



PROMOTING GENDER EQUALITY

PREAMBLE

The World Economic Forum has various System Initiatives; and of importance in terms of gender is the initiative on “Shaping the Future of Education, Gender and Work”, which seeks to ensure that talent is developed and deployed for maximum benefit to the economy and society. Since 2006, the World Economic Forum has published the Global Gender Gap Index Report annually. The Global Gender Gap Index is a framework used by the World Economic Forum to capture the magnitude and scope of gender-based disparities among countries in the areas of economic participation and opportunity; educational attainment; health and survival; and political empowerment. The results of the Global Gender Gap Index done in 2017 indicated a global gender gap widening for the first time since 2006.

South Africa has retrogressed in crucial global indices, but narrowly made the list of the top 20 countries, falling four places from ranked 15th in 2016 to 19th in 2017. These results emphasise the need for far more proactive and vigorous measures to be taken to narrow the gap.

Since its inception in 2005, the University of Johannesburg has prioritised race and gender equality as one of its strategic objectives. This can be seen in the increase of black people and women in leadership positions and in the academic and student community as part of our drive for student inclusion (primarily socio-economic), transformation (of our senior leadership team and academic community), excellence (teaching and research), and re-defining greatness (inclusion, transformation and excellence).

The University is committed to continue to promote and enhance gender equality as a strategic priority for the institution, thereby fulfilling its statutory responsibility in terms of Human Rights and Chapter 2 of the South African Bill of Rights by neither unfairly discriminating nor tolerating unfair discrimination against any person on the basis of gender. The University will give preferential treatment to eradicate the elimination of all forms of discrimination against women due to past injustices.

ACTIONS TO PROMOTE GENDER EQUALITY

- The University is committed to increase the representation of women in all occupational categories and levels.

- The UJ Conditions of Service and Policies should be fair relating to gender equality and should:
 - Focus on the recruitment, retention, performance management, development and succession planning for women.
 - Ensure that men and women are compensated equally for performing the same work.
 - Support employees in maintaining healthy and positive family relationships by ensuring that both men and women balance their work lives with their personal lives.
 - Ensure that management supports employees' pursuit of further education to advance their careers, as well as family counselling, family time or other related efforts.
 - Provide maternity and paternity leave that is fair and equitable, taking into account LGBTI+ and adoption.
- The University will address the loss of women due to family responsibilities and the absence of women in senior academic, professional and support roles.
- Special emphasis will be placed on the advancement of women within the academia by providing support programmes, including mentoring and training to enhance a sustainable academic career.
- Implement Gender Equality training programmes for employees on managerial and supervisory level. Education will focus on both the obvious and the subtle discrimination that takes place in the institution.
- Advocacy work to highlight sexual and gender-based violence and the eradication thereof.

INCLUSION AND WELL-BEING

- We are committed to taking the necessary steps to eliminate all forms of sexism and discrimination against women and remove barriers to women's equality.
- We commit to promote the intersection of gender and other factors wherever possible (Intersectionality and how gender interacts with other social identities to shape bias)
- We commit to gender mainstreaming and cultural changes that will induce transformational change in favour of gender justice.
- We commit to address the discriminatory treatment often experienced by employees from the LGBTQI+ Communities.
- We commit to advance gender equality and the Executive Management will require commitment and action from all levels in the Institution and in particular active leadership from the Senior Leadership Group.
- We commit to make the necessary structural changes to accommodate the need for adequate ablution facilities and residences to accommodate all genders.
- Elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities

Gender equality will only be achieved in UJ when the needs of women and men are **EQUALLY** valued and favoured.