

Case Study of Gender Mainstreaming in Rand Water: A Journey of Transformation

Authors : Saki Makume

Abstract : Misogyny is a serious problem in the world that is predominantly patriarchal. South Africa is a very unequal society, so are the companies in this country. After 1994, laws were promulgated to outlaw unfair discrimination, amongst them discrimination based on gender. The presentation aims to share the experiences and learnings of Rand Water through its transformation journey. The environment was so hostile to women in the workplace that policies and practices excluded or unfairly discriminated against women. The paper will be in the form of a case study, predominantly qualitative and to a lesser extent quantitative. The results will show that the number of women at Board, Executive and Management levels have increased; and policies amended to be gender sensitive. Policies were developed that specifically protected women's rights e.g. sexual harassment. A program like TechnoGirl was introduced to lure girl learners to Rand Water.

Keywords : gender mainstreaming, policies, transformation, unfair discrimination

Conference Title : ICWPP 2017 : International Conference on Women, Power and Politics

Conference Location : Vienna, Austria

Conference Dates : June 21-22, 2017