



21 August 2020

## Key Lessons for the Private Sector on how to Address Gender-Based Violence

The National Business Initiative (NBI) and Shared Value Africa Initiative (SVAI) hosted a series of online dialogues, focused on developing sustainable private sector responses to eradicating Gender-Based Violence (GBV). Through these engagements, both organizations were able to collectively garner insights from companies across various sectors on the global and national impact of GBV on social and economic growth and transformation, as well as the steps companies are taking to address GBV.

As part of the work of the Social Transformation Unit, the NBI has developed the Gender-Based Violence Pathway, with the aim of generating contextually relevant information on business responses, capacitating in-company and sector thinking on impactful collective responses and facilitating engagements with multiple stakeholders on addressing this important issue.

Some of the key learnings from the series include:

- Company action in responding to Gender-Based Violence is multi-faceted as it requires various stakeholder and organizational engagements. The enactment of protective policies should be accompanied by protective mechanisms for grievances, trainings, ongoing dialogue, communication and company endorsement, which emphasise the importance of eradicating GBV.
- Businesses have the opportunity to influence their employees, partners, senior leadership and broader communities in collective action and responses, which prioritise the safety of GBV survivors, whilst also providing support in their pursuit of justice.
- The eradication of GBV is both a moral and business imperative as the violence has adverse effects not only on individuals but also the wider families and communities within which companies operate. Recent media reports on the rise of GBV in South Africa since the start of the National Lockdown, point to a crisis that demands collective action from the private sector, government and civil society organisations.
- It is important to hold leadership accountable in terms of generating tangible commitments aimed at the elimination of Gender-Based Violence and enacting codes and policies that can provide protection for women against sexual harassment and violence in the workplace.

- It is imperative for business to apply a gender lens throughout their business operations, ranging from HR policies to supply chain operations, as this speaks directly to an understanding of addressing the complexities of gender discrimination and maintaining opportunities for people who are likely to be disproportionately affected by GBV.
- Responses to GBV demand improved accountability through state institutions and is an extension of addressing poverty, inequality and unemployment as these are also gendered issues.

In the effort to combat GBV, these dialogues are a crucial step in gaining knowledge on current and future company interventions. Additionally, the series served as an opportunity for the business sector to solidify its commitment to addressing the scourge and show willingness to take collective action with various social institutions.

**Companies interested in learning more about the Gender-Based Violence Pathway are encouraged to contact Khanyisa Nomoyi: [khanyisan@nbi.org.za](mailto:khanyisan@nbi.org.za).**



*Copyright © 2020 NBI, All rights reserved.*

The National Business Initiative (NBI) is an independent and voluntary coalition of South African and multinational businesses launched in 1995 by the then President, Nelson Mandela.

**NBI Website: [www.nbi.org.za](http://www.nbi.org.za)**

**Email: [info@nbi.org.za](mailto:info@nbi.org.za)**

The National Business Initiative (NBI) respects your right to privacy, if you do not wish to receive any further news updates from the NBI, please click [UNSUBSCRIBE](#) and your name will be removed from the mailing list.