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28 MARCH 2025

**Accelerating Action:
Closing the Gender Pay Gap (GPG) for a More Equitable South Africa**



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While the law can certainly help right many wrongs, we also have to address how society perceives men and women, generally. Gender stereotypes and patriarchal tendencies are a big part of the problem as well. Additionally, perhaps South African should take cues from Iceland and create an independent regulatory body that assesses and certifies companies.

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Adv. Jackie Nagtegaal, Managing Director, LAW FOR ALL's



International Women's Day (IWD) 2025 adopts the theme "Accelerate Action," emphasising the urgent need to advance gender equality. This urgency is underscored by data indicating that, at the current rate of progress, global gender parity will not be achieved until 2158 – approximately five generations from now.

The National Business Initiative (NBI) recognises that addressing gender inequality is not merely a moral imperative, but a crucial driver of organisational change and societal transformation. Building upon the progress of the past three decades, the NBI aims to foster organisational diversity, innovation, and efficiency. To achieve this, a strong commitment to collaborative and transparent empowerment efforts is essential to permanently close the income inequality gap within the workforce.

Despite advancements in South African women's economic and political participation, formal employment, and educational attainment, a persistent GPG remains a significant labour market challenge. South African women earn between 23% and 35% less than men for equivalent work, equating to R72.44 for every R100 earned by men.

This pay gap reveals systemic economic exclusion where women are disproportionately concentrated in informal work, face higher unemployment rates, less bargaining power, and experience restricted career growth worsening wage disparities. Addressing the gender pay gap requires targeted interventions, including equal hiring practices, inclusive workplaces, robust skills development programmes, and transformative economic reforms.



A Step towards Accelerating Action: The NBI Gender Pay Gap Tool



Over the last 4 years, NBI has been committed to working with organisations to accelerate action towards addressing pay disparity.

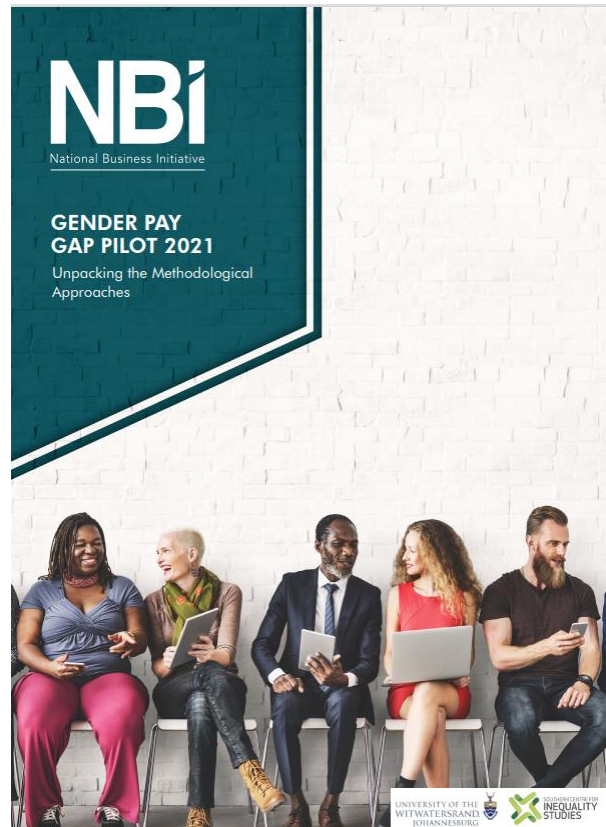
The NBI has collaborated with key technical partners the Southern Centre of Inequality Studies (SCIS) at the University of the Witwatersrand, and NBI member company Genesis Analytics, to address the GPG in South Africa.

This partnership provided an econometric model to help businesses measure and address wage disparities between men and women.

Following the completion of a pilot study, with volunteering NBI member companies, [“2021 report, Gender Pay Gap: Unpacking the Methodological Approaches”](#), the NBI and its partners developed an online Gender Pay Gap Platform that launched in June 2024.

This tool enables companies to track and measure income disparities within their organisations, offering valuable insights into the factors driving gender-based wage gaps. By uploading anonymised staff wage data, companies can analyse the extent of their pay disparities and identify root causes, providing a data-driven approach to [reducing inequality](#).

The GPG tool is more than just a reporting mechanism—it is a catalyst for change, helping businesses commit to greater pay transparency and accountability. Organisations that engage with the platform demonstrate a proactive stance on closing the gender pay gap, contributing to broader efforts in economic transformation, equality, and poverty eradication.



Call to Action

As the NBI, we call on all our member companies to step forward and **#AccelerateAction** and commit to **#ClosingtheGap** in the pursuit of gender equity. Closing this gap is not just a moral imperative; it is an economic and business necessity.

The NBI calls on member companies to embrace the NBI Gender Pay Gap Tool as a transparent reporting tool essential for building a more inclusive and equitable workforce.



How Can Your Business Accelerate Action?

- Commit to Equal Pay & Opportunities
- Champion Inclusive Work Environments
- Develop Women-Led Supply Chains
- Invest in Skills Development
- Hold Leadership Accountable



Join Us in Driving Change

This International Women's Month, let's unite as a business community to accelerate progress, dismantle systemic barriers, and create lasting change. However, achieving gender equality requires action beyond Women's Day or Women's Month, it demands continuous commitment and systemic transformation throughout the year.

Together, we can build a more **inclusive, equitable, and prosperous** South Africa.

Companies interested in learning more about the NBI's Social Transformation Gender Pay Gap Research and Online Tool to calculate their Gender Pay Gap are encouraged to contact:
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NBI

National Business Initiative

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.

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