceptions for situations whereby the testing is established to be justifiable by the Labour Court in terms of section 50(4) of the Employment Equity Act no 55 of 1998.

Furthermore, section 6 of chapter 2 of the Employment Equity Act no55 of 1998 state that it is not prohibited by the law for employers to take steps aimed at introducing affirmative action in the workplace as long as such steps are in line with the aim of this Act which is to diversify the South African workforce. Moreover, it states that it is not discriminatory to exclude an applicant based on an inherent need of a particular job. In relation to women in male dominated industries, as long as they meet the inherent requirements of those jobs, they may not be excluded from them because of their expertise and knowledge for those jobs.

3.6 Labour Relations Act number 66 of 1995

In the year 1995, the South African government developed a legislation aimed at supporting the implementation of the labour relations rights of workers stipulated in section 9 of the Bill of Rights of the Constitution of the Republic of South Africa (1996). Moreover, it is in subsection 2 of section 9 of the Bill of Rights whereby it is stated that all workers in South Africa have a right to join a trade union of their choice and thus, participate in the activities of their chosen union. These trade unions pursue the interests of workers and play a role in eliminating unfair labour practices from being executed against their members. Fortunately, section 187 of the Labour Relations Act enables the advancement of this objective as it prohibits any unfair dismissals based on gender, pregnancy, race, and other features. This legal protection is critical and beneficial for the women in this historically male-dominated sphere of trucking-driving.

Furthermore, the Labour Relations Act no.66 of 1995 also offers guidelines for effective collective bargaining to employees and trade unions, and employers and their organizations. This is significant to the Long-Distance Truck Driving profession because of its complex nature as some of their issues can only be addressed through the process of collective bargaining. This is for example because the Basic Conditions of Employment Act (1997), does not cover certain aspects like working hours for this sector, which are then covered under sectoral collective agreements that are achieved through the process of collective bargaining.

Moreover, the Labour Relations Act no.66 of 1995 states that both employers and employees are allowed to join formations which help them towards attaining their common interests, and it is these organizations that represent the two parties at bargaining councils when resolving issues not covered by existing legislation in South Africa. Furthermore, some of the challenges that may be addressed at bargaining councils include issues relating to the determination of wages for particular sectors. The deliberation on such matters is crucial in ensuring that there is no financial exploitation in sectors like long-distance truck driving whereby some unemployed South African truck drivers claim that employers hire foreign nationals to exploit them financially (Business-Tech, 2020).

3.7 Skills Development Act number 97 of 1998

In addition, the government enacted the Skills Development Act no.97 of 1998 to support the implementation of the Bill of Rights' section 29 in the Constitution, which states that all South Africans have a right to basic and further education. The Skills Development Act no.97 of 1998 was designed to nurture the skills of employees in the South African workforce. According to Ossafrica (2009), this Act regulates how Sector Education and Training Authorities (SETAs) should be formulated, stipulates how the Skills Development Levy-Grant scheme should work; and lastly administers how the National Skills Authority and Fund should be administered. In South Africa, it is institutions like SETAs that offers unemployed youths with learnerships aimed at upskilling them and incorporating them in sectors like Long-Distance Truck Driving which was previously a very male dominated sector.

Moreover, the Skills Development Act no.97 of 1998 encourages employers to invest in the education of their employees and to allow employees to participate in programs aimed towards improving their skills. Furthermore, this Act encourages employers to support initiatives like learnership programs offered by SETAs through opening their workplaces for new employees to be trained and developed in various fields) to provide opportunities for new entrants to the

labour market to gain work experience. The SETA that offers such Learnerships to females wanting to be trained as Long-Distance Truck Drivers is referred to as the Transport Education and Training Authority (TETA) as noted by (Independent Online, 2017).

3.8 Commission on Gender Equality Act of 1996

Section 119 of the Constitution of the Republic of South Africa, 1996 creates ground for the development of the Commission on Gender Equality and provides guidelines on how its members should be elected. Furthermore, section 120 of the Constitution of the Republic of South Africa, 1996 states how this commission should function and the type of matters that this commission can adjudicate over.

Moreover, according to the Commission on Gender Equality Act of 1996, this commission was established to primarily promote gender equality in South Africa. In addition, it was created to provide advice to parliament on any issues and legislation pertaining equality and women in South Africa. Furthermore, this commission has an objective to safeguard the rights of the previously marginalized and oppressed women in South Africa.

3.9 National Development Plan 2030

In Chapter 3 of the National Development Plan 2030 (NDP 2030) which is titled “Economy and Employment”, the (NDP 2030) identifies the inclusion of women in the South African economy as a long-term solution to reducing the rate of inequality in the country by 2030. This economic inclusion of women mainly refers to the full employment of women under decent working conditions whereby their rights are respected similarly to those of their male counterparts. Furthermore, the NDP advocates against the exclusion of women from certain sectors of the economy as the NDP is driven by a vision to achieve an equal South African society by the year 2030.

3.10 National Youth Development Agency Act No. 54 of 2008

The National Youth Development Agency Act, No. 54 of 2008 states that the government should execute programs like learnerships and internships in ways that should strive to integrate youths of all genders and races together. Furthermore, this policy states that these programs should play a role in integrating women into the workplace as they were the most marginalized group from the economy during the Apartheid years in South Africa. In addition, the National Youth Development Agency Act proposes that those skill training programs should be

executed under environments that promotes the development of the youth economically, socially and educationally. If the above recommendations are followed the young women participating in programs like the driver training program by TETA would come out of those programs being skilled and efficient truck drivers, who are independent and are able to provide for their families.

3.11 Summary of Laws in the United States of America

The United States of America has historically been one of the most progressive societies and this can be also identified from their long-standing labour legislations aimed at protecting women in the workplace. A review of these laws was conducted by Spiggle (2019), and below are some of them:

3.11.1 Equal Pay Act of 1963

In the United States of America whereby the Long-Distance Truck Driving profession is very prevalent amongst females, the government there enacted a law (Equal Pay Act of 1963) preventing women from being remunerated unfairly in the workplace because of their gender. Moreover, this law makes it illegal for organizations to pay males more than their female counterparts that they are employed to do the same jobs with. Therefore, the Equal Pay Act of 1963 is therefore an important law in breaking patriarchy and has helped the United States of America achieve a great deal of equality in their workplace.

3.11.2 Civil Rights Act of 1964 (Title VII)

The Civil Rights Act of 1964 makes it illegal for employers with 15 or more employees to discriminate employees because of their gender. This Act also makes it illegal for women working in such organizations to be treated differently from their male counterparts and advocates for equal opportunities for both genders in the workplace.

3.11.3 The Pregnancy Discrimination Act of 1978

In the United States of America, the Pregnancy Discrimination Act of 1978 makes it illegal for employers to discriminate against a pregnant employee. This Act protects pregnant employees and those intending to be pregnant as they may not be released of their duties because of pregnancy.

3.11.4 The Family and Medical Leave Act of 1993

The Family and Medical Leave Act of 1993 affords workers an opportunity to take 12 work weeks' unpaid leave a year to look after gravely ill close family members or in other instances to look after a new-born baby. This is an important law for new mothers in the United States of America as it gives them enough time to nurture their new-born children before resuming with their work.

3.12 Conclusion

The Bill of Rights which is found in chapter two of the Constitution of the Republic of South Africa, contain numerous rights which protects women from different kinds of oppressions they may suffer in the workplace. Those rights stipulated in the constitution are furthered by Acts like the Basic Conditions of Employment Act of 1997, the Labour Relations Act of 1995 and the Employment Equity Act of 1998. With the Basic Conditions of Employment Act of 1997 stipulating the acceptable working conditions for female long-distance truck drivers and the Labour Relations Act of 1995 specifying their rights to join trade unions and to challenge unfair labour practices. In addition, the Employment Equity Act of 1998 has played a significant role in the protection of the rights of these women as it criminalizes all forms of gender discrimination aimed at women in the workplace. Lastly, South African labour laws are amongst the best in the world and only more enforcement need to be done on them in order to ensure that the women working in previously male dominated industries like long distance truck driving are protected at all times.

Chapter 4: Discussion and Analysis

4.1 Introduction

In the following chapter an in-depth discussion and analysis of the findings of this study is going to be done. This process will be carried out through a deep exploration of the literature that has been collected and the identification of common patterns from these secondary sources of information. However, the key focus of this chapter will be to present the findings of this research on the current challenges affecting women working as long-distance truck drivers in South Africa and to establish how far the law in South Africa is protecting them.

4.2 Unemployment and Opportunities Presented by the Trucking Sector in South Africa

Unemployment is a big conundrum for the South African government as a significant number of the country's population remains unemployed. According to Gigaba (2000), low education and skills levels are at the root cause of this problem as many of the country's people still have difficulties in accessing quality education that produces the necessary skills needed to be competitive in the labour market. These sentiments were also shared by Gumede (2012) who stated that the low skills levels amongst South Africans is a key contributor to their inability to access the job market. As a result, they are marginalized from the mainstream economy, leading to high unemployment rates in the country.

Furthermore, in recent times there has been an increase in unemployment statistics in South Africa as Statistics South Africa (2020) reported that the official unemployment rate stood at 43.1% in the third quarter of 2020. An increase of 1.1% in the South Africa's unemployment rates was observed when comparing the second quarter of 2020 to the third quarter of 2020.

Moreover, the country's youth are the most affected by the high unemployment rates in South Africa. The figure below which has data on how the country's labour market looks like from 2008 to the year 2015, shows that even though unemployment rates have increased for both the young (15-34) and old (35-64) in South Africa over that period. However, this data also reveals that unemployed affect young people more in South Africa as a significant number of them are either unemployed or not economically active. In addition, it shows that there has been a slight increase in the number of unemployed youths between the 2008 and the year 2015. In addition, most recently in the first quarter of 2020 youth unemployment levels were reported by Statistics

South Africa (2020) to be around 43.2% which are very worrying figures as a growing number of South Africans between the ages of 15-34 are unemployed.

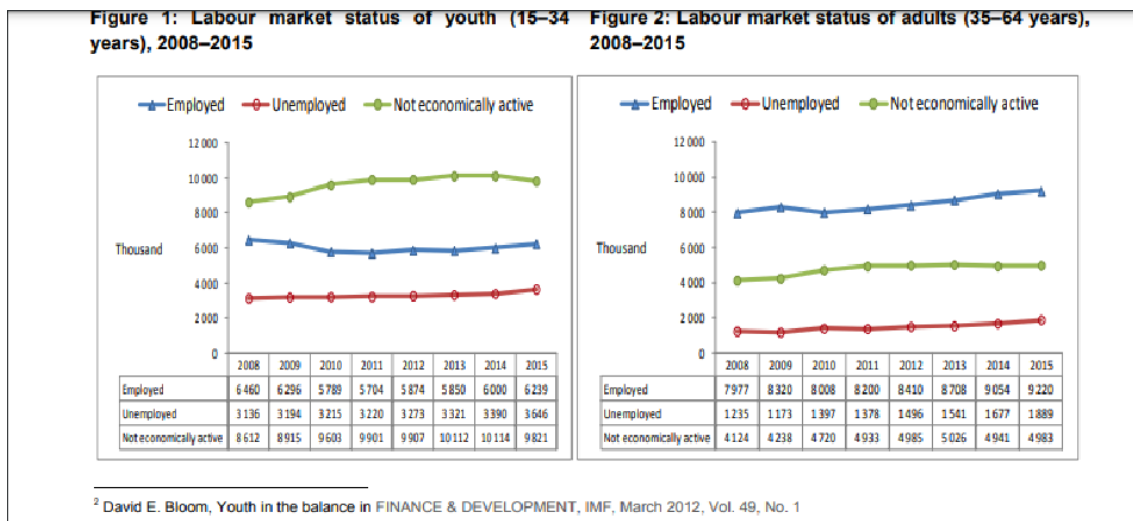


Figure 1: South Africa labour market: Youth Q1: 2008-Q1:2015. (STATS SA, 2015)

Furthermore, the National Youth Policy (2015) also identified that young people in South Africa are the most affected by unemployed. This policy pushed for the incorporation of the youth into the economy as it identified that their further marginalization from the mainstream economy would potentially result in the country experiencing serious political instabilities. Furthermore, according to National Youth Policy (2015) encouraging employers to employ more young people will result in the decline of crime and poverty in the country whilst also increasing political stability, resulting in a prosperous South Africa for all.

As a result of high unemployment figures in South Africa it has since become very difficult for people to obtain employment and on the contrary, according to Teta.org (2018), the trucking sector presents the country's unemployed with employment opportunities. That is because there are many vacancies in the long-distance truck driving profession and as a result more people entering it to escape unemployment which is very rife in South Africa. This is therefore one of the most common reason why women in South Africa enter the long-distance truck driving profession as newspaper articles like the one written by (Independent Online:2017) verifies this. Furthermore, Merven *et al.* (2019) painted a clear picture about the significance of this sector in the South African economy in recent years by stating that the road freight transport sector accounted for greater than 70% of the overall freight payload in the last ten

years. This is as a result of this sector being the biggest role player in the transporting of goods within the borders of South Africa which is something that was not common in pre-democratic South Africa as then, the railway industry (administered by a government entity, Transnet) was the dominant role player in this sector and played a major role in moving goods across the country as noted by (Mathabatha, 2015). Moreover, according to Merven *et al.* (2019), in the year 2016, approximately 5% of South Africa’s GDP and 2.5% of the total employment statistics in the country was attributed to the road freight sector. This shows the importance of this sector not only to the GDP of the country but as an employer of many people who rely on it to sustain their livelihoods.

The diagram below shows the number of vacancies that existed in the trucking sector for the year 2018 which shows that the trucking sector is growing in South Africa. This is at a time when other sectors across the country, are decreasing in the amount of people they are hiring and even retrenching some of their workers. Moreover, from this diagram it showed that the trucking sector had more vacancies which totalled to 1605 than the road passenger transport (taxi and buses) which only had 914 vacancies in total.

DRIVER VACANCIES - 2018 TRANSPORT EDUCATION TRAINING AUTHORITY		
SECTOR	VACANCIES	REASON FOR VACANCIES
ROAD FREIGHT	1359	Specialised skills required/Lack of female candidates/Relevant experience
FREIGHT FORWARDING AND CLEARING	246	Insufficient training and skill
ROAD PASSENGER	914	Equity considerations/High turnover/Lack of skilled candidates. Lack of professional driving skills/Road Safety knowledge/Long distance experience
TOTAL	2519	Total driver requirement from three sub-sectors

Figure 2: TETA driver vacancies per sub-sector 2018. (TETA.org, 2018)

Moreover, as noted in the diagram below which was a survey done by TETA in the year 2011, it was discovered that between rail, air, sea and land transport, the land (road) transport sector employed the greatest number of South Africans which stood at 59%. Therefore, as the land transport is the biggest and busiest within South Africa, it attracts several job seekers each year. This land transport which includes buses, taxis and trucks which are all covered in this study, have also been able to attract several females as they are the mostly affected by unemployment in South Africa. As a result, that is why one is most likely to find a female long distance truck

driver than a female pilot in South Africa, as well as a female taxi driver than a female ship captain South Africa because land transport offers numerous employment opportunities for women in the country.

Employment in Transport Sub-Sectors from the Quarterly Labour Force Survey (TETA, 2011)

Type	Formal	Informal	Total	Percent
Railway transport	33,000	2,000	35,000	5%
Other land transport (Road)	289,000	164,000	453,000	59%
Sea and coastal water transport	4,000	-	4,000	1%
Air transport	18,000	1,000	19,000	2%
Supporting and auxiliary transport activities, activities of travel agencies	89,000	1,000	90,000	12%
Postal and related courier activities	56,000	-	56,000	7%
Telecommunication	85,000	25,000	110,000	14%
TOTAL	574,000	193,000	767,000	100%

* In this survey the informal sector comprises: (i) employment in establishments with fewer than five employees, where income tax is not deducted from salaries/wages; (ii) employers, own-account workers and unpaid helpers in household businesses who are not registered for income tax or VAT.

Figure 3: Employment in Transport Sub-Sectors from the Quarterly Labour Force Survey. (TETA, 2011)

Furthermore, unemployment appears to be the most common reason why women in male dominated industries enter join them. Escaping unemployment has been identified as the reason why women in construction, female taxi and bus drivers enter these professions in South Africa. That is revealed in a study conducted by Aneke (2015) on the construction sector in South Africa and other studies on the taxi and bus industries in South Africa conducted by Komane (2013) and Nkete (2015) respectively. However, international evidence shows that even in other African countries like Kenya, women enter male dominated industries like being taxi sliding door operators to avoid being unemployed as noted by (Maina and Caine, 2013).

Nevertheless, on the contrary in the United States of America, most women enter the long-distance truck driving profession because they want to exercise their independence and enjoy their freedom to choose their own occupations which is what Liberal Feminism theory promotes. Moreover, according to Sicard (2012), even though some women in USA enter this profession because they want to exercise their independence, some of them are attracted into it by free driver training programmes for women that are available in the USA. That is similar to the South African situation whereby majority of new female long-distance truck drivers, entered it because of free driver training programmes offered by SETAs in the form of learnerships. According to Independent Online (2017), the Transport Education Training Authority (TETA) works with companies like Manline Freight to offer free training to the

unemployed youth in South Africa between the ages of 18 and 35 years who want to become truck drivers. However, the criteria to participate in these learnership programs is very strict and only welcomes the young South African women leaving out non-citizens. Therefore, that is why most long-distance female truck drivers working in South Africa are South African.

Furthermore, according to Naysmith and Rubincam (2012), the trucking sector is gradually opening up in South Africa as more females entering it in recent times. This movement of women into this male dominated profession sees South Africa following in the footsteps of the USA. According to Sicard (2012), many women there have been entering this profession for many years, ensuring that the transformation also occurs in the trucking sector like many other previously male dominated sectors. The trend of more women entering the long-distance truck driving profession was also noticed by Reed and Cronin (2003) who identified a rise in the number of women entering the truck driving profession in the USA towards the end of the 20th century.

Moreover, women entering the truck driving profession in South Africa are protected by numerous laws, particularly the Employment Equity Act, number 55 of 1998. This Act tries to bring about equality in all the sectors in the country through ensuring that women are not discriminated against in the workplace. Specifically, it is section 6 of chapter 2 of the Employment Equity Act no55 of 1998 that states that no employee in the Republic of South Africa may be discriminated against based on gender, pregnancy, marital status or family responsibility. Therefore, since there are labour policies like the Employment Equity Act which are pro-workers in South Africa, women see previously male dominated industries like long-distance truck driving attractive which is why more are entering it as the protection of their rights is guaranteed by the country's labour policies.

4.3 Challenges of South African Women in Previously Male Dominated Sectors

It is very common for females entering sectors like construction, bus driving, taxi driving and long-distance truck driving to encounter challenges in the workplaces whereby they are a minority. Furthermore, according to Bell (2007), that is not unique to the South African workplace, however, that is the case across the world because minority groups often submit to members of majority groups. Then that is followed by a process whereby the members of majority groups try to exercise control and power over members of minority groups, violating some of their rights in the process.

In addition, numerous research studies into the challenges confronted by women in male dominated sectors have established that the challenges faced by these women are similar irrespective of the sector that they belong in. Furthermore, there are also similarities in the challenges confronted by women in the transport sector in South Africa and those challenges are going to be explored in the next few paragraphs, highlighting their impacts on the lives of women in South Africa. Firstly, the socio-cultural challenges affecting women in the transport sector are going to be explored. Secondly, the sexual-harassment challenges faced by women minorities in the transport sector are going to be highlighted. Thirdly, the health challenges of women working as drivers in South Africa are going to be explored. Fourthly, the biggest challenge of work-life balance for women working in the transport sector is going to be examined. Lastly, safety challenges on the lives of women in the transport sector are going to be analysed.

4.3.1 Socio-Cultural Challenges

Uniting a workforce is an integral part of any winning team in any organization, as workers that are united are unlikely to mistreat each other and as a result become productive as a unit. An important step towards achieving this in the workplace is through the process of enforcing principles of equality in the workplace whereby all the workers are equally. Whilst introducing equality in the workplace it of great importance to understand what UN Women (cited in Lares, 2017:584) asserts when stating that equality is only about giving men and women equal opportunities but does not strive to make male and females the same. These efforts are done to create a sense of cohesion and bring about a spirit of togetherness in the workplace between people of different genders. In organizations where the principles of equality are adhered to, women face very little challenges, however, one prominent stumbling block to this is the issue of gender roles that have been given to human beings by society through different generations. Nevertheless, some women work tirelessly to change those dynamics by entering previously male dominated sectors and challenging the stereotypes that society use to describe them as noted in conducted by (Sicard, 2012) in the United States of America.

These gender roles used to confine women to only certain occupations are not only common in the USA, but they are present in almost all societies across the world including South Africa. An example elaborating this point was given by Nkete (2015), who stated that go to the extent of practicing unethical acts of intimidation and violence to threaten women whom they identify as being vocal in the quest of challenging the status quo in the South African taxi industry.

Moreover, Nkete (2015), stated that female taxi drivers in South Africa go through a lot of discrimination in their line of duty at the hands of their passengers, who possess beliefs that views women as being incapable of driving taxis as that has been historically the role of men. Furthermore, female bus drivers in South Africa experience similar challenges with some of their passengers, as they simple do not trust their driving skills as they have been traditionally excluded from such occupations.

In addition, female long-distance truck drivers also experience challenges with discrimination that has its roots in socio-cultural beliefs that promotes the placement of gender roles on people in the workplace. In South Africa this was previously a very huge challenge for women wanting to enter this occupation as some employers excluded them on the grounds of gender. However, since South Africa has strong labour policies in place like the Employment Equity Act no55 of 1998 which encourages employers to diversify their workplaces, more women are gradually entering this occupation in recent times. However, according to Naysmith and Rubincam (2012), some of these females still experience a lot of resistance from some of their male colleagues who feel threatened by their arrival in this profession.

4.3.2 The Challenge of Sexual Harassment

Sexual Harassment is another dominant challenge that women in the transport sector experience. What is unique about sexual harassment in the transport sector is that they do not only experience this form of discrimination at the hands of their colleagues, however they experience a great deal of it from their passengers to. This was revealed in a study conducted by Nkete (2015) who revealed that sometimes female taxi drivers in South Africa are sexually harassed by their male passengers which compromises their safety as rape is also very common in South Africa. Therefore, such acts instill fear in the lives of female taxi drivers and are largely caused by cultures perpetuating male hegemony that still exist in the country.

Furthermore, these acts of sexual harassment are also very common in the taxi industry in Kenya. According to Maina and Caine (2013), female taxi conductors in Kenya experience a great deal of sexual harassment at the hands of their male passengers. This information reveals that governments need to increase their efforts in educating their citizens about gender discrimination in the taxi industry as in some instances it is the passengers who perpetuate these acts of sexual harassment.

However, it is also of great importance to note that women in the transport industry also experience sexual harassment from their male colleagues. In South Africa these unethical acts of sexual harassments on women are very common in long-distance truck driving, taxi and bus industries. According to Naysmith and Rubincam (2012), women entering the long-distance truck driving profession in South Africa encounter challenges with sexual harassment at the hands of their male colleagues in some organizations. This unfortunately occurs in a country with strong legislations protecting women in the workplace like the Promotion of Equality and Prevention of Unfair Discrimination Act no.4 of 2000.

Furthermore, in Kenya female taxi conductors encounter challenges with sexual harassment at the hands of their male colleagues. This is according to Maina and Caine (2013), done to exploit their desperation for employment as some taxi drivers and owners, give them promises of employment in return for sexual favours. These practices may continue to grow as in countries like Kenya and South Africa the taxi industry is not properly regulated. Therefore, the efficient enforcement of labour laws in the taxi industry will remain a challenge as both drivers and conductors do not sign any contracts of employment. As a result, accountability for the violation of worker's rights by employers remains low.

4.3.3 Health Challenges

Health related challenges for females in the transport sector are particularly a huge problem for bus and truck drivers. These groups of people experience health challenges that are similar, and these problems become severe for those that are involved in long distance driving which is normally characterized by long working hours as reported by (Arrive Alive, 2021).

In addition, some of the evidence supporting the aforementioned claims for the bus driving industry was brought forward by Komane (2013) who claimed that the nature of their occupations makes them vulnerable to a number of sicknesses. The most common sicknesses being prolonged back-pains, bronchitis, chest pains, swollen feet, eye, and ear problems. The underlying reason for the back pains being their sitting in one position for long periods of time while executing their respective duties. Furthermore, they struggle with bronchitis and related illnesses like chest pains because they are often exposed to carbon monoxide emissions while in their line of duty. Moreover, some of these female bus drivers working long hours in long distance trips in South Africa often experience problems with their feet, as they become swollen and painful because of long periods of immobility. In addition, their eye vision gets affected

over time and lastly, their hearing gets affected by the loud noises emanating from buses over an extended period.

Furthermore, in the rest of the world these challenges are very common for female truck drivers as well because of the similarities in the way buses and trucks are driven. According to Apostolopoulos *et al.* (2013), the above-mentioned challenges are common amongst both male and female truck drivers as they affect them equally. Therefore, it is very common to find a long-distance truck driver experiencing difficulties with back pains as they spend most of their days on the road sitting in one position. Moreover, long trips also have a negative impact on the health of their feet as they most struggle with swollen and painful feet over time. In addition, because of the heavy noises that they are exposed to when driving heavy duty trucks, their hearing also gets negatively affected over an extended period of time.

Moreover, according to Apostolopoulos *et al.* (2013), female long distance truck drivers are exposed to more life-threatening cardiovascular diseases mainly due to them having limited healthy food options while on the road. These cardiovascular diseases include hypertension, obesity and diabetes which can pose serious threats on their lives if they do not manage them carefully. The lack of healthy food options at trucks stops is big contributor to this. That is because these drivers normally work for extended periods of time far away from their respective homes which causes them to rely on whatever food options they can find along the way.

Moreover, one challenge that is mostly excludes female long distance truck drivers in South Africa is the impact of HIV and AIDS on them. That is because the impact of the HIV and AIDS pandemic on male long distance truck drivers has left many of them infected to the point that a significant number of them have lost their lives to the virus. This information was revealed by Naysmith and Rubincam (2012) who painted a picture that revealed that a lot of male truck drivers in South Africa are living with the HIV and AIDS virus. However, the devastating impacts of the HIV and AIDS pandemic are not the same in other countries like the United States of America as there is not a significant number of male long distance truck drivers living with the virus there.

4.3.4 Work-Life Balance Challenges

The most dominant and serious challenge amongst females working in the transport sector is that of trying to create a balance between their personal and professional lives. Even though

theories like Liberal Feminism encourages women to explore any occupation of their choice like joining the transport sector which is known for long working hours. The women in this sector often find less time to spend with their families and this becomes a very serious issue for some of them affecting their family dynamics.

Moreover, according to Apostolopoulos *et al.* (2013), female long-distance truck drivers experience this challenge the most than their other female counterparts in similar occupations in the transport sector. That is due to the nature of their job which requires them to travel long trips while ferrying cargo from one point to another. Furthermore, some of these trips involve travelling to other countries and as a result, they spend a lot of time away from their own families. Therefore, this becomes particularly an issue for those female long distance truck drivers with young children and husbands. However, even those that are single with no children also complain about their inability to cater for their other needs that exist outside of their occupation. Moreover, according to Apostolopoulos *et al.* (2013), the struggle to balance their personal and professional lives amongst female truck drivers is common in most other countries because the trucking sector is characterized by long working hours across the world.

However, an interesting comparison using Intersectionality theory can be done when comparing the impacts of these long working hours in the lives of female truck drivers in the USA and those in South Africa. That is because in the USA most women enter this occupation to challenge gender stereotypes and are supported by their families to do enter this job. However, in South Africa there are still remnants of male hegemony are still present in our society resulting in female long distance truck drivers in this country receiving minimal support from their spouses. As a result of this little to no support, they often return to their homes from exhausting work trips to perform other household duties as that is expected from them. While in the USA context there appears to be more collaboration and understanding from within families as there is not much emphasis on gender roles in that society.

Furthermore, female bus drivers in South Africa similarly struggle with balance their personal and professional lives. According to a study conducted by Komane (2013), it was discovered that most female bus drivers would not hesitate to leave their jobs should other employment opportunities become present in other sectors with less working hours. Moreover, a reason for that assertion was established to be because of the long working hours that are present in the South African bus driving sector which often leaves women with limited time to cater for the needs of their families.

Furthermore, in addition to female long distance truck drivers, female taxi drivers in South Africa are affected seriously by the long working hours that exist in the taxi industry. An interesting example emphasising the impacts of long working hours in the taxi industry was highlighted by (Nkete, 2015). He pointed out that some female taxi drivers start their shifts when it is still dark in the morning and return to be with their families at night when it is dark again. As a result, they leave their children sleeping in the morning and come back from work to find them sleeping again which highlights the seriousness of the issue of work life balance in the lives of women working in the transport sector.

Moreover, it is of great importance to note that work life balance is not only something that affects mothers or married women, but it is something that affects everyone as the single women in the transport sector also have other needs that exist outside of their workplace. An example elucidating more on this is given by Nkete (2015) who pointed out that some of these women working in the South African transport sector end up having limited time to attend to social gatherings like funerals and stokvels. That is because regardless of whether one is a bus driver, truck driver or taxi driver, they all have social needs that exists outside of their professions.

In addition, according to Steyn (2015), it is very common for long distance truck drivers in South Africa to work up to eighteen hours a day which is definitely an issue that needs to be thoroughly investigated and corrected. That is because working such long hours a day is not permitted by all the labour legislations in South Africa and thus, constitutes of a violation of the driver's human rights. Moreover, it is essential for perpetrators of this transgression to be identified and penalized because long distance truck drivers also deserve to be well rested in order to perform their duties well without causing accidents on the road.

4.3.5 Safety Challenges

For women working in the transport sector, issues of safety remain their biggest challenge in South Africa. That is particularly the case for female taxi drivers and long-distance truck drivers as those industries have in recent times been characterised by a lot of violence in South Africa. Therefore, the presence of this violence is reasonable why these occupations are not occupations of choice for most female job seekers in South Africa even though there are high vacancy rates for them like in long distance truck driving.

In addition, the existence of this violence threatens the lives of these women and according to Nkete (2015), most women in the South African taxi industry do not feel safe working there. That is because there has been a lot of bloodshed in this industry, which makes most of them to live in fear of being targeted should they be perceived to be threats to other taxi operators. Moreover, it is unfortunate that these acts of violence do not exempt female taxi drivers and owners because according to Nkete (2015), they also fall victims to them.

Furthermore, for foreign female long distance truck drivers working in South Africa encounter a serious safety challenge on the roads. That is because according to Nicolson and Simelane (2020), in recent years the South African trucking sector has recorded a number of attacks on foreign truck drivers who are attacked on the country's roads while performing their duties. This is unfortunately a developing trend in South Africa, whereby groups of unemployed South African truck drivers suggest that most employers in the country overlook them in favour of hiring foreign truck drivers. Therefore, an interesting application of Intersectionality theory can be used in analysing this situation whereby even though black female truck drivers generally face challenges with their safety, this challenge is more severe for black female truck drivers of foreign descent in South Africa.

Furthermore, according to Venter (2017), female long distance truck drivers working on overnight trips often encounter serious safety challenges during their resting periods as there are insufficient truck stops. Moreover, the safety challenge is common even in areas with truck stops as criminals target these areas. However, this challenge becomes a very serious one at night when compared to daylight. Therefore, the South African government needs to build more secure truck stops to accommodate the men and women transporting freight throughout the country.

In addition, hijackings are very common in South Africa which also compromises the safety of the females working in the transport sector (Nkete, 2015). Therefore, this means that female taxi drivers, bus drivers and most importantly truck drivers may be vulnerable to these hijackings in South Africa. Moreover, there have been numerous reports of trucks ferrying a variety of goods being hijacked and then later recovered with the cargo stolen in South Africa (Nicolson and Simelane, 2020). As a result of this most female truck drivers are monitored through computer tracking systems to ensure that their safety is improved.

4.4 Specific Laws Protecting the Rights of Female Long Distance Truck Drivers in South Africa

Female employees in South Africa are protected by numerous legislations which were established to protect from various forms of discrimination in the workplace and outside of the workplace. These laws emanate from the Constitution of the Republic of South Africa of 1996 and are there to ensure that the individual rights of all South Africans are respected. Those rights are in chapter two of the Constitution under what is classified as the Bill of Rights. However, there are three laws which are very central to the lives of female long distance truck drivers in South Africa which are namely: the Labour Relations Act of 1995, the Basic Conditions of Employment Act of 1997 and the Employment Equity Act of 1998.

The Labour Relations Act of 1995 is a very important act for female long-distance truck drivers in South Africa as it allows them to join trade unions of their own choices which assist them with their work-related challenges. Furthermore, the Labour Relations Act of 1995 gives these female employees the right to protest any form of oppression that they may experience in their respective companies. These protest actions are a strategy used by organized labour to propel employers to act quicker on matters affecting their employees to fix unfair labour practices affecting women in the workplace. Moreover, women in the transport sector are often exposed to some of these unfair labour practises because they are a minority in these male dominated industries and frequently have little individual power to challenge the status quo. However, with the right to join trade unions granted to them by the Labour Relations Act of 1995, their collective voices become stronger and more effective in removing oppressive practices existing in some of their respective organisations.

Furthermore, the Basic Conditions of Employment Act of 1997 was developed to ensure that female long distance truck drivers work under conducive environments in South Africa. That is because the Basic Conditions of Employment Act of 1997 stipulates important things like leave days and working hours. This act also affirms that female long distance truck drivers have a right to four full consecutive months of unpaid maternity leave which is a very important right for those truck drivers who may be contemplating on starting or growing their existing families. However, the limitation of the Labour Relations Act of 1997 lies in that it cannot stipulate the working hours for the trucking sector as they are determined at bargaining councils through collective agreements established between unions and employers. Nevertheless, the

common and permissible working for female long distance truck drivers is 45 hours per week in South Africa.

In addition, the most important legislation which criminalises all forms of discrimination towards women working in male dominated industries like the long-distance truck driving profession is the Employment Equity Act of 1998. Furthermore, the formulation of this legislation has presumably been the underlying reason why in the 21st century there has been an increase of women entering the long-distance truck driving profession. That is because the Employment Equity Act of 1998 promotes the diversification of workplaces by encouraging companies to hire more of the previously marginalised groups like women in South Africa. Moreover, these efforts by government of diversifying the workplace in this nature can be identified even in the driver learnership programmes like the one offered by TETA as it only is reserved to train women to become truck drivers. Furthermore, since the Employment Equity Act promotes Affirmative Action, it is probably why majority of the female long distance truck drivers are black in South Africa as preference is given to black females during recruitment processes.

Furthermore, section six of chapter two of the Employment Equity Act of 1998 criminalises discrimination on grounds of marital status and HIV status. That is important information for those females wanting to enter the long-distance truck driving profession because their marital statuses will not decrease their chances of being employed in this growing sector. Moreover, this section of the Employment Equity Act of 1998 which makes it illegal for employers to dismiss employees because of their HIV and AIDS status is very important as a significant number of South Africans are living with this virus as noted by (Naysmith and Rubincam, 2012).

4.5 Limitation on the Rights of Women Drivers: A Global Overview.

While women working in the transport sector enjoy lot of freedoms in their occupations as their rights are protected by strong labour laws, their female counterparts in some parts of the world do not enjoy those liberties.

The diagram below shows that in countries like Russia women are not allowed to drive trains. While in the European country of Moldova, women are not allowed to drive buses with more than fourteen seats. Moreover, in the Asian country of Malaysia women are not allowed to drive trucks transporting goods at night. In addition, the women working as drivers in Malaysia

are not allowed to ferry passengers by road, water, or air at night. The Liberal Theory which promotes women to be free to make their own choices would view these restrictions as a violation of the rights of those females. That is because their respective governments appear to be limiting their potential by stating that they for example cannot drive at night while allowing their male counterparts to drive at night.



Figure 4: Restrictions on Women's Work, (The Economist, 2018).

The Case of Saudi Arabia

In recent years, there were notable protest actions in the Islamic country of Saudi Arabia where females were fighting for their right to be recognized as drivers. Those protests sprang up as a result of a ban that had existed for many years in that country preventing women from driving any vehicle on the country's roads. However, according to Al- Khamri (2019), when those protests gained momentum and received support from across the world, the leaders of Saudi Arabia eventually removed this discriminatory ban on female drivers on the 24th of June 2018. This happened because of the international backlash they received from international human right groups. Therefore, this was a victory for female drivers in Saudi Arabia as this gigantic step taken by their leaders could plausibly open their way into previously male dominated professions like long-distance truck driving.

4.6 Conclusion

The high unemployment rate in South Africa is key behind many women entering the trucking sector as it presents them with employment opportunities at a time whereby other industries are shrinking. However, once inside this profession, women in South Africa encounter many challenges of which most of them are similar to their other female counterparts like bus and taxi drivers. Those challenges range from safety challenges as there are high crime rates in South Africa, health issues due to the nature of their jobs and the most prominent challenge of work-life-balance as they mostly work long hours in those professions.

Moreover, the challenges experienced by female long distance truck drivers are similar across the world as even the drivers in the USA also raised similar issues, particularly health related issues and the issue of work-life balance. In addition, there are advanced labour legislations in South Africa as they motivate women to enter previously male dominated industries whilst protecting them in the process. As a result, South African women working in the transport sector have no limitations in their labour rights like their female counterparts in countries like Malaysia where women are not permitted to drive during the night and their other counterparts in Saudi Arabia where women were previously completely banned from driving up until the 24th of June 2018.

Chapter 5: Summary, Conclusions and Recommendations

5.1 Introduction

The chapter presented below presents the summary of the research which was done to comprehensively investigate the challenges confronted by female long distance truck drivers in South Africa. Furthermore, this chapter will provide the conclusions established by this study and lastly, present the researchers recommendations grounded on the conclusions reached by this study.

5.2 Summary

The principal objective of this research was to uncover the challenges experienced by South African women who have chosen truck driving as a career as they are a minority in this historically male dominated profession. While undertaking this research, broader literature on the subject of female long-distance truck drivers globally was consulted as there were limitations on the data available on the South African context only. Undertaking this task also allowed the researcher to have a deepened understanding of this subject from a global perspective, even though the available research on the South African context remained key to this study (see chapter two).

Furthermore, the chapter containing literature on this subject became a key part of the research since this study was conducted as a desk top research, which made every piece of information discovered in this section to be critical to the entire research. In addition, this process was followed by the visitation of two theories, namely the Liberal Feminism theory and the Intersectionality theory which were used to conceptualize the literature which was explored also in chapter two of this study.

Moreover, in chapter three of this study an extensive review of South African legislations protecting the rights of women in the workplace was conducted. The focus of this chapter was to find labour laws that were established to protect women working in male dominated industries like the long-distance truck driving sector from various forms of oppressions. This process involved an in-depth analysis of the Constitution of the Republic of South Africa which was followed by an analysis of South African labour legislations like the LRA of 1995, the BCEA of 1997, the EEA of 1998 and the SDA of 1998. In addition, to bring a global

perspective in this context, labour laws from the USA like the Equal Pay Act of 1963 and the Pregnancy Discrimination Act of 1978 were visited.

Moreover, since this study was conducted as a desk top research the process of analysing, conceptualizing, and discussing the literature discovered in chapter two of this study followed. A strategy to identify possible relations between the literature in chapter two and the labour legislations in chapter three was applied resulting in the discovery that even though female South African women encounter a lot of challenges in their profession, the country's laws play a vital role in their protection against any forms of oppression in the workplace. This was systematically done using what is referred to as Content Analysis in academic research, which is often used to examine the contents of the data that has been collected to identify certain patterns and themes in that data before making certain conclusions on a subject under investigation (Williams, 2007).

5.3 Reiterating the Study Objectives

The principal objective of this research was to uncover the challenges experienced by South African women who have chosen truck driving as a career as they are a minority in this historically male dominated profession.

Furthermore, the objectives that this study aimed to establish were:

1. To understand the degree to which the long-distance truck driving profession is accessible to women in South Africa.
2. To establish the demographics of the women who are most likely to enter the long-distance truck driving profession in South Africa.
3. Most importantly, it is to uncover the challenges experienced by South African women who have chosen truck driving as a career.
4. To establish whether women of different ages, backgrounds, and races experience these challenges differently in South Africa.

These objectives which this study intended on establishing were addressed in the following way:

5.3.1 The First Objective

- To understand the degree to which the long-distance truck driving profession is accessible to women in South Africa.

The labour laws in South Africa, makes it easy for women to enter any profession of their own choice and that includes the long-distance truck driving profession. That is because after overcoming Apartheid the country's government created many legislations that looked into addressing and correcting the wrongs of the Apartheid government which amongst others, was to exclude women from certain professions. Moreover, the one critical legislation that makes it easy for women to enter previously male dominated professions like truck driving, is the Employment Equity Act of 1998 which is centered on giving equal opportunities for every South African citizen regardless of their gender and also embraces the principle of Affirmative Action.

5.3.2 The Second Objective

- To establish the demographics of the women who are most likely to enter the long-distance truck driving profession in South Africa.

The study established that it is mostly young black South African women that are most likely to enter the long-distance truck driving profession in South Africa. That is because in South Africa, legislations like the Employment Equity Act of 1998 promote what is referred to as Affirmative Action which favours the employment of previously disadvantaged groups in South Africa of which black (African in particular) women were most affected during Apartheid. Furthermore, the reason why it is young black (African in particular) women that are most likely to enter the long-distance truck driving profession in South Africa is because this study established that there are very high unemployment rates in South Africa for young people (see chapter four). Moreover, SETA learnership programmes aimed attracting and training women into the long-distance truck driving profession are only open for the youth between the ages of 18 and 35 years of which is why therefore, it is mostly young women in South Africa who can enter this profession.

However, the study also established that foreign nationals from neighbouring African countries find this sector very attractive and are largely represented in it (Nicolson and Simelane, 2020). Therefore, it would not be surprising to see more skilled black foreign female drivers entering this sector in the near future. That is because most South African females lack the necessary

skills to enter this industry and rely mostly on driver training programmes like those offered by TETA.

5.3.3 Objective Number Three

- Most importantly, it is to uncover the challenges experienced by South African women who have chosen truck driving as a career.

This objective lied at the heart of this research as it was the main objective of this research to explore and thoroughly investigate the challenges confronted by female long distance truck drivers in South Africa. The literature found in chapter two of this study painted a clear picture that female long distance truck drivers in South Africa encounter a lot of challenges in their profession. Those challenges ranged from safety challenges from criminals during their resting periods at night to gender based discrimination from their male colleagues who feel threatened their arrival into this previously male dominated profession. Moreover, a significant number of them pointed out work-life-balance to be a serious issue with their profession as the long-distance truck driving profession is characterised by long working hours and frequent overnight trips which limits the amount of time they spend with their families. This is particularly a problem for those females with added responsibilities at home like those nurturing young children. However, an interesting discovery was made by this research in that the challenges experienced by female long distance truck drivers in South Africa, are not unique to them as other women working in the transport sector experience similar problems. The example of those women are female taxi drivers in the country as shown in a study by Nkete (2015) and female bus drivers in the country as shown in a study that was conducted by Komane (2013).

5.3.4 Objective Number Four

- To establish whether women of different ages, backgrounds, and races experience these challenges differently in South Africa.

This study established that single female long-distance truck drivers with no children are not affected severely as their other female colleagues with children and those that are married. However, whether they are married or not, they are greatly affected by the challenge of work-life-balance as they end up having limited time for their social lives because of the long working hours that are very common in this profession. Lastly, gender roles are common in many societies therefore, regardless of their race, country of origin or financial backgrounds women are still expected to play certain roles in the household as noted by (Sicard, 2012).

5.4 Application of Theories

5.4.1 Liberal Feminism

It was established by this study that women are equally capable of succeeding as long-distance truck drivers in South Africa if they are trained equally and receive fair treatment in the workplace as their male counterparts. In addition, in line with the advocacy of liberal feminists seeking a favourable working environment for women and the consideration of the importance of work-life balance for both married and unmarried women, the South African society allows, in some contexts, the enjoyment of flexible working hours.

5.4.2 Intersectionality Theory

It was established by this study that young black people of African descent are the most affected by unemployment in South Africa, however, within this group, women are the most affected by the challenge of unemployment. In addition, it was established by this study that even though globally, female long distance truck drivers are affected by similar challenges in the workplace, those in South Africa are severely affected by those challenges as remnants of masculinity and male dominance in the South African society are still visible.

5.4.3 Human Capital Theory

It was established by this study that government interventions like driver training learnerships aimed at increasing the skills of female truck drivers in South Africa, play a big role in their incorporation and success in the long-distance truck driving profession.

5.4.4 Cultural Modernity: The Human Development Perspective

It was established by this study that emancipative world views found in modernising societies empower women and result in them being able to make career choices of their own. Unlike in ancient societies, in modern society women are freer from oppressive cultures that limits their career choices which is why then today there is a growing number of women entering the long-distance truck driving profession.

5.5 Conclusion

The challenges encountered by female long distance truck drivers in South Africa are not unique to them as they affect other females working in similar industries within the transport sector. That is because female taxi and bus drivers in South Africa have also reported that they encounter similar challenges as their counterparts in the trucking sector. Those challenges are mainly related to the discrimination that they face at the hands of their male colleagues and to some extent, even employers. Moreover, these women working in the very male dominated transport sector also encounter serious challenges with balancing their personal and professional lives mainly due to the long working hours that are common in the transport sector. As a result of those long working hours these women end up remaining with very limited time to cater for their household responsibilities and this is particularly a challenge for those women that are mothers to young children who still need to be nurtured.

Furthermore, the democratic government in South Africa takes issues of gender discrimination very seriously. As apart from strong labour laws preventing such discrimination in the workplace, they have also established commissions like the Commission on Gender Equality and the Human Rights Commission to make perpetrators that violate of women's rights account.

Moreover, even though South Africa has strong labour laws which strive to protect the interests of workers like female long-distance truck drivers, more monitoring on the implementation of those laws within private logistics companies in the country need to be done. That is because some male employees and to a certain extent employer within the South African trucking sector, still believe that women do not belong in this sector.

However, being a female long-distance truck driver in South Africa is still a very attractive career for many, as the government through SETAs like TETA have created free training programs for those women hoping to enter this career. In addition, that is also because there are many employment opportunities in the South African trucking sector which is an ever-growing sector whereas many other sectors are shrinking in the country.

Lastly, it is of great importance to note that the challenges experienced by female long-distance truck drivers in South Africa are similar to those affecting their counterparts in the United States of America as revealed in a study by (Sicard, 2012). However, the challenge of work-life-balance remains the most common one for these women across the world.

5.6 Limitations of the Study

This study had limitations in that it did not produce primary data about the challenges encountered by long-distance female truck drivers in South Africa as it was conducted as secondary research relying mostly on already published information on this subject. Furthermore, this study had a small pool of information to draw information on from the South African context as the challenges of female truck drivers have not been explored thoroughly by previous researchers in the form of qualitative studies. As a result, the researcher had to draw information from other related professions like taxi and bus driving in South Africa which were covered in a higher degree by already existing research. Moreover, the limitations of this study existed in that it did not display the challenges of female truck drivers per province in South Africa as it studied the dynamics within the entire country, therefore it was not detailed enough on these challenges as experienced by women per province.

5.7 Recommendations for Future Research

Established around the findings of this research, the following recommendations for future research have been made:

5.7.1 Labour Policy Recommendations

More labour policies specifically designed for women working in the South African transport sector should be formulated as these women encounter many challenges as they remain a minority in this male dominated sector.

Furthermore, more should be by the department of labor to enforce existing labor policies like EEA, BCEA and LRA in the transport sector as women there continue to face a lot of gender discrimination in the form of sexual harassment from their male colleagues.

Moreover, since the working hours for the trucking sector in South Africa are established through bargaining councils regulating this sector, the government together with private employers should work together in ensuring that they are adhered to. That will prevent the violation of the rights of female long-distance truck drivers who sometimes must work beyond normal hours.

In addition, employers within the South African trucking sector should create more organizational policies together with their Human Resource Management departments that will increase cohesion between male and female employees in their respective companies. That is

because some male drivers still marginalize and discriminate their female counterparts in this sector.

Furthermore, it would be very useful for the South African government to consider developing a policy that would respond to the key challenge of work-life balance which is very common amongst women working in the transport sector for especially those that are mothers. The development of such a policy would allow these women to prosper in both their professional lives as drivers and personal lives as mothers.

5.7.2 Future Research Recommendations

As this study was conducted as a desk research relying mostly on secondary data, it was established that there is not sufficient primary data on the challenges of female long distance in South Africa. Therefore, more South African researchers should consider conducting primary qualitative research in this area as currently there are not enough primary studies exploring the challenges encountered by female long distance truck drivers in South Africa.

Moreover, it would be very interesting to find more researchers in the continent of Asia investigating the challenges confronted by female truck drivers in that continent because currently there are not enough studies exploring this area.

5.7.3 General Recommendations

It is important for us as the citizens of South African to support women working in the transport sector by not discriminating against them on the grounds of gender. We should instead work tirelessly to respect their rights and encourage more young women to break barriers and enter these previously male dominated industries.

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Appendices

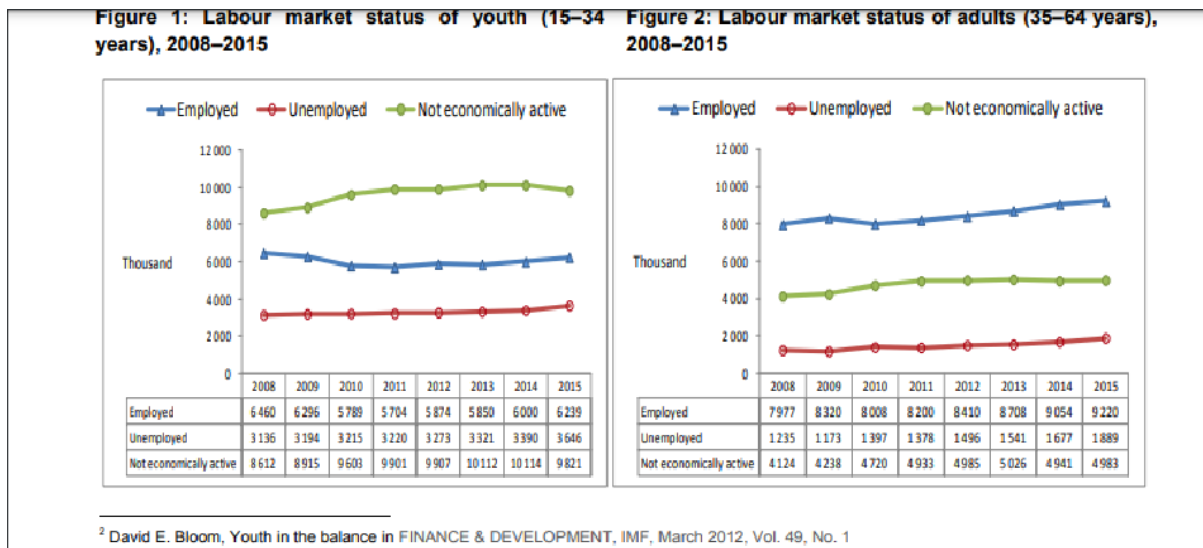


Figure 1: South Africa labour market: Youth Q1: 2008-Q1:2015. (STATS SA, 2015)

DRIVER VACANCIES - 2018 TRANSPORT EDUCATION TRAINING AUTHORITY		
SECTOR	VACANCIES	REASON FOR VACANCIES
ROAD FREIGHT	1359	Specialised skills required/Lack of female candidates/Relevant experience
FREIGHT FORWARDING AND CLEARING	246	Insufficient training and skill
ROAD PASSENGER	914	Equity considerations/High turnover/Lack of skilled candidates. Lack of professional driving skills/Road Safety knowledge/Long distance experience
TOTAL	2519	Total driver requirement from three sub-sectors

FIGURE 2: TETA DRIVER VACANCIES PER SUB-SECTOR 2018. (TETA.ORG, 2018)

Figure 2: TETA driver vacancies per sub-sector 2018. (TETA.org, 2018)

Employment in Transport Sub-Sectors from the Quarterly Labour Force Survey (TETA, 2011)

Type	Formal	Informal	Total	Percent
Railway transport	33,000	2,000	35,000	5%
Other land transport (Road)	289,000	164,000	453,000	59%
Sea and coastal water transport	4,000	-	4,000	1%
Air transport	18,000	1,000	19,000	2%
Supporting and auxiliary transport activities, activities of travel agencies	89,000	1,000	90,000	12%
Postal and related courier activities	56,000	-	56,000	7%
Telecommunication	85,000	25,000	110,000	14%
TOTAL	574,000	193,000	767,000	100%

* In this survey the informal sector comprises: (i) employment in establishments with fewer than five employees, where income tax is not deducted from salaries/wages; (ii) employers, own-account workers and unpaid helpers in household businesses who are not registered for income tax or VAT.

Figure 3: Employment in Transport Sub-Sectors from the Quarterly Labour Force Survey. (TETA, 2011)



Figure 4: Restrictions on Women's Work, (The Economist, 2018).