

NATIONAL UNIVERSITY OF LESOTHO



**WOMEN'S DOMESTIC WORK AND ITS IMPLICATIONS ON THEIR INFORMAL
ENTERPRISES: A CASE OF HANDCRAFTS WOMEN IN HLOTSE, LESOTHO**

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DECLARATION

I hereby declare that this dissertation “*Women’s domestic work and its implications on their informal enterprises: a case of women’s handcrafts in Hlotse, Lesotho*” is my own work and is submitted towards Master of Arts degree in Development Studies. The content and material in this material has never been submitted to any institution or previously used by another person, and where information has been derived from other sources, such sources have been duly acknowledged.

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DEDICATION

I dedicate this research to everyone who has supported me through all the struggles I endured, to everyone who believed in me. I appreciate you. May the good Lord bless you and all your ambitions.

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I would like to thank the Almighty for carrying me through this journey, providing me with strength, knowledge, intelligence to begin and complete this study satisfactorily. Without His blessing, this achievement would have not been possible.

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Lastly to the twenty-five-year-old me, who sat on the bed nervous and overwhelmed, questioning whether this degree was really for her, thank you not quitting, thank you for this hard work. I hope I have made you proud.

ABSTRACT

Globally, women's gender roles are a barrier to women's participation in economic activities. Against this background, this study assesses how women's domestic work impact their informal enterprises in Hlotse. The study used qualitative research methods to collect data, specifically interviews, which involved fifteen participants and open-ended questionnaires for twenty-five participants. The study found that a combination of limited time, restricted access to resources, and societal norms place significant barriers on women in handcraft businesses, limit women's potential to participate in handcrafts businesses. Women have restricted hours to dedicate to their businesses due to the demands of childcare, this limitation is a barrier to productivity, it reduces women's ability to fully engage in handcraft businesses and opportunities for the growth of the business. The study concludes that women's participation handcraft businesses is largely limited by domestic responsibilities such as housework and childcare. The study therefore recommends that the policy makers should implement policies with a focus on women in handcraft businesses to address barriers they face in trying to balance between domestic work and handcraft businesses.

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ACRONYMS

AFDB – African Development Bank

BEDCO- Basotho Enterprises Development Corporation

FAO- Food Agricultural Organisation

GDP- Gross Domestic Product

GEM- Global Entrepreneurship Monitor

ICRW- International Center for Research on Women

ILO - International Labour Organization

MSMEs-Micro Small and Medium Enterprises

NSDP- National Strategic Development Plan

SADC – Southern Africa Development Community

UNDP- United Nations Development Programme

UNECA- United Nations Economic Commission for Africa

UNICEF- United Nations Children’s Fund

CHAPTER ONE: INTRODUCTION

1.1 Introduction

The establishment of women-owned businesses is vital in sub-Saharan African nations. However, a number of obstacles, including lack of funding and limited market accessibility, face their companies. This is frequently associated with the government's inability to provide funding and some infrastructure services to women-owned businesses. Lesotho's female entrepreneurs deal with comparable issues relating to a lack of assistance (Rantso, 2022). The government has helped women-owned enterprises in the early years after independence. The Lesotho's Five-year Development Plan includes policies and programmes intended to support largely female-owned weaving firms, however, other government policy documents that came after the plan are not specifically focused on supporting female entrepreneurs (Rantso, 2022).

Conneley (2021) estimates that 12 million women are deprived of participating in entrepreneurship across the globe, which is a blow to global development that desperately need women's entrepreneurial injection or contribution from a socio-economic and political perspective. Against this background, this study focuses on the implications of women's domestic work on their informal enterprises specifically women in handcrafts business in Hlotse. The study aims to investigate the relationship between women's domestic responsibilities and their ability to effectively manage and grow their businesses.

1.2 Background of the study

Globally, there are a number of ways in which women's domestic work can impact their informal enterprises, for example, the time that women spend on domestic work can limit the time they have available for their businesses (Klunder, 2020). Kaur and Singh (2020) found that in South Asian

countries, social norms and gender stereotypes limit women's access to owning their own businesses and discouraged them from pursuing careers in business. Shastri *et al.* (2022) have shown that women in South Asian countries mainly India, Nepal, Sri Lanka, Pakistan, and Bangladesh face significant obstacles in commencing and scaling up businesses. Deep-seated patriarchal approaches and gender stereotypes remain to be a major challenge for women entrepreneurs in South Asian countries (Shastri *et al.*, 2022). Additionally women face challenges in their entrepreneurial instinct and these are gender stereotypes and a lack of social capital. Managing family responsibility is another major obstacle faced by women entrepreneurs in South Asian countries (Al-Qahtani *et al.*, 2022). These findings clearly show that household work negatively affects women's informal businesses.

Althalathini *et al.*, (2021) showed that family responsibilities and household chores place a significant constraint on women's time availability for business activities in Iraq. They further explained that women are expected to actively engage in tasks such as cooking, cleaning and taking care of children and elderly family members. Additionally, these obligations demand a substantial amount of time and effort, leaving limited room for women to allocate time towards their own business pursuits. The lack of available time prevents women from fully engaging in productive economic activities and hampers their ability to participate in businesses (Althalathini *et al.*, 2021).

In Africa, women in Rwanda are also affected by the intersection of domestic work and informal enterprises (World Bank, 2021b). The World Bank further stated that this is a common challenge for women entrepreneurs in most developing countries. The World Bank (2021b) report shows that women in Rwanda spend an average of 4.7 hours per day on domestic work which significantly reduces their time for income generating activities such as their informal enterprises. Furthermore, Kenya is not an exception. A study of women's involvement in the informal

economy in Kenya revealed that women spend an average of five hours per day on unpaid domestic work, therefore unpaid domestic work was a barrier to women's contribution to economy (ICRW, 2019).

A study by Kayuni and Mhando (2019) also shows that in Tanzania, women in entrepreneurship are affected by their domestic work. In this case, women often have to balance their work and family responsibilities. Managing family and work roles at the same time is a problem for many working mothers in Tanzania. Kayuni and Mhando (2019) have further shown that many women found it impossible to balance the two roles without jeopardizing one. In addition, social norms in Tanzania place a lot of pressure on women to do most of the domestic work even if they have businesses to run. Therefore, women have less time and energy to focus on their business.

Mabilo (2018) stated that South Africa is not an exception, the multiple dimensions of inequality experienced by women in the informal economy has not only revealed deep-seated inequalities in power and privilege between women and men, but has placed women who participate in the informal economy in further structural isolation under modern capitalism. Furthermore, under modern capitalism, informal activities are viewed as subordinate in a market range, placing women, a group that is at the crossroads of production and reproduction, in a very defective position (Mabilo 2018). In this case, South African women are isolated in the informal economy, which makes it difficult for them to pursue their economic opportunities.

Motsomotso (2021) mentioned that Lesotho is a country where women play a significant role in both domestic and economic spheres. This study of Lesotho revealed that women often engage in unpaid domestic work, such as household chores and caregiving, while also operating informal enterprises to generate income. Furthermore, this combination of responsibilities poses unique

challenges and constraints for women entrepreneurs. In as much as Motsomotso (2021) has researched on women who participate in businesses, the focus was on the challenges faced by women who run informal enterprises and explores how gender intersects with trade in Lesotho in general. There is a lack of literature specifically focusing on how domestic work responsibilities of women impact their handicraft business in Lesotho. Therefore, this study aims to fill this gap by providing an in-depth examination of how women domestic work affects women's handicraft business in Hlotse.

1.3 Statement of the problem

Lesotho has worked with the United Nations, the African Union and SADC by signing conventions aimed at elevating women's position to that of men (Mokati *et al*, 2022). Despite, Lesotho government's efforts, the current situation proved that the measures have been ineffective particularly in the area of entrepreneurship. Women participating in informal businesses in Hlotse are still experiencing challenges due to their domestic work. Against this background, this study aims to focus on assessing how women's housework and childcare affect their informal enterprises and provide recommendations for improving their situation.

1.4 Purpose of the study

The purpose of the study is to assess how women's domestic work has an effect on their informal enterprises in Hlotse.

1.5 Objectives of the study

- To assess how housework has an impact on women's handicraft business in Hlotse.
- To assess how childcare has an impact on women's handicraft business in Hlotse.

- To assess strategies employed by women to balance between their domestic work and informal enterprises in Hlotse.

1.6 Research questions

-How does housework have an impact women's handcraft business in Hlotse?

-How does childcare have an impact on women's handcraft business in Hlotse?

- Which strategies are employed by women to balance between their domestic work and informal enterprises in Hlotse?

1.7 Significance of the study

The study is significant because it may help better understand the challenges faced by women who run informal enterprises while balancing the demands of family life. The findings of this study could have significant implications for policies and programs aimed at supporting women in businesses. The study is justified because of the growing number of women around Lesotho who are starting informal enterprises while also balancing the responsibilities at home. There is a need for better understanding of the specific challenges these women face and how there might differ from those faced by men of women who do not have family responsibilities.

1.8 Theoretical framework

Motherism and intersectionality theories guided this study. Motherism theory that was developed by Acholonu in 1995. The concept of Motherism theory is rooted in feminist literature and explores the intersectionality of motherhood and gender inequalities. The theory centers on the experiences of mothers, especially mothers from marginalized communities. Motherism theory emphasizes the

impact of domestic work and caregiving responsibilities on women's economic opportunities including their participation in informal enterprises (Okafor, 2022).

In this regard, this study employed Motherism theory as its theoretical framework to address the ways in which women's domestic work responsibilities are connected to their economic opportunities. It provides unique and underrepresented perspective on women's experiences. Motherism theory is a great choice for this study as is going to help explore and understand the experiences of the participants in a deeper and more nuanced way.

Intersectionality theory which complements Motherism theory was developed by Kimberlé Crenshaw in the late 1980s. It provides a framework for understanding how various social identities such as race, gender, class, and sexuality intersect and create overlapping systems of discrimination and privilege. Crenshaw (1989) emphasised that individuals do not experience oppression or privilege in isolation; rather, their experiences are shaped by the interplay of multiple identities. This perspective is crucial in analysing social issues because it highlights that one's experience of marginalisation can be compounded by the presence of multiple, intersecting identities.

This study employed intersectionality theoretical framework to address how women in informal enterprises are affected by domestic work. The theory allows for a nuanced examination of how factors, like economic inequality and social norms intersect with personal identities to shape women's experiences and opportunities. For example, the challenges faced by a single mother in the informal economy may differ significantly from those of a married woman, even if they both engage in similar types of work.

1.9 Definition of key concepts

Women's domestic work is defined by Aditi and Pragma (2022) as the work that includes unpaid various tasks and responsibilities that women typically carry out within the home and family setting. Astagini and Sarwono (2019) further define domestic work as any housework largely carried by women. These tasks may include, but are not limited to; housekeeping, cooking, washing clothes, and childcare. Therefore, domestic work in this study is defined as the housework normally carried by women and without payment.

Colling (2023) defines informal enterprises as economic activities or businesses that operate outside the formal regulatory framework and lack the legal and institutional structures that characterize formal businesses. According to International Labour Organisation (ILO] 2019:155), informal enterprise refers to “all economic activities by workers and economic units that are – in law or in practice not covered or insufficiently covered by formal arrangements”. This shows that the informal enterprises are often characterized by a lack of official registration, limited access to formal financial systems, and a reliance on casual or unskilled labour. Therefore, for the purpose of this study, the informal enterprises refer to the economy activities that women are engaged in although not formally recognized.

1.10 Research structure

The study is such that it is divided into five chapters.

Chapter 1-This chapter covers the introduction of the research problem.

Chapter 2- Focuses on reviewing the literature related to the study.

Chapter 3- Discuss the research methodology of the study.

Chapter 4- Presents the findings of the research, discusses and analyses the data collected, summarizes the findings of the study.

Chapter 5 - Presents the conclusions, and recommendations based on the study's findings for future research.

1.11 Chapter summary

This chapter explored the research problem of the study and its setting. The study's background, problem statement, purpose statement, research aims, research questions, significance, theoretical framework, and limits were all covered. A summary of the study's chapters and definitions for words used in the research were provided. The study's thorough review of literature is covered in the following chapter.

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

This chapter provides a review of a selection of existing literature in relation to women and economic development. In doing so, the chapter explores appropriate research from global, continental, and regional perspectives in addition to local literature. The chapter also identifies limitations or gaps in the relevant field of research. Therefore, this particular chapter also includes an in-depth examination of the most recent discussions, debates, and scholarly works pertaining to women, their informal businesses, and domestic labor.

The chapter has been divided into various sections for clarity purposes, these sections include women and economic development, an overview of women and informal enterprises and the challenges faced by women in informal sector in developing countries. The chapter also has a chapter summary as its concluding section, which mainly serves as a summary of the content shared by this specific chapter.

2.2 Women and economic development

Globally, research has shown the critical role women play in economic growth and development. According to a report by the International Labor Organization (2018), women make up the majority of the workforce in informal enterprises, accounting for 63% of informal employment worldwide. For instance, in some regions, such as Latin America, this figure is even higher with women accounting for 54 % of informal employment. Women provide services such as weaving and textile production, production and sale of traditional hats, service provision such as hair braiding and tailoring, elder care and domestic work (ILO, 2018). The report further adds that

women account for 83% of domestic workers worldwide thus contributing to economic growth and development in their communities. World Bank (2018a) also emphasises on the notion that access to education and training is an essential factor in women's economic development. Thus, highlighting that investing in women's education and skills development can lead to substantial economic development. Additionally, the role of women in entrepreneurship and small business development is another factor contributing to economic development. Kelley *et al.*, (2017) report that women-owned businesses such as street vending, domestic work and home-based businesses can contribute significantly to economic growth and development.

Africa, as well, has a long tradition of female entrepreneurs, and examples abound. It has the highest rate of entrepreneurship in the world, and it is the only continent on which women account for the majority of entrepreneurs (World Bank, 2019). For example, Maggy Lawson, known locally in Togo as 'Mama Benz', rose to prominence as a female entrepreneur in the 1970s. This happened through selling brightly printed cotton cloth for garments made throughout West Africa in 1999. Divine Ndhlukula founded Zimbabwe's first ISO certified security company, SECURICO and in 2005. Bethlehem Tilahun Alemu, an Ethiopian entrepreneur, founded SoleRebels, now among Africa's most recognisable footwear manufacturer (Dieterich *et al.*, 2016).

Women contribute significantly to the economy, both in the formal and informal sectors in Africa. Women account for 70% of the agricultural workforce in Africa and are responsible for producing 90% of the continent's food and their contributions are essential for food security and rural development (FAO, 2018). Research by African Development Bank (2020) also show that in urban areas, women are specifically involved in trading, selling food, clothing, handcrafts and services that contribute to the economy. Again, a study by World Bank (2018b) found that increasing

women's participation in the labor force could increase the continent's Gross Domestic Product (GDP) by 12%. In addition, the study also found that reducing gender inequality in economic opportunities could increase Africa's GDP by 10%.

According to Lopata *et al* (2022), initiatives like SADC Gender protocol are aimed at promoting gender equality and women's empowerment in areas such as economic participation, education and health across SADC countries. An example is of South Africa's economy, which is dominated by women as men tend to be absorbed into the formal sectors, such as mining. The informal sector includes economic activities that are not monitored by government (CoGTA, 2017). Women have been making remarkable contributions to economic development, particularly in the informal sector. In particular, according to Brown *et al.* (2021), women entrepreneurs in townships have a positive influence on national economic development. In South Africa, the development of extensive community-based art practice, including large communal tapestry work, has also improved the economic structures of women and their communities (Jones, 2016).

In Lesotho, women play a significant role in the country's economic development. Particularly in the textile industry, women make up a substantial portion of the labor force, which is a major contributor to the country's economy (International Labor Organization, 2019). It is further reported that women account for about 80% of the workers in Lesotho's textile and garment sector (ILO, 2019). Additionally, women in Lesotho are reportedly active in small business ownership. Women own about 40% of micro, small and medium-sized enterprises (MSMEs) in Lesotho and these businesses contribute to the local economy and create employment opportunities (AfDB, 2019).

Furthermore, previous studies have reported that Basotho women, unlike their male counterparts, shy away from political participation and instead concentrate on agricultural activities to boost their economic development (Bobek *et al.*, 2023). Similarly, Zhou (2021) argues that the economy of Lesotho relies heavily on crop production, livestock rearing and food processing with more women participating than men.

Women's economic development is also linked to financial inclusion. The Central Bank of Lesotho (2020) reports that women's access to financial services has improved in recent years, however, there is still a gender gap. As suggested by the Central Bank of Lesotho, efforts to increase women's financial literacy and access to financial services has helped reduce the gap and improved support for women's economic development. Literature also shows that the government of Lesotho has implemented several policies and legislation aimed at promoting women's economic development (The Central Bank of Lesotho, 2020). For example, the National Strategic Development Plan (NSDP) includes a focus on women's economic development.

The reviewed literature on women and economic development highlights the critical role that women play in economic growth and development through access to education and training. Their contribution to labor force, small business ownership, agriculture and financial inclusion are all crucial to the country's economic development. Again, the government's efforts to promote women's economic development through policies and legislation are vital for creating an enabling environment for women's economic participation. Despite this recognition, comprehensive research is lacking in promoting women's entrepreneurship and small business development. This study therefore addressed this gap by exploring how housework and childcare affect women's participation in informal enterprises a case of handcrafts women in of Hlotse Lesotho.

2.3 An overview of women and informal enterprises

Women's participation in informal enterprises is a significant global phenomenon, with a substantial presence in low and middle-income countries. These enterprises serve as economic opportunities for women (Matinga *et al.*, 2018). According to a study by the International Labor Organization (2021), women constitute a significant portion of the informal economy, with estimates suggesting that around 58% of women worldwide are engaged in informal employment. Research also indicates that women's participation in informal enterprises contributes substantially to local economies by creating employment opportunities, fostering innovation and enhancing social welfare (Hojman and Florencia 2022). Women's businesses play a vital role in poverty reduction and community development, highlighting the importance of recognising and supporting women in the informal sector. This income provides them with financial resources to support themselves and their families, thus improving their overall quality of life (Gonzalez, 2021).

Women are heavily involved in informal enterprises, which are often small, unregistered that operate outside of the formal and regulatory frameworks (Vishakha *et al.*, 2018). These women undertake a wide range of activities to earn a living and support their families, some common activities involve garment manufacturing, handicraft production which are often carried out in women's homes (Vishakha *et al.*, 2018). In addition to the types of informal enterprises women in Asia participate in, Kim (2018) showed that women participate in small scale manufacturing where they produce goods such as household items and collect recyclable materials from waste dumps to sell them for a small profit.

Modern economies attach great importance to entrepreneurship, given its role in generating wealth and increasing growth. In recent years, studies have shown that women actively contribute to the

economic development of nations (Global Entrepreneurship Monitor [GEM], 2021). The involvement of women in entrepreneurship is dynamic, particularly in Sub-Saharan Africa where 50% of new businesses are owned by women (GEM, 2021). Nigerian women play a significant role in the informal economy, they undertake activities such as selling items such as clothes and household goods in local markets and streets. These women also participate in artisanal work such as producing handicrafts and textiles using traditional techniques and skills (Oladipo, 2019).

A study by the International Labor Organization (ILO), found that women make up a large proportion of informal workers, with estimates ranging from 60% to 90% of the total women informal workforce (ILO, 2018). Research also highlights that women are often overrepresented in low-skilled and low-paid informal jobs, such as street vending, domestic work and waste picking. In Zimbabwe, it was reported that women were found to be able to generate income and support their families through their engagement in informal enterprises (Tevera, 2016). Even at the height of the gendered construction of the colonial economy and society, research suggests that women were actively involved in small scale trade (Manjokoto & Ranga, 2017). Research by Bomani *et al.* (2015) suggests that Zimbabwean women entrepreneurial activities are mainly concentrated in handicrafts, agriculture and other related activities. Since the largest population of these women mainly resided in rural areas, poultry farming, market gardening, cash crop farming, dairy farming, cattle ranching and tobacco growing were their most common entrepreneurial activities.

Although there is currently limited information on the situation of women in Lesotho's informal enterprises, it is reported that informal enterprises are a significant source of employment and economic activity in Lesotho. A study by Mphale *et al.*, (2021) examined the role of women in businesses that aim to address social and environmental issues, while generating profits. The study

revealed that women's participation in informal enterprises can be influential towards social and economic development.

According to Motsomotso (2021), Lesotho's female entrepreneurs engage in both traditional and non-traditional business ventures. The informal, home-based, small-scale enterprises that fall under the category of traditional entrepreneurship include tailoring, dressmaking, crops, poultry and piggery farming, cattle raising, food processing, handcrafting, nursery and tree planting, and retailing. Rantso (2019) indicates that most Basotho women in farming are widows and their primary source of income is agriculture. Many women in rural areas of Lesotho engage in small-scale farming, growing crops and raising animals to provide food for their families. In addition, women with insufficient land for agriculture often grow small gardens and sell products to the locals.

According to FinScope Lesotho (2015), an estimated 120 000 people work in informal sector in Lesotho. Such sector provides a huge opportunity for job creation. Furthermore, it contributes to poverty alleviation. In addition, Khoase and Govender (2013) posit that 59% of informal enterprise owners are females and almost half of informal enterprise owners are rural household owners and about 1 in 4 informal enterprise owners reported to operate in the agriculture sector, largely 53% rearing livestock with only 15% growing crops.

Women make up 66.5 % of the unemployed population in Lesotho (Motsomotso, 2021). With such high levels of unemployment among women and with 100 females for every 97.8 males in the population, the rate of poor women in Lesotho is very high (Bureau of Statistics, 2016). There is currently a high unemployment rate as the formal sector is unable to accommodate all the unemployed Basotho (Motsomotso, 2021). The formal sector (i.e. government public service) only

accounts for 44% of employment in Lesotho while the informal sector absorbs the rest of the unemployed people (Chingono, 2016). Women in Lesotho are thus active participants in the informal economy, engaging in various activities to support themselves and their families (Mitchell & Lekhethe, 2016). The two scholars further show that women in Lesotho manufacture traditional handcrafts such as baskets, jewellery and textiles, which they sell to local markets and to tourists.

The above literature shows the significant contribution of women in improving their lives and their communities through participation in informal enterprises. Women in informal enterprises have created employment opportunities, improved their socio-economic status, reduced poverty and fostering financial independence. However, through scrutiny of the reviewed literature, there is need for more studies on women in informal enterprises, particularly in the context of Lesotho. Hence the need to pursue the current study, focusing on how housework and childcare affect women's handcraft businesses in Hlotse Lesotho.

2.4 Challenges faced by women in informal enterprises

Generally, women are outside the workforce as a result of household responsibilities much more frequently than men-606 million women versus 41 million men (Addati, *et al.*, 2018). Specifically, previous research studies indicate that women often bear a disproportionate burden of childcare responsibilities, which can limit their participation in economic activities such as running handcraft businesses (Hojman & Florencia., 2022). Gender discrimination is a pervasive issue that women in the informal sector often face. Research indicates that it can manifest in several forms such as unequal pay, lack of access to credit and limited decision-making power (Adatti *et al.*, 2018). In a study conducted by Baruah (2020), in South Asia, it was revealed that women in the informal

sector are often subjected to gender discrimination. Maitseo *et al* (2017) indicated that the discrimination can be strengthened by both societal norms and expectations, which can further limit women's opportunities and perpetuate their marginalisation.

According to Peprah, *et al.*, (2022), women in the informal sector often face wage disparities in comparison to their male counterparts, with women receiving lower wages for the same work. As asserted by Dadheech and Sharma (2022), this occurs as a result of dynamics like gender-based stereotypes, which results in women being undervalued in the labour market. Additionally, World Economic Forum (2021) shows that women earn less than men in many countries, even when controlling for factors like training and work experience. It is further argued that this wage gap not only affects women's economic development but also limits their ability to contribute to economic growth and development. For instance, in Australia the women's national gender pay gap was 13.4% (Workplace Gender Equality Agency, 2021). Another example is from a study on Japan. Japanese women's participation in informal enterprises can be significantly affected by household responsibilities (Komuro, 2020). Women in Japan often bear the brunt of household chore and childcare responsibilities which limit the time and energy they have to devote to informal enterprises. The traditional gender roles and societal norms in Japan often place pressure on women to prioritize their family responsibilities over their careers and business ventures (Komuro, 2020).

In a study by ILO (2018), women are overrepresented in self-employed informal occupations with a lower chance of high returns and worse working conditions. In sub-Saharan Africa informal employment is a greater source of employment for women than for men. Women workers in the informal economy face a higher risk of poverty than those in the formal economy and do not have the same degree of access to health care. Women generally take the greater responsibility for

childcare in the household, and this may reduce women informal workers' earning ability, forcing them to seek flexible work that is less well paid (ILO, 2018). Maula (2021) showed that in Africa, one of the many challenges faced by women in the informal enterprises is the lack of access to credit and financial services. For example, in Benin and Tanzania, women in the informal enterprises face significant challenges in accessing credit and financial services as a result of gender discrimination, lack of collateral and limited financial literacy (Maula, 2021). The author further argues that limited access to credit and financial services restrict women's ability to invest in their businesses, thus leading to lower productivity and income.

In Cameroon, women in informal enterprises face legal and regulatory barriers such as lack of property rights, restrictions on their ability to open bank accounts and limited access to business training and education that limit their ability to operate their businesses (World Bank, 2020). A study by Nwabufo (2020) indicates that chores such as cooking, cleaning and childcare consume a significant amount of women's time, leaving them with limited hours to engage in income generating activities. Women do not receive adequate support from their families or communities to help them manage their household responsibilities while pursuing informal enterprises.

Another documented challenge faced by women in the informal enterprises is the lack of access to technology and digital platforms. According to literature on the state of digital records preservation in South Africa's public sector, records management professionals in the South African public sector at the national level are presently ill-equipped to adequately preserve digital records (Matlala *et al.*, 2022). Thus, women in the informal who are less tech-savvy, are disproportionately affected by this lack of access to technology and digital platforms. Furthermore, South African women who participate in informal enterprises struggle to access affordable and quality childcare services, which prevents them from engaging in informal enterprises, or limit their work hours

(Rais *et al.*, 2020). This lack of affordable childcare options forces women to either bring their children to work or stay home to care for them which leads to lower productivity and income.

Mofuoa (2022) established that women's participation in entrepreneurship has a vital contribution to Lesotho's economy. The author did discover, nonetheless, that women entrepreneurs encounter difficulties when pursuing their business ventures. Lack of business management skills, inadequate education and training, role conflicts, extreme risk aversion, an absence of female role models, childcare pressure, and unequal loan availability are a few of these. Furthermore, Mofuoa (2022) discovered that women entrepreneurs lack a number of development needs, including access to tools, machinery, and equipment as well as financial support, training, and the development of skills and expertise.

Furthermore, one of the many challenges faced by women in informal enterprises in Lesotho is limited access to financial resources. According to a study by the United Nations Development Program (2019), women have less access to credit and other financial services than men, which can limit their ability to invest in their businesses and expand their operations. This is due to the fact that women are often less likely to own property, which can be used as collateral for loans (UNDP, 2019).

Another challenge faced by women in informal enterprises in Lesotho is limited access to education and training. As reported by the International Labor Organization (2018), women in Lesotho have lower levels of education and training than men, which can limit their ability to effectively manage and grow their businesses. It is further stated that this is specifically factual for women in rural areas, who often have less access to educational opportunities than their urban counterparts (ILO, 2018). Women in informal enterprises in Lesotho face challenges related to

their social and cultural roles. For example, a study conducted by African Development Bank (2017) revealed that women in Lesotho often face challenges such as men stopping them from participating in informal enterprises, which in turn limit the motivation they have available to devote to their businesses. Additionally, women in Lesotho may face discrimination and exclusion from certain business networks and opportunities due to their gender (AfDB, 2017).

Women in the informal enterprises face several challenges that hinder their productivity and economic development. These challenges include lack of access to credit, financial services, technology and digital platforms, limited access to education and training and social and cultural roles that can limit the time and resources available to women for their businesses. Despite the above reviewed challenges, there is a need for more research on exploring the challenges faced by women in informal enterprises thus this study specifically focuses on challenges faced by women in handicraft business in Lesotho.

2.5 Chapter summary

The reviewed literature shows that women engage in informal businesses which contributes to economic development since they are less likely to be engaged in formal economy across the world therefore their involvement is linked to economic growth and reduced poverty. Africa has the highest number of women participating in the informal economy. Investing in women's education and skills development can lead to substantial economic development. The literature also showed that, women are often involved in trading and other services that contribute to the economy. Women in Lesotho often participate in agricultural activities.

Reviewed studies also show that women participate in informal enterprises across the globe. Research indicates that women's participation in informal enterprises contributes substantially to

local economies by creating employment opportunities. Different studies show that women engage in informal businesses such as handcrafts, street vending and agricultural activities. The income generating activities provides them with financial resources to support themselves and their families, thus improving their overall quality of life. The informal sector plays a vital role in economic development and poverty alleviation, and women are often at the forefront of this sector.

Despite women's participation in informal enterprises to make a living, reviewed literature shows that women in informal enterprises face varied challenges. It was revealed that women in the informal sector face many challenges such as gender discrimination, limited access to resources, lack of access to credit, lack of financial assistance, technology and digital platforms, limited access to education and training and social and cultural roles that can limit the time and resources available to women. Women are also faced with challenges such as household and childcare duties hindering them from participating in informal enterprises, lack of access to credit, financial services, for their businesses. The next chapter presents the study methodology.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the methodology used in this study, which focused on the implications of women's domestic work on their informal enterprises in Hlotse. Research methodology is the general approach the researcher takes in carrying out the research project (Badu, 2017). This chapter described the research methods to be used and also providing a justification for choosing the methodology in showing their relevance to the study. Therefore, this chapter discussed different sections such as the research approach, research design, description of the study area, target population, data collection methods, data analysis methods and ethical considerations.

3.2 Area of study

This study was conducted at Hlotse, which is located in the Leribe district of Lesotho. It is located approximately 130km northeast of Maseru, the capital city of Lesotho. Hlotse is comprised of approximately 2,539 households. It comprises of the population estimated to be around 20,000 people, 10,500 females and 9,500 males as per the (Lesotho Bureau of Statistics, 2016). There are different types of informal activities in Hlotse, for example, tailoring, basket weaving, making and handcrafts.

3.3 Research Approach

A qualitative approach has been adopted for this research. According to Babbie and Mouton (2012:270), "qualitative research is a generic research approach that takes its departure from the insider perspective". The advantage of using this method is for its strength to enable the researcher to capture participants' own perspectives about the implications of women's domestic work on

their informal enterprises. Babbie and Mouton (2017) further stated that qualitative research mainly makes use of participant's observation and interviews as the main aim is to gain full understanding from the perception of the research participants in relation to the research problem. Qualitative research approach was the most relevant and applicable to the study as the study was narrative and seeks to uncover the implications of women's domestic work on their informal enterprises.

3.4 Research design

A case study design was used for this research. Yin (2018) explained a case study is a type of qualitative research that focuses on an in-depth examination of a single individual, group or organization, case studies are often used to provide a detailed description of a specific situation. It entails a detailed study for a specific subject, with the aim of gaining concrete and in-depth qualitative analysis of a specific case (in this case, women in the informal economy in Hlotse). This type of design provided a rich, detailed insights into the experiences of women in Hlotse participating in informal enterprises and can help to identify specific issues and challenges that they face.

3.5 Study population

A research population is a well-defined collection of individuals or objects known to have similar characteristics (Crossman, 2020). Therefore, this study focused on women in Hlotse who are actively participating and who may have participated in informal enterprises. Organisations that deal with informal enterprises such as Basotho Enterprises Development Corporation (BEDCO), and village chiefs. Women in informal enterprises and village heads from Matukeng, Ha-

Malesaoana, Ha- Leshoele, Khanyane, Qoqolosing and Ha- Molibeli villages constituted the study population.

3.6 Sampling procedure

The researcher used non-probability sampling. According to Creswell (2017) non-probability sampling is a method of selecting cases that does not involve random selection, but rather relies on the judgement of the researcher looking at some characteristics in selecting a sample. The non-probability sampling is useful for exploratory research since it allows for flexibility and a more in-depth understanding of the population. The method enabled the researcher to obtain extensive data regarding the implications of women's domestic work on their informal enterprises. The specific non-probability sampling method that was used in this study is snowball sampling.

According to Titov and Rais (2020), snowball sampling refers to a non-probabilistic sampling technique commonly used in qualitative research to identify and recruit participants based on their connections to existing participants. The method involves selecting initial participants who possess the desired characteristics or meet the research criteria and then relying on their referrals to identify and recruit additional participants. In this research, the researcher did not know all women participating in informal enterprises while also balancing family work but with snowball sampling a small group of participants helped to identify other potential participants. The researcher went to different community leaders to ask for permission to engage their villagers, the community leader referred the researcher to one participant, who helped the researcher to reach other participants who also participate in handcraft business.

3.7 Data collection methods

The study employed interviews, open-ended questionnaires and focus group discussions for collecting data.

3.7.1 Interviews

According to Cresswell (2014), in-depth interviews are ideal for analyzing complicated situations and sensitive topics because they provide the interviewer the chance to prepare the participant before posing delicate inquiries and to personally explain more difficult ones. Lune and Berg (2016) have shown that interviews work best for gathering information on extremely private and socially delicate subjects related to a person's life experiences. Therefore, interviews were used in this study in order to accommodate participants who cannot read or write to make the study open to everyone.

The semi-structured interview has been used in this study. Adeoye-Olatunde and Olenik (2021) define semi-structured interview as a type of qualitative interview that combines the structure of a pre-determined set of questions with the flexibility to allow the researcher to ask follow-up questions.

A total of 15 participants were interviewed. These were 10 women participating in informal enterprises and 5 village chiefs. Women participating in informal enterprises provided information relating to how housework and childcare impacts their handcraft business and the strategies they employ to balance between their domestic work and their handcraft business. One representative from BEDCO Corporation was expected to provide data in relation to the number of women participating in informal enterprises, the role they play in those informal enterprises and the

regulations that guide the operations of women in informal enterprises. The village chiefs were questioned about the challenges faced by women in informal enterprises.

3.7.2 Open- ended questionnaires

This research also used open-ended questionnaires. Open ended questionnaires are helpful in qualitative research as they allow participants to express themselves in their own words (Lee *et al.*, 2019). A total of 15 questionnaires were distributed to women participating in informal enterprises and these women participating in informal enterprises provided data, in relation to how childcare and house work impacts their handcraft businesses. The open-ended questionnaires enabled participants to voice their opinions about the challenges associated with women participating informal enterprises while also balancing family work in the Hlotse mainly through women participating in informal enterprises.

3.7.3 Focus group discussions

For women in informal enterprises who indicated that they do not have time to complete questionnaires, the researcher engaged them through a focus group of ten (10) participants. Berg and Lune (2017) defined a focus group as a planned discussion designed to obtain perceptions on a defined area of interest from grouped participants. The study used focus groups because they allow follow-up questions and allows participants to elaborate their thoughts and seek some clarifications on certain questions. The focus group discussions helped the researcher to deeply understand the participants' perspectives.

3.8 Data collection procedure

The researcher accessed the community by seeking permission from the village chiefs. Once the researcher was given access to the community, conducting interviews and administering questionnaires began. The interviews were held at the participant's homes and work places to ensure they are comfortable. A recorder was used to capture the interviews in an accurate way and to ensure that the accurate documentation of participant's responses is made to minimize the risk of loss of important details. Interviews were conducted in Sesotho for effective communication.

3.9 Ethical considerations

Tacolli (2019) stated that ethical considerations in research serves as guidelines for researchers on how to minimise harm to participants engaged in the research process. These ethics include, confidentiality, informed consent, protecting the respondents from exploitation and harm, right to withdraw and respect for participants.

Confidentiality

Otto and Pham (2020) defined confidentiality as an agreement to keep information shared between a patient and his or her provider private. They further showed that any information obtained from or shared by the participants respects the autonomy of the participants, and does not violate the interests of individuals. In this case, the researcher avoided any association of research findings to any specific individual participant in the presentations of the findings. This was done to make sure that the participants remain anonymous. Participants were also informed about measures such as pseudonymous data collection methods, for instance, assigning each participant with a unique identifier such as a number.

Informed Consent

Holden and Lynch (2015) describe the principle of informed consent as a research practice of making sure that all participants are fully aware about what the study is about and any risks that may be associated to it, as well as their rights as participants before an interview can take place. Therefore, with informed consent, participants signed the consent forms as a sign that they are willing to participate in the research.

Protecting the respondents from exploitation and harm

Protecting the respondents from exploitation and harm refers to the ethical obligation of researchers to ensure that their participants are not taken advantage of or harmed in any way as a result of the research (Edwards, 2018). During the research process, the researcher created a comfortable environment for the participants by explaining the research process and procedures in detail and ensuring that the participant understands them. An honest relationship between the respondent and the researcher was established to gain trust between the two parties through signing informed consent forms as mentioned earlier. The researcher protected the respondents from any kind of harm or exploitation. The participants' emotions were carefully handled when asked questions that could hurt the participants in any way.

Right to withdraw

With right to withdraw, the participants' ability to withdraw from the study at any time for any reason and is usually stated in the consent form (Cole, 2019). In this study, participants were given the right to withdraw from the study and were also informed that they have the right to withdraw their results from the study at any time. This was done to ensure that participants do not feel pressured into continuing with the study.

Respect for participants

The researcher ensured that research is conducted with respect for all groups of participants in the study irrespective of age, religion, culture, and political affiliation.

3.10 Limitations of the study

There were several limitations encountered. One of the limitations encountered was the unavailability of the community leader, who was never accessible for interviews. After several attempts, the researcher reached out to the deputy leader who mentioned that he cannot give permission in the absence of his leader. The researcher engaged other villages. Additionally, around ten women reported being too busy to respond to the questionnaires. To address this issue, the researcher opted to conduct focus group discussions and recorded responses. Furthermore, the Basotho Enterprises Development Corporation representative was often unavailable, and when they were available, they stated that they were new to the role and were unable to respond to any inquiries.

3.11 Data analysis

The study employed thematic analysis. Braun and Clarke (2022) defines thematic analysis as a method of qualitative data analysis that identifies, analyses and reports patterns or themes within the data collected. It identifies common themes in the data collected. After data has been collected from the participants, the researcher presented and analysed data using themes. The patterns were identified by reading through the data collected several times to make sense out of the content.

3.12 Chapter summary

This chapter focused on the research methodology that was used in this study. The area of study was described being Hlotse as well as the study population. The study further explained the research approach adopted being qualitative approach with a case study design. The sample consisted of women involved in informal enterprises, the organisations that work with informal enterprises along with village chiefs. Data was collected through interviews and open-ended questionnaires which were distributed during an interview. Furthermore, the chapter has discussed the main research ethics guiding this research and how the researcher has attempted to uphold such ethics. Data analysis, was also discussed in the last sections of this chapter, the use of thematic analysis approach as well as the relevance of all research methods used. The next chapter is going to focus on data presentation, analysis and discussion.

CHAPTER FOUR: DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter is on data presentation, analysis and the discussions. The study explored women's domestic work and its implications on their informal enterprises, a case of women participating in handcraft business in Hlotse. In order to achieve this objective, the researcher conducted interviews, open ended-questionnaires and group interviews. Interviews conducted with women participating in handcraft business revealed that the challenge is managing both house work, childcare and their handcraft business. They mentioned that their businesses do not perform well because they struggle to balance the time between their business house work and childcare.

The following sub sections discuss women's domestic work and its implications on their informal enterprises. The first sub-section presents the results for the first objective whereby the study assessed the impact of housework on women's handcraft business in Hlotse. The second sub-section addressed the second objective being the impact of childcare on women's handcraft businesses in Hlotse. Finally, the last sub-section addressed strategies employed by women to balance between their domestic works and handcraft business in Hlotse.

4.2 The impact of housework on women's handcraft business in Hlotse

The main findings of the study revealed that housework consumes much time and it limits women from going out to outsource the resources for their handcrafts. Furthermore, the societal norms expect women to do housework. The effects are discussed in the sub-sections below.

4.2.1 Time constraints

The findings revealed that housework has a significant impact on women's informal enterprises. The time and energy spent on household chores limits their ability to effectively manage and grow their businesses. Participants indicated that on some days household chores causes them to leave their homes early, which causes them not to do any house chore. The findings revealed that the demands of housework not only consume time but also create obstacles to successful entrepreneurship for women. As one participant stated,

Cleaning and cooking for my family take up a lot of my time, more especially in the morning. I have to start with the house chores such as cooking, cleaning and sometimes washing clothes. By the time I am done with all the chores, I am already late to attend my informal enterprise (Interview with women participating in informal enterprises 1, Khanyane, May 2024).

One participant also adds that

I really try to balance my domestic work and my handcraft business but if I start my day with laundry, I get caught up in washing and drying clothes. By the time I finish with the laundry, the day is already half over. I no longer have a chance to attend the handcraft business (Interview with women participating in informal enterprises, 2 Ha Malesaoana, May 2024).

One village chief also confirmed that he is aware that time is a huge barrier to women's handcraft business. Housework consumes a lot of time leaving women who participate in handcraft business with little time to focus on their handcraft business. The village chief reported that:

I see women in my village struggling to balance their housework and their handcraft business. Due to our patriarchal society, women are still entrusted to domestic work which limits their ability to fully engage in their businesses. I hope that in the near future we can find ways to support these women so that they can succeed both in their homes and in their businesses (Interview with, a community leader A, Ha Malesaoana, May 2024).

The study established that the time spent on the housework shows that women participating in informal enterprises show up late to start their informal enterprises, which leads to reduced productivity. The fact that women are primarily responsible for housework that places a disproportionate burden on women, limiting their time for their handcraft businesses. The demands of housework act as significant barrier to entrepreneurship for women, limiting their time for informal enterprises.

The findings of this study agree with those of some scholars who have also shown that the disproportionate burden of housework constrains women's ability to engage in informal enterprises such as handcraft businesses as they consume a lot of time (World Bank, 2020). Similar research has also shown that women in developing countries spent an average of 25 hours per week on housework, which limited their time for income generating activities such as handcraft businesses (International Center for Research, 2021).

4.2.2 Limited access to resources

The data collected also revealed that housework has a significant impact on women's informal enterprises as it limits them from going outside to outsource some resources. Some participants mentioned that resources they use for their handcrafts are obtained on the outskirts. Women are

being affected by the time they spend on housework. The informal enterprises are being affected by the distances they need to travel to outsource resources for their handcrafts. Women participating in handcraft businesses stated that the early morning hours are perfect times for women to source resources for their handcrafts. These hours are consumed by household chores such as cooking and cleaning for the family leaving them with little opportunity to source materials for their businesses. The following quotes from women in informal business sheds more light;

My husband becomes so mad at me if I leave home in the morning without doing household duties. On days that I have to go and collect broom corns, I have to leave the house early, that means I leave the house without doing the house hold duties, therefore cooking and cleaning impact my handcraft business (Interview with woman participating in informal enterprises 3, Khanyane, May 2024).

My time is limited because doing laundry and cooking for the family takes so much time, which affects my ability to grow the handcraft business. I need to be able to access resources outside my home, but the responsibilities I have, it's almost impossible, it is unfair and it hinders my business. I am tired of spending all my time on cleaning and cooking. I need to have the chance to go out and get the resources I need for my business (Extracted from questionnaire, Matukeng, May 2024).

My business has been on hold for months now because I cannot get the ceramics for pottery that I need. I have been busy with painting walls, cleaning windows for the new house that I am moving to such that I have not been able to go out and source the ceramics that are needed for my business. It is really disappointing and

I feel like I can no longer do my crafts (Interview with women participating in informal enterprises 4, Ha Molibeli, May 2024).

Based on the narratives of these participants, housework takes up a lot of time for women in handcraft businesses as they are unable to have enough time to outsource their resources. Women participating in informal enterprises are left with less time to participate in their businesses. The above narratives show that cleaning, cooking, doing laundry and cleaning windows limits women in handcraft business's time to go for resources they use in their businesses. There are many people who participate in the same handcraft businesses including men who are not affected by housework therefore resources become limited for them as women as they have to start with housework first.

The findings of this study agree with those of International Trade center (2020) as they also found that the time and energy spent on housework limited women's ability to travel outside their homes to obtain materials and resources their handcraft businesses. Similar studies by Dia (2017) have also shown that childcare responsibilities limited women's time for other activities, including resource acquisition and results in women participating less in handcraft businesses.

4.2.3 Societal norms and expectations

Women face cultural expectations to prioritize their domestic duties and limiting their time and resources to engage in handcraft businesses Societal norms and expectations are the unwritten rules and cultural standards that shape how people behave and are treated in the society. The community leader that was interviewed showed that he is concerned about the reports from women in his village who are being abused by their husbands for prioritizing their handcraft businesses over household chores. He stated that;

It is so heartbreaking to see women in handcrafts businesses being subjected to violence simply because they are trying to create better life for themselves and their families. I recently received a report that one of the women in handcraft businesses was beaten by her husband because she went to the market place to sell her handcrafts before she cooked for her husband (Interview with, community leader B from Ha Leshoele, May 2024).

The findings of this study revealed the how societal norms and expectations for women limit them from participating in handcraft businesses. Some women confessed in the following remarks;

My husband does not want me to do my handcraft business. He tells me daily that businesses are for men and not women, my duty as a woman is to cook, clean and do laundry for the family not to run businesses. His expectations are to find me home all the time and food already made. He says that even the community would not label me “a man” because handcrafts are seen as men’s duties. I have even resorted to doing my work once he leaves for work (Focus group discussion with Ha Malesaoana, May 2024).

I love my handcrafts and I want to turn it into a successful business but the expectations of the society make it so difficult. I am expected to be a wife and a mother, and focusing on my business aspirations are often seen as being selfish. It’s disheartening and it is keeping me from reaching my full potential (Focus group discussion with women, Ha Malesaoana, May 2024).

One participant adds that;

The only time I am able to get resources for my business is when I visit my grandparents' house, because I will not be doing house chores as cleaning and cooking. When I am with my husband and the in laws, my responsibilities as a mother are to take care of the household by cleaning and looking after children which leaves the little time for my business (Focus group discussion, Ha Malesaoana, May 2024).

The study revealed that women are expected to behave in a certain way, they are expected to clean the house, cook and do laundries for the family by the society. According to the society, women are not expected to participate in businesses. Men become violent when women prioritise their handcraft business leaving behind housework.

Similar findings by Bullough *et al.* (2020) show that tradition defined gender roles within the home put household and family responsibilities largely on women, while men provide economically for the family by working outside. These gender role expectations have traditionally limited women's access to income-earning opportunities. ILO (2022) also found that in many countries, societal norms and expectations regarding women's roles in a society prevent them from starting or growing their own handcraft businesses.

Motherism theory is in line with these findings because it recognizes the societal roles assigned to women as mothers. It highlights how these roles and expectations that come with women limit their ability to participate in handcraft business. In this regard, motherism is relevant to this study because it highlights the ways in which motherhood can influence and shape women's experiences and opportunities particularly in the context of handcraft businesses.

The findings are also in line with intersectionality theory because the societal expectations for women to perform domestic tasks such as cleaning, cooking, and doing laundry illustrate deeply entrenched gender norms that dictate behaviour based on one's gender. These norms create a framework in which women are often seen as primary caretakers, limiting their opportunities for participation in the workforce or entrepreneurial ventures. The theory of intersectionality underscores the complexity of gender dynamics in society. It illustrates how inequalities are reinforced by cultural norms and how these norms can lead to violence and resistance when women challenge their prescribed roles.

4.3 The impact of childcare on women's handcraft businesses in Hlotse

Childcare was also identified as a barrier to women's informal enterprises. The findings of this study show that the amount of time required for childcare has a profound impact on women's ability to fully engage in handcraft businesses. The informants also stated that childcare limits their availability for their handcrafts, it also causes stress and exhaustion. All these factors disable them to fully dedicate themselves to their handcrafts.

4.3.1 Time constraints

The findings reveal that childcare has a significant impact on women's handcraft business. The time spent on childcare limits their ability to effectively manage and grow their businesses. Women participating in handcraft businesses indicated that on some days, childcare becomes a barrier that disables them to attend their businesses. The findings show that the demands of childcare not only consume time but also create obstacles to successful entrepreneurship for women. As one participant stated:

Every morning, I have to take care of my 14 and 5 year old children. My everyday duties involve bathing them, making sure they are ready for school, preparing their lunchboxes and accompanying the younger one to school. When it is time for them to come back from school, I have to go and pick the younger one from school, take him home, feed him and wash his school uniform. In doing all these, my handbag business has stopped operating (Extracted from a questionnaire, Ha Leshoele, May 2024).

Another participant laments that:

Ever since I had a child, my dressmaking business has not been fully functional. Childcare consumes too much time. Taking care of a child needs focus, it can be so distracting, making it difficult for me to focus on both the business and the child. I go to work with the child just for my business to operate while also taking care of the child. (Focus group discussion with women, Ha Malesaoana, May 2024)

Figure 4.1 below shows a woman participating in handcraft dresses business while also taking care of the child.



Fig 4.1 A woman sewing a dress while also taking care of the child

Source: Picture taken by researcher during fieldwork

In addition, women in handicrafts experience a challenge of child labor. The information received from a specific woman engaged in handcraft business declared:

I raise my children so that they can take care of their siblings while I am attending my dressmaking business. My older children have no time to play because they are responsible for providing care to their siblings. My eldest child is 10 years old, and she can cook, clean, look after the little ones and can feed her sister after school when I am working at the tourist attraction

places. My other child is 8 years old, and he can wash his clothes (Focus group discussion, Ha Malesaoana May 2024)

Children who are tasked with caregiving and household responsibilities for their parents to meet the timelines of the handcraft businesses miss out on their crucial childhood experiences such as playing. This issue can pose negative impacts on their development. It also denies them the opportunity to develop their own skills and interests which limits their future opportunities.

From the above findings, it has been established that childcare is a significant time commitment, which takes away the time women must devote to their informal enterprises. Childcare can be both physically and emotionally draining, leaving women with less energy for their businesses making them less productive in their handcraft businesses. Taking care of children affects the operating hours of the businesses by either altering the number of hours women work or causing temporary closures when children fall sick.

The considerable amount of time required for childcare directly impacts women's ability to manage and grow their businesses effectively. Participants described a daily schedule that was greatly impacted by childcare responsibilities such as preparing children for school, attending to their needs throughout the day and managing household duties related to their care. This involvement often disrupts their handcraft operations. The constant need to care for the children makes it difficult to focus on business tasks and even restricts women's ability to travel for necessary business activities such as purchasing resources.

A similar study by United Nations Entity for Gender Equality and the Empowerment of Women (2020) found out that childcare responsibilities significantly hinder women's ability to engage in different informal sector businesses including handcrafts, as they are unable to attend to their

businesses while caring for their children. Furthermore, the International Center for Research (2021) found that childcare prevents women from engaging in market activities such as selling their handcrafted products.

4.3.2 Limited mobility

Women's mobility is limited by different factors such as childcare responsibilities. They impose a substantial time commitment on women in handicraft business. Daily routines typically involve attending to children's needs including preparing meals. These responsibilities often deprive women the flexibility to engage in activities that require mobility such as sourcing raw materials from distant markets. One participant alluded to this aspect by stating that:

In as much as people say a child is a blessing, I sometimes think having a child was a biggest mistake of my life. Prior to the birth of my child, my crochet business was flourishing. As a businesswoman, I only rely on my crochet hats and earrings business for survival. After my maternity leave, I started working few hours per day which affected my productivity in the business. The other problem is that I report to work late because I have to wait for my children to wake up and prepare their lunch before I leave (Extracted from questionnaire Ha Leshoele, May 2024).

The village chief was also interviewed, and he reported that due to childcare, women are hampered to engage in their handicraft businesses. Women are momentarily available in their businesses.

The village chief explained:

The women in my village are very talented at making handicraft goods and have hired a house where they produce their different handicrafts. However, after production of handicrafts, many of them struggle to sell their products due to their

childcare responsibilities. It is difficult for them to travel to the markets and other venues where they can sell their goods which limits their ability to grow their handicraft businesses (Interview with community leader A, Ha Malesaoana, May 2024)

Talking about this issue, another participant who is also a woman participating in hand made baskets business stated that childcare responsibilities normally divert their plans, making them lose customers. She explained:

As you can see, I was already dressed for work, but I am now working from home. Ever since I had a child, I do not remember arriving on time for work. Most of my customers buy in the early morning hours. I take so much time in preparing the children so that I leave them at their grandmother's place. I am thinking of changing the location for my baskets business, taking care of the children has reduced my ability to work. My production has significantly decreased because my focus is no longer on handicrafts only. (Interview with a woman participant, Matukeng, May 2024)

This was a common view amongst interviewees as another participant said:

On one instance, I missed out on a valuable opportunity where I was invited to a small business expo. The event was specifically meant for us to showcase our work, local artisans and small business owners had to promote and sell their products. Unfortunately, I had no one to look after my daughter in my absence. I knew it was going to be a great opportunity to expand my network and expand my handbag

business and reach new customers (Extracted from questionnaire, Khanyane, May 2024).

Another participant lamented:

“Last year I saw one woman who produced baskets leaving her business and choosing another type of employment so that she can be closer to her children. She could not make a living out of that new job she had. She has returned to this job of making baskets. What I know is that she had a feeling that working here means that she has abandoned her children because they are alone at home without proper supervision of an adult.” Working here is not an easy choice because we must endure the psychological effects of leaving our children at home with someone else (Interview with a woman, Ha Leshoele, May 2024).

The findings show that women are often trapped in a vicious cycle of low productivity as they spend long hours in domestic work. Women in handicraft businesses, often face limited mobility due to their childcare responsibilities. This lack of mobility hinders their ability to not only source materials, but to also network and market their products, this ultimately negatively impacts the growth and success of their businesses. Most respondents expressed that their childcare responsibilities reduce their ability to work and affect their working hours.

Similar studies by Persson *et al.* (2016) have shown that the profitability of female small businesses is negatively influenced by the role of women entrepreneurs in their families. Another challenge presents in a form of the time women entrepreneurs spend taking care of their children, which significantly reduces their business’s life span. In a similar vein, Sentuti *et al.* (2018) indicates that the level of imbalance between work and family have a negative impact on business

performance, because the work–family balance issues reduce women entrepreneurs’ well-being and quality of life, and as a consequence, impede their work.

4.3.3 Exhaustion

This sub-section presents the findings of the study based on how women are affected by taking care of the children and how this impact on women’s handicraft businesses. The energy required for childcare leaves women feeling tired and unable to give their full attention to the businesses. This has an impact on the success of their enterprises. Women participating in handicraft businesses have declared that taking care of the children also affects women’s strength making it difficult for them to fully engage in their handicraft business. As one interviewee put it:

Taking care of the child disrupts my sleeping patterns, which makes it harder for me to get the rest I need to have energy and be productive the following day. Sometimes the child becomes sick during the night and does not sleep well, that means I will not be working the following day since I will be inclined to take care of them. (Extracted from questionnaire, Ha Molibeli, May 2024).

Another interviewee made a similar concern:

I am always emotionally exhausted because taking care of the child is both emotionally and physically exhausting and always leaves us feeling drained and less able to focus on some businesses including our informal enterprises. The amount of energy we spend on children day in day out is just too much for someone who wants to operate an informal business. We come to work unproductive (Interview with woman3, Khanyane, May 2024).

In addition, another participant stated:

Striking a balance between taking care of children and running my handcraft business which is incredibly exhausting. By the time I am done with all childcare responsibilities, I am exhausted I can no longer engage in my pottery business.
(Interview with women, Ha Molibeli, May 2024).

The findings reveal that the exhaustion from childcare significantly hampers women's business productivity. The disrupted sleep patterns and unpredictability of child illness are factors contributing to exhaustion. These disruptions directly affect women in resting adequately, as a result, this decreases women's energy levels and productivity the following day.

Similar findings by UNICEF (2020) show that in Bangladesh women participating in handicraft businesses reported feeling exhausted and lacking energy to take part in their businesses due to their childcare responsibilities. The same applies to Kenya where women showed that childcare is one of the biggest barriers to women's participation in handcraft business due to the demands of caring for the children (UNECA, 2019).

The findings of this study are in line with motherism theory which states that women are expected to prioritise their roles as mothers over their roles as workers, this can make it difficult for them to find the time and energy to devote to their informal enterprises. This theory underscores the central role of mothers in a society, emphasising their influence on shaping individuals. According to this theory, women are expected to be home doing their duties such as childcare and not going outside to work on their informal enterprises.

The findings regarding how childcare exhaustion significantly hampers women's business productivity align closely with intersectionality theory, which emphasises the interconnectedness

of various social identities and structural factors that shape individual experiences. Women's roles as primary caregivers are rooted in traditional gender norms, which dictate that they bear the burden of childcare responsibilities. This expectation creates an environment where their time and energy are heavily consumed by caregiving, thereby limiting their time to engage fully in entrepreneurial activities.

4.4 The strategies employed by women to balance between their domestic work and informal enterprises in Hlotse

This section explores the various strategies women use to balance their businesses with their domestic work. Majority of participants emphasised the difficulty of balancing time between informal enterprises and household responsibilities. Participants employ various strategies such as waking up early, flexible work hours, and working from home to manage time effectively. These strategies reflect their resourcefulness in navigating complex schedules and responsibilities.

4.4.1 Time management

Time management is one of the key strategies that women have to employ to balance their domestic work with their handicraft businesses. By carefully planning their days, they are able to allocate specific time periods to each task. An instance of this is that one woman explained that she decides to wake up earlier than her children in order to complete her household chores and begin working on her handicrafts before they wake up.

Despite the constraints that the domestic work and childcare pose to women's participation in handicraft businesses, many women have found creative ways to manage these competing demands. Some women who have been interviewed have found ways to manage their time more effectively such as waking up earlier in the morning to do household chores and work on their

handicrafts before the children wake up. Other women have learnt to alternate between their handicrafts and their domestic work, multitasking in order to accomplish both tasks simultaneously.

Different women said:

I am trying to manage my time to attend my business without disturbance. I have applied time management skills such as waking up very early so that I can first attend the household duties and childcare duties which are very demanding before I start attending the handcraft business (Interview with woman, 4 Ha Molibeli, May 2024).

One of my time management strategies is to put business goals ahead of family chores in order to focus on producing a certain number of hats in a given day. Unfortunately, this has led to numerous arguments with my spouse. (Extracted from questionnaire, Khanyane, May 2024).

My routine differs, I try to make it to work early so that I knock out earlier. This allows me to take care of the household duties when I come back from work. On some days, I report to work late because of having to begin with household duties and taking my child to the nearest school. This is one of the strategies I use to manage my time between my handicraft business and my housework duties (Extracted from questionnaire, Ha Leshoele, May 2024).

I had to resort to working from home so that I can be able to manage my time. I do my household duties, take care of my grandchildren while also doing my informal enterprise (Interview with woman 6 Ha Leshoele, May 2024).

The woman in the figure 4.2 below is a handicraft business owner who has turned to working from home since she needs a lot of time to attend to her children and housework.



Fig 4.2 A woman participating in handicraft business at home

Source: Picture taken by researcher during fieldwork

The findings highlighted that women in handicraft businesses come across challenges such as time constraints. These women have employed time management strategies. If time management strategies are not adhered to, their businesses' productivity would be affected.

These findings are in line with Lewis (2020) who mentions that the effectiveness of working from home also lies within its ability to minimise role conflicts which is a common phenomenon for

women while working full time in workplaces. Lewis (2020) further mentioned that work-life conflicts arise due to multiple role pressure, gender stereotypes, socio-cultural traditions and diverse expectations from working women. The results indicated that the societal expectations for women forces them to employ the time management strategies in order to balance between the two roles. However, with informal enterprises, working from home does not generate a good income as products are not easily accessible.

4.4.2 Alternating and multitasking

Different strategies employed by women participating in handcraft business when managing time needed for their handcraft business, childcare and household include alternating and multitasking. Parents take turns doing household work and taking care of their children on a routine basis. Among the families in the present study, alternating is carried out mainly in two ways. Firstly, many couples take turns leaving and picking up the younger children at day-care, pre-school or school, they try to ensure that the mother and the father participate equally in this task. The mother and the father alternate on different days.

On this issue, one participant says:

I have to be flexible as well as responsive to the requirements of my family. I therefore split my time between my pottery business and my household chores. For example, I have recently begun dedicating a few hours in the morning to taking care of my kids and doing housework, and then I will devote the afternoon working on my pottery. I return to domestic work in the evenings. Even though it's challenging, it helps me advance in both areas. (Interview with 5, Matukeng May 2024).

Another interviewee explained that:

Depending on what has to be done, I have discovered that switching between my handicraft business and household duties is essential. If the children require more attention, I give it to them in the morning and work on my business later. If the business requires more attention, I focus on it in the morning and then the children later. However, the children will still demand my attention because I will have to prepare their meals. (Focus group discussion, Ha Malesaoana, May 2024).

The other participant stated:

I have found that an important component of my time management strategy is to rely on my mother for childcare support. By taking my children to my mother's home, I am able to free up valuable time for my handicraft business. (Interview with woman 2, Ha Malesaoana, May 2024)

Women have also discovered that multitasking is an effective way to balance their domestic work with their handicraft businesses. By combining tasks such as cooking and stitching, or cleaning and designing, women accomplish two tasks at once, freeing up valuable time for their businesses. Women who have been interviewed showed that they do housework while also working on their handicraft products. One informant said:

I have become very good at doing multiple tasks at once. I will be cooking dinner while also working on doing earrings, or sometimes I wash clothes while keeping an eye on the children, it is not always ideal, but it is the only way I can make progress on both fronts. Multitasking is now part of my life (Interview with woman 5 Matukeng, May 2024)

Another participant said:

I have found that I can accomplish a lot more even if I am constantly multitasking. I will be attending to my house chores while also chatting with my customers about their orders. I also take care of the children while also brainstorming new handcraft ideas. On days that I have products to deliver, I go with the children
(Interview with woman 4, Ha Molibeli, May 2024)

Managing an informal enterprise along with managing house chores and taking care of the children is one of the reasons women fail to participate fully in handicraft business, thus making them participate less in the informal enterprises such as handcraft businesses. Women go as far as seeking for help from their family members to look after their children, some go as far as shifting their working hours in order to accommodate taking care of the children and household duties.

These findings are in line with those of Peprah *et al.* (2019) who conducted a study whereby they discovered that women participating in informal enterprises in Ghana including handcraft businesses often alternate between their household responsibilities and their businesses throughout the day. A woman selling handcrafted baskets at a local market leaves her stall for a few hours in the middle of the day to return home and cook lunch for her family. After lunch, she returns to the market to resume selling her baskets. The results of this study also indicated that women employ strategies such as multitasking and alternating between their domestic and handcraft responsibilities.

4.5 Chapter summary

Overall, a combination of limited time, restricted access to resources, and societal norms place significant barriers on women in handcraft businesses, limiting their potential for expansion. Women's ability to create and run handcraft businesses is limited by time spent on housework. Housework has an impact on women's informal enterprises as it limits them from going outside to outsource some materials. This lack of materials limits their ability to invest in scaling their business, purchasing quality materials, or accessing markets beyond their immediate area. Societal norms and expectations often prioritise domestic duties over business pursuits, leading to societal pressures that discourage women from dedicating sufficient time and energy to their handcraft businesses.

Women in handcraft businesses often have restricted hours to dedicate to their businesses due to the demands of childcare. This limitation hinders productivity, reduces women's ability to fully engage in their businesses, and consequently limits opportunities for business growth. Childcare responsibilities also restrict women's ability to travel for sourcing materials, attending market fairs and networking with potential clients. This lack of mobility isolates them from valuable business opportunities. Balancing childcare and handicraft business responsibilities leads to exhaustion. This exhaustion reduces their productivity and ability to effectively manage their business operations.

To effectively balance domestic responsibilities with running a handcraft business, women often employ several strategies such as time management. Women allocate time for both domestic tasks and business activities. This involves setting priorities, creating schedules, and adhering to deadlines to maximize productivity in both areas. Women adopt flexible working hours which

allows them to adjust their work schedules around domestic responsibilities. This flexibility enables them to address household needs while still dedicating reasonable amount of time to their business tasks. Women established a home-based workspace which reduces time spent commuting and provides a conducive environment for productivity. This setup allows for smooth integration of domestic duties with business operations throughout the day.

Waking up early or working late at night when household activities are minimal can provide uninterrupted time for business-related tasks. This approach maximizes productivity during quiet hours of the day. Alternating between domestic chores and business activities in achievable portions of time allows women to maintain momentum in both areas without feeling overwhelmed. This method ensures that essential tasks in both domains are consistently addressed. By combining simpler domestic tasks with business activities such as brainstorming ideas, women multitask effectively, this helps them to optimize time and productivity throughout the day. Through implementing these strategies, women entrepreneurs efficiently manage their dual responsibilities, maintain work-life balance, and sustain their handcraft businesses while fulfilling their domestic roles competently.

CHAPTER FIVE: SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter focuses on summary of dissertation, conclusions and recommendations from the study. The conclusions are drawn from the objectives and research questions of the study. The recommendations are also presented in study as they conclude the chapter.

This study was guided by the framework of Motherism theory. Motherism theory proved to be the most relevant framework in explaining how domestic work impacts women's handcraft businesses in Hlotse. The findings of this study showed that domestic work is a barrier to women's handcraft businesses for women in Hlotse. Handcrafts women in Hlotse fail to fully engage in handcrafts businesses due to domestic work responsibilities. There is less time for handcraft businesses because more time is devoted on childcare and housework responsibilities. Motherism theory is in line with these findings because it recognizes the societal roles assigned to women as mothers. It highlights how these roles and expectations that come with women limit their ability to participate in handcraft business. Motherism is relevant to this study because it highlights the ways in which motherhood can influence and shape women's experiences and opportunities particularly in the context of handcraft businesses. Motherism theory states that women are expected to prioritise their roles as mothers over their roles as workers, this can make it difficult for them to find the time and energy to devote to their informal enterprises. This theory underscores the central role of mothers in a society, emphasising their influence on shaping individuals. According to this theory, women are expected to be home doing their duties such as childcare and not going outside to work on their informal enterprises. The study was also guided by the framework of intersectionality theory. Intersectionality theory also proved to be the relevant framework in explaining how

domestic work impacts women's handcraft businesses in Hlotse. The findings of this study showed that domestic work is a barrier to women's handicraft businesses. There is less time for them to fully engage in their handicraft businesses. Intersectionality theory is relevant to the study as it highlights how gender norms that restricts behaviour were developed by the society's expectations for women to handle household chores like cooking, cleaning and laundry.. These norms create a framework in which women are often seen as primary caretakers, limiting their opportunities for participation in the workforce or entrepreneurial ventures. According to this theory, women are not expected to perform any other duties and perform only domestic work.

5.2 Summary of dissertation

The primary objective of the study was to assess how women's domestic work impact their informal enterprises in Hlotse. The study was aimed at understanding how housework and childcare hinder women from participating in handcrafts businesses. Chapter two of this study constitutes the review of literature related to women and economic development and women and informal enterprises. Chapter three provides the methodology used in conducting the study. A case study was adopted as a research design to guide the study. Data was collected through the use of qualitative methods which are interviews and open- ended questionnaires. The study used thematic analysis to analyse the collected data, which allowed the researcher to identify and understand themes which provided valuable insights of perspectives of women in handcraft businesses in relation to the impacts of domestic work on their handcraft businesses. Chapter four presents the findings of the study. The findings of the study indicated that domestic work is a barrier to

women's handcraft businesses in Hlotse. Summary, conclusions and recommendations which are drawn basing on the findings of the study are presented in chapter five.

5.3 Conclusion

The first objective assessed how housework has an impact on women's handcraft business in Hlotse. The study concludes women's ability to create and run handcraft businesses is negatively impacted by time spent on housework. This was evidenced by the fact that housework limits women from going outside to outsource some materials and societal norms and expectations often prioritise domestic duties over business pursuits. Therefore, the study concludes that women's participation in economic activities is largely limited by housework responsibility.

The second objective assessed how childcare has an impact on women's handcraft business in Hlotse. Similar to housework, the study concludes that women's ability to create and run handcrafts businesses is negatively impacted by time spent on childcare. This was demonstrated by the fact that the time spent on childcare limits their ability to effectively manage and grow their businesses. Women in handicraft businesses, face limited mobility due to their childcare responsibilities and the energy required for childcare often leaves women feeling tired and unable to give their full attention to the businesses. Therefore, the study concludes that women's participation in handcraft businesses is largely limited by the demands of childcare. The final objective explored the strategies employed by women to balance between their domestic work and handcraft businesses in Hlotse. The study concludes that women employ a variety of strategies, including time management, to manage their domestic and business obligations. This was evidenced by the fact that they set priorities, make schedules, and meet deadlines to maximize productivity in both domains. They also embrace flexible work hours, which enable them to fit

handcraft businesses around their domestic work. Therefore, the study concludes that women employ strategies to balance between the domestic work and handcraft businesses.

5.4 Recommendations

This section discusses recommendations derived from opinions and perspectives of key informants engaged in this study.

- Time constraint emerged as a pressing issue as participants mentioned that they struggle balancing time between their handcraft business and domestic work. The Ministry of Gender, Youth, Sports, Arts, Culture and Social Development could promote shared domestic responsibilities by launching campaigns to raise awareness about the importance of shared domestic responsibilities between partners. The Ministry of Gender, Youth, Sports, Arts, Culture and Social Development campaigns could educate both men and women on the benefits of equitable household duties as a way of encouraging women who participate in handcraft businesses.
- The study established that the societal norms and expectations hinder women from participating in informal enterprises. Therefore, the Ministry of Gender, Youth, Sports, Arts, Culture and Social Development could establish initiatives that fight gender norms and advance gender equality in terms of home responsibilities and employment involvement. These initiatives should aim to change societal perceptions and attitudes towards women's roles in business.
- The study established that childcare responsibilities consume much time, therefore, the Ministry of Gender, Youth, Sports, Arts, Culture and Social Development could create free

or affordable childcare solutions such as developing community-based childcare services that are affordable and conveniently located, making it easier for women to access care while they work. The Ministry of Gender, Youth, Sports, Arts, Culture and Social Development could also advocate for the sharing of childcare responsibilities between partners, family members, or within community networks to lessen the burden on women.

- The study demonstrated that women face limited mobility due to their childcare responsibilities. For the resources that are harvested in the highlands, the government through the Ministry of Trade, Industry and Business Development could build warehouses in the lowlands where the raw materials can be stored for easier accessibility. The Ministry of Trade, Industry and Business Development could also develop mobile units or delivery services that bring craft supplies directly to women's homes or local pickup points, minimizing the need for them to travel could be a solution. The Ministry of Trade, Industry and Business Development could also create local collectives or cooperatives where resources, materials, and information are shared within the community, reducing the need for individual travel.

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APPENDICES

APPENDIX I: RESEARCH QUESTIONNAIRE

My name is ‘Mahene Nkhabanyane I am a student at the National University of Lesotho doing Master of Arts in Development Studies. I am carrying out a research entitled: *Women’s domestic work and its implications on their informal enterprises: A case of handcrafts in Hlotse, Lesotho.*

The research is a prerequisite in order to successfully complete my degree. Data collected during this period will solely be used for research and academic purposes with that being the reason every detail will be kept confidential.

Please note that:

- Your input is highly appreciated and your opinions are only to be used as opinions from a member of the study sample, and will in no way be attributed to you as a person so as to secure our confidentiality.
- The information obtained through this research, including your opinions, is solely to be used only for academic purposes.
- You are free to participate, not to participate and terminate your participation in this research at any time.

SECTION A: Background information

1. What is your village of residence?

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2. How many women participate in informal enterprises in your village?

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3. Are there any formal organisations in your village that support informal enterprises?

Yes	No
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If yes, list the organisations.

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4. Where do you get capital for your informal enterprises?

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SECTION B

Questions on housework and informal enterprises

5. Which are the types of housework you do daily?

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6. How does each chore affect your informal enterprise?

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7. How much time do you spend on housework each day?

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8. Does housework take away your time from handcraft business?

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9. How do you balance your time between housework and your handcraft business?

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10. Are there any challenges related to housework and informal enterprises?

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11. Do you have any suggestions to improve these challenges?

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Childcare and informal enterprises

12. How many children do you have?

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13. What are their ages?

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14. On a daily basis what do you do for them?

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15. How does each chore affect your business?

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16. How has childcare impacted your ability to run your informal enterprise?

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Strategies to balance domestic work and informal enterprises

17. What strategies do you use to manage your time between domestic work and your informal enterprise?

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18. What support systems do you have in place to help you balance your domestic work and informal enterprise?

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19. Does your spouse or family assist you in balancing your domestic work and your informal enterprise?

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20. What changes have you made to your daily routine to accommodate your domestic work and your informal enterprise?

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21. Is there any help from organizations such as BEDCO?

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22. Are there any non-governmental organisations and other women's organisations that support you?

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APPENDIX II: INTERVIEW GUIDE QUESTIONS

INTERVIEW GUIDE FOR WOMEN PARTICIPATING IN INFORMAL ENTERPRISES

Questions on housework and handicraft business

1. Which type of handicrafts do you specialize in?
2. Which are the different types of housework do you do?
3. How does each chore affect your informal enterprise? How much time do you spend on housework each day? How do you balance your work and family responsibilities?
4. How has housework impacted your ability to run your business?
5. Has housework ever caused you to miss out on opportunities related to your handicraft business?
6. Are there any other challenges in regard to housework and informal enterprises?
7. Have you reached out for help or support? If not, why?

Questions on childcare and handicraft business

8. How many children do you have?
9. What are their ages?
10. On daily basis what do you do for them?
11. How has childcare impacted your ability to run your informal enterprise?
12. How does childcare affect handicraft business?
13. Is childcare a barrier to your success in your handicraft business?

Questions on the strategies to balance domestic work and informal enterprises

14. What strategies have you found helpful in managing your time?
15. Are you aware of any interventions or support programs by the government or organizations to help women who participate in informal enterprises?
16. What resources do you think would be helpful to you and other women in similar situations?
17. Does your spouse or family assist you in balancing your domestic work and your informal enterprise?
18. Is there any help from the community leaders to lessen your burden?
19. Is there any help from organisations such as BEDCO?
20. Are there any non- governmental organisations and other women's organisations that support you?
21. Is there anything else you would like to share about your experience or suggestions for addressing the implications of domestic work on women's informal enterprises in your community?

INTERVIEW GUIDE FOR BEDCO

1. What is the role of BEDCO in supporting informal enterprises?
2. How does BEDCO work with women in informal enterprises?
3. What support is provided to women in informal enterprises?
4. Is BEDCO aware of any challenges faced by women in informal enterprises? If yes, which are the challenges faced by women in informal enterprises?
6. What has BEDCO done to address these challenges?
7. How successful has BEDCO been in supporting women in informal enterprises?
8. What more needs to be done to support women in informal enterprises?

INTERVIEW GUIDE FOR VILLAGE CHIEFS

1. Do you have women from your village who are involved in informal enterprises? If yes, which kind of informal enterprises are they engaging in?
2. From your experience, what are the barriers that affect their businesses?
3. How is domestic work affecting their informal business?
4. How is the community assisting women in informal businesses? 5. As community leadership, what are your suggestions / recommendations in addressing women in informal businesses?
7. How can traditional leaders contribute to addressing the implications of women domestic work on their informal enterprises?
8. What support do women in informal enterprises need to succeed?
9. How can the community support women in informal enterprises?