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CONSEQUENCES FOR THE HAND THAT ROCKS THE CRADLE



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SENSORY ASSESSMENT



HISTORICAL OVERVIEW

- Work
- Caregiving
- Dismissal
- Segregation



A DEEMED SUBSTANTIVE PROVISION

- International instruments
- Section 25 BCEA
- Section 25 A LLAA
- Formal v Substantive equality
- *Harksen v Lane*



CONSEQUENCES

- Career Progression
- Role Conflict
- Career Goals
- Role Strain
- Role Proliferation
- Conflict over the division of family labour



SUMMARY

- Section 25 BCEA = Consequences
- Unfair Discrimination
- Entry ≠ Staying
- Workplaces → Demasculinised
- Carework → Defeminised
- Substantive = Parental Leave
- Agency restored



