

# Gender Diversity at the workplace: an asset or liability ?

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# OUTLINE AND LEARNING OBJECTIVES

- SESSION DESCRIPTION
- CGE VISION AND MISSION
- CGE MANDATE
- GENDER CONCEPTS
- GENDER AT THE WORKPLACE POLICY AND LEGAL FRAMEWORKS
- What is gender discrimination and its effect in the workplace
- What is sexual orientation and gender identity
- What can be done : DIVERSITY AND INCLUSION AUDIT AND ACTION PLANS

# SESSION DESCRIPTION

- Gender diversity at the workplace an asset or liability? South Africa has put in place policies and laws to regulate the compliance to gender non-discriminative policies and practices in the workplace, have employers woken up to the realisation of gender diversity as an asset or just another compliance matter and liability?
- What have employers missed? There is substantial research to show that gender diversity brings many advantages to an organization: increased profitability, creativity, stronger governance and better problem-solving abilities, helping to create organizations that are resilient, effective, which outperform organisations that do not invest in gender diversity

# LEARNING OBJECTIVES

- **Learning Objective 1:** Participants will learn practical lessons on how to champion gender transformation in the workplace as part of the business imperative
- **Learning Objective 2:** Participants will demonstrate the understanding of the South African Legal frameworks that promote gender transformation and non-discrimination in the workspace.
- **Learning Objective 3:** Participants will learn skills on how to manage gender diversity in the workplace as part of EAP.

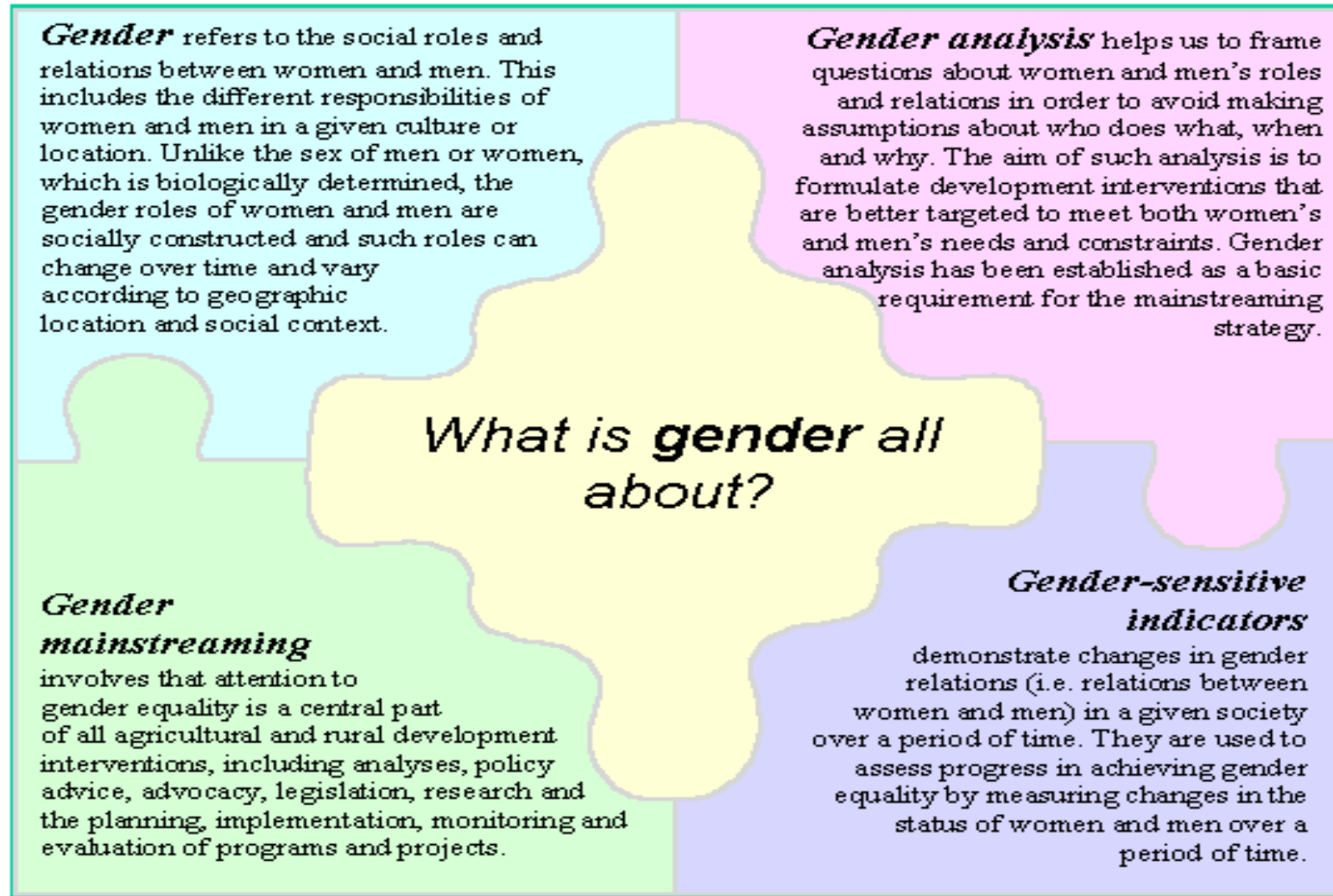
# CGE VISION AND MISSION

- A society free from all forms of gender oppression and inequality
- To promote, protect, monitor and evaluate gender equality through
  - research
  - public education
  - policy development
  - legislative initiatives
  - litigation

# CGE MANDATE

- According to the Commission on Gender Equality Act (No. 39 of 1996):
- CGE **must:**
- **a. Monitor, evaluate and make recommendations, on**
  - policies and practices of organs of state, statutory bodies and functionaries, public bodies or private businesses, to promote gender equality.
  - any existing law, including indigenous law and practices.
  - government's compliance with international conventions with respect to gender equality.

# GENDER CONCEPTS



# GENDER AT THE WORKPLACE POLICY AND LEGAL FRAMEWORKS

- Labour Relations Act 66 of 1995.
- Basic Conditions of Employment Act 75 of 1997.
- Skills Development Act 97 of 1998.
- Employment Equity Act 55 of 1996.
- Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA) 4 of 2000.
- Broad-Based Black Economic Empowerment (B-BBEE) Act 53 of 2003
- **South Africa has also ratified many international treaties including the following:**
  - I. The International Labour Organisation (ILO) Convention 111,
  - II. ILO Convention 100 (ratified by South Africa in 1997),



# WHAT IS GENDER DISCRIMINATION

- *According to Wayne (1995:179) “Gender Discrimination can be defined as the giving of an unfair advantage (or disadvantage) to the members of the particular group in comparison to the members of other group”.*
- The South African Bill of Rights clearly states that  
“Everyone is equal before the law”
- No person may unfairly discriminate directly or indirectly against anyone (Labour Relations Act 66 of 1995.)

# VIDEO : EFFECTS OF GENDER DISCRIMINATION IN THE WORKPLACE

The video is 02 minutes long focusses on the different types of gender based discriminations in the workplace such as : gender pay gap ; sexual harassment and unequal opportunities for promotion and the discrimination faced by LGBTIQA and Gender None Conforming persons

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# GENDER DIVERSITY IN THE WORKPLACE

## **Sexual Orientation**

- Defined: One's attraction to another **human being!**

## **Lesbian**

- Someone who identifies as woman who is attracted to another woman.

## **Gay**

- Some one who identifies as a man and is attracted to another man.

## **Bisexual**

- A man or a woman attracted to both men and women.

## **Heterosexual**

- Some one attracted to someone from the opposite sex

They are people



# Gender Identity

## **Gender Identity**

- Refers to the label or labels that you most comfortable using e.g. :your perception of masculinity and femininity

## **Gender Non-Conformity**

- Gender variance, or gender non conformity ,is behaviour or gender expression by an individual that does not match masculine and feminine gender norms.

## **Transgender**

- Identifying as or having undergone medical treatment to become a member of the opposite sex. It can also be the psychology of or relating to a person who wants to belong to the opposite sex.

# BEFORE AND AFTER



# GENDER IDENTITY CONTINUED...

## **Intersexed**

- Individuals who have genetic, hormonal and physical features that may be thought to be typical of both male and female at once. 1 out of every 2000 births are gender ambiguous

## **Androgyny**

- Combination of masculine and feminine characteristics

# Androgynous Individuals





# SITUATION RIGHT NOW

- On the surface most of us realize that in order to be fair and equitable in the workplace, we need to have an equal representation of men and women. However, this isn't always the case - even in modern times.
- South Africa since it's democracy in 1994 has put in place a plethora of laws and policies to promote gender equality and none - discrimination in all levels of our society including the workplace, yet employees continue to experience varying levels of gender discrimination and related gender violations, while employers continue to grapple with how to create and maintain gender inclusive workspaces.
- The current reality of both employer and employees indicates that laws and policies alone will not promote and protect gender diversity in the workplace, but ***a paradigm shift is necessary, this shift requires that gender diversity is seen and treated as a business imperative.***

# GOING FORWARD

- Forward-thinking companies should be looking for ways to employ and empower more women at work – not just as a moral obligation, but also as a sound business strategy.
- [McKinsey's most recent Delivering Through Diversity report](#) found corporations that embrace gender diversity on their executive teams were more competitive and 21% more likely to experience above-average profitability.
- They also had a 27% likelihood of outperforming their peers on longer-term value creation.
- Employees with diverse backgrounds bring to bear their own perspectives, ideas and experiences, helping to create organizations that are resilient and effective, and which outperform organisations that do not invest in diversity.

# WHAT CAN BE DONE

- 1. Start a Conversation**
- 2. Pay Attention**
- 3. Be Knowledgeable**
- 4. Approach topic with objectivity , Humility and Positivity**
- 5. Have Authenticity**

# ACTION PLAN

- ✓ Conduct the diversity and inclusion audit looking at :
  - I. Policies and practices
  - II. Recruitment and benefit policies
  - III. Talent management policies
  - IV. Staff protection , safety and security policies
  - V. Sexual harassment policies
  - VI. Governance policies
  - VII. Accessibility and accountability policies and procedure

# ACTION PLAN

- ✓ Drafting a plan that addresses the gaps identified through the diversity and inclusion audit

Specific

Measurable

Achievable

Realistic

Timeframe

# Q& A

THANK YOU



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