

Johannesburg Overall Score 38.6/100 | Overall Rank 28/50

Basic Facts

- 4.7 million population
- \$102 billion Gross Metro Product (2016)
- Top industries by employment are: finance, trade, community services and manufacturing

Notable Strengths

- Powerful women in South Africa, at least in politics, are not uncommon. The Parliament of South Africa is composed 44 percent of women, which is among the highest percentages in the world
- Additionally, women represent 42 percent of the Cabinet and 38.4 percent of local government
- The country also has several policies designed to decrease gender bias
- For example, [Section Nine of the Constitution of South Africa](#) guarantees “equality before the law and freedom from discrimination” and the [Employment Equity Act](#) defines “unfair discrimination” as a difference in terms and conditions of employment between employees of the same employer performing the same or substantially the same work or work of equal value based on gender, among other characteristics (ranking it No. 7 on Policy in the Culture pillar)
- Female talent in South Africa extends beyond politics. In Johannesburg, 76 percent of adult women participate in the labor force and there are four local business schools with an average female enrollment of nearly 43 percent
- Ranking No. 11 in Markets overall (driven by its No. 7 place rank in Policy), the City of Johannesburg also has a [website that helps people start a business](#) and the national statistics agency, StatsSA, collects gender data on income and employment at the regional level in the Quarterly Labor Force Survey (QLFS), which helps keep track of women’s economic progress over time

Areas for Improvement

- Johannesburg has many opportunities to better nurture and support women entrepreneurs

- Education is a key area for improvement, both for entrepreneurial women and the workforce at large. Less than 19 percent of the female working age population has a tertiary education or above (although this is still higher than the 17 percent of the male population with a tertiary education or above)
- Another area of improvement is paid maternity benefits, which currently stand at just [four months of unpaid or partially paid maternity leave](#)
- Better paid maternity benefits would help women maintain and build their capital base where the city ranks No. 39
- Johannesburg could host networking opportunities and build city-level organizations and/or incubator and accelerator programs specifically for entrepreneurs and women entrepreneurs

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- Johannesburg ranks No. 50 on safety. It could address its high crime rate (and its percent of people worried about being attacked) so the overall working environment is safer for women
- Johannesburg could also increase women’s use of technology by developing programs to decrease the high average monthly cost of internet (ranking No. 41) and by creating technology training programs specifically designed for women, where it ranks No. 48