



SOCIAL TRANSFORMATION PRESENTS TRANSFORMATION & EQUITY PATHWAY STRIVING TOWARDS EQUITY & SOCIAL COHESION



Addressing issues of exclusion is crucial for achieving an equitable and transformed society

1 Workplace Transformation

Supporting companies to address internal transformation issues & understanding the imbalances of belonging & systemic exclusion in the workplace

2 Addressing Pay Disparity

Addressing issues of income inequality and pay disparity.

3 Gender

Collectively contributing to the eradication of Gender-Based Violence (GBV) & integrating Gender Equity & Social Inclusion (GESI)



Transformation Blueprint & Maturity Curve

Belonging at Work: Research on LGBTQIA+ on Inclusion in the workplace

Pink Platform Development: A supplier chain opportunity for LGBTQIAP+ owned and led SMME's

Pride in Belonging Edu-Series



The NBI believes in collective action and collaboration to effect change; building a South African society and economy that is inclusive, resilient, sustainable, and based on trust.

Gender Pay Gap & Gender Index Implementation

The NBI's Social Transformation Gender Pay Gap pathway has a multi-tiered approach. In addition to research, which was concluded in 2019, the project has published the piloting of the GPG calculation methodology in 2020. Through this report, in partnership with Southern Centre of Inequality Studies (SCIS) at the University of Witwatersrand (WITS), the NBI developed an economic model which will assist companies in calculating and measuring their GPG.

Following the conclusion of the Pilot, the NBI is now developing an online platform which will **allow companies to track and measure income disparities**. Furthermore, this platform will serve **as a space for companies to commit to closing the gender pay gap by participating in a national index on the gender pay gap in corporate South Africa**.

This online platform will serve as a key innovation in reflecting the economic and social intricacies of the gender pay gap in South Africa. Businesses will also be engaged on the importance of correcting these income discrepancies in the interest of economic inclusion and understanding the far-reaching implications of the pay gap on women across classes and sectors.

"We are working to support companies to close the gender pay gap by 2030 and promote guidance towards strategies that improve Diversity, Equity & Inclusion in the workplace".



Building a multi-stakeholder approach towards the eradication of Gender-Based Violence

Integrating Gender Equity & Social Inclusion (GESI) into Local Economic Development and Climate Finance Acceleration

