

**JOHANNESBURG SOCIETY OF ADVOCATES  
MATERNITY POLICY IN RELATION TO MEMBERS**

**RECOGNISING THAT:**

1. The Johannesburg Society of Advocates ("the Society") is committed to the attainment of formal and substantive gender equality;
2. Presently the Society has a minority of women members;
3. There is a need to attract and retain women at the Bar;
4. Arrangements made for maternity are crucial in retaining women in the profession;
5. Groups within the Society are encouraged to adopt maternity leave policies which regulate the occupation of chambers as well as the payment of rent and Group fees and related expenses.

**THE AIM OF THIS MATERNITY POLICY IS TO:**

- Encourage female members of the Society following maternity to return to Chambers and to continue to build successful practices, thereby contributing to the growth and success of the Bar as a whole.
- Prevent any and all discrimination arising out of maternity.
- Give effect to the values and goals of the society.

**ASSISTANCE WITH PAYMENT OF BAR FEES**

- 1) As a result of having to give birth, or having given birth, a member is relieved from the obligation to pay Bar fees for a period of three (3) months (the maternity period).
- 2) After the expiry date of the maternity period, a member shall revert to paying her full Bar fees.
- 3) In order to qualify for this benefit, a member shall make a written application to the Chairperson of the Bar Council at least two months before the commencement of the maternity period.

- 4) Non-compliance with requirements of paragraph 3 above may be condoned at the sole discretion of the Chairperson of the Bar Council.
- 5) The provisions of paragraph 1 to 4 shall apply equally where a member is the primary caregiver of an adopted child.
- 6) With regard to paternity leave, a member is ordinarily not entitled to a special financial dispensation by virtue of having to take paternity leave. However the Chairperson of the Bar Council may, on written application, consider and approve a request by a male member for a special financial dispensation as a result of the birth and/or adoption of his child.

#### **ABSENCE FROM CHAMBERS IN EXCESS OF THE MATERNITY PERIOD**

- 1) Policy on Leave of Absence, Leave to Practise from Home, Leave to practise from Chambers, Legal Centres and Others.

Any member who intends being absent, or is absent, from chambers for a period of time in excess of the maternity period shall ensure that she complies with the Society's Housing policy and Membership policy.