



2022

RESEARCH REPORT

The COSTLY IMPACT OF GBV

Private Sector Perceptions
and Realities in South Africa





The **COSTLY IMPACT** **OF GBV** Private Sector Perceptions and Realities in South Africa

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Acronyms

2030 Agenda	2030 Agenda for Sustainable Development
AI	Artificial intelligence
ANOVA	Analysis of variants
BEE	Black Economic Empowerment
BBBEE	Broad-based Black Economic Empowerment
BRICS	Brazil, Russia, India, China, South Africa
CSI	Corporate social investment
CEO	Chief Executive Officer
CHEPC	Current health expenditure per capita
DALYs	Disability adjusted life years
ESG	Environmental, social and governance
EFA	Exploratory factor analysis
GBV	Gender-based violence
GDP	Gross domestic product
HR	Human resources
ILO	International Labour Organisation
IPV	Intimate Partner Violence
LGBTQIAPK	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Pansexual/Polyamorous, and Kink
MDGs	Millennium Development Goals
MGI	McKinsey Global Institute
MSA	Multisectoral approach
NSP	National Strategic Plan
OECD	Organisation for Economic Co-operation and Development
OOP	Out-of-pocket
PCA	Principal components analysis
PPP	Purchasing power parity
SDGs	Sustainable development goals
SVAI	Shared Value Africa Initiative
UJ	University of Johannesburg
UN	United Nations
WEF	World Economic Forum
WHO	World Health Organisation
YLL	Years of life lost
YLD	Years of life lost to disability



FOREWORD

Business analysts predict that the adverse impact of the Covid-19 pandemic on women in the formal workplace will have far-reaching after-effects that will be difficult to reverse over time. It's a fact that gender inequality is widespread, and that women in the private sector generally struggle with insufficient support from their male counterparts in the workplace. Our women live in a male-dominated culture, often fueled with toxic negativity, harassment, and abuse. Discriminatory norms and exclusionary policies on the job make

going up the ranks even harder. And the ravages of Covid-19 didn't make the scenario any better.

To properly deliver health services, promote wellbeing, restore dignity to all, and to rebuild from the pandemic, gender equality in the workplace must be a core focus for all organisations.

In recent research, US investment bank Citigroup (Citi) found that achieving gender parity in business growth could boost global GDP by as much as \$2 trillion, or 2-3% of the

PROF. MERVYN KING
*Chair Emeritus of the
International Integrated
Reporting Council (IIRC),
and the Global Reporting
Initiative (GRI)*



Understanding the human cost of GBV in the workplace is a critical data point that must lead to gender equality

global GDP. Citi found that gender equality could also generate between 288 million and 433 million jobs.

For decades, governments and civil society have tried, mainly outside of the private sector, to address gender-based violence (GBV) but to date have not been able to reduce it significantly, let alone eradicate it.

Constitutionally, everyone has the right to live and work in an environment that is free from intimidation, prejudice, harassment and violence. Gender equality is a fundamental human rights issue. By denying women equal rights, we deny half the population a chance to live life to its fullest.

The United Nations was decisive when they agreed on the Sustainable Development Goal 5 (SDG) – to “Achieve gender equality and empower all women and girls”. The goal seeks to drive an end to all forms of discrimination, violence and any harmful practices against women and girls in the world of work and in domestic or private spaces. SGD5 also calls for the full participation of women for equal opportunities in leadership at all levels of political, social and economic decision-making.

We cannot foresee gender equality being realised in our lifetime unless we deal with the undisputed fact that at least one in three women in the world has been compelled into illicit sex activity, physically beaten, or otherwise abused during her lifetime. According to UN Women, violence kills more women between the ages of 15 and 44 than the combined mortality of war, cancer, malaria and road traffic accidents.

In its June 2009 Resolution “concerning gender equality at the heart of decent work”, The International Labour Organization described the challenge of gender-based violence as a critical and dangerous

obstacle in the path of achieving equality between women and men.

In the last two decades, significant gains have been made in moving gender equality and rights up political and corporate agendas, but policymakers and business leaders have yet to play out their roles in the achievement of gender equality.

A big part of social sustainability is about identifying and managing business impacts on people. Investors are increasingly using gender success as a measure of sustainability, and insist on better representation of women at executive levels.

In this regard I welcome the findings and recommendations of this study, *The Costly Impact of GBV*. The Report highlights the need for the private sector to address the reality of GBV as they formulate policy and structures of governance. This means implementing education, creating top-of mind gender awareness, adopting behavioural change programmes for prevention and intervention. And feedback through Annual Integrated and ESG Reporting.

Understanding the human cost of GBV in the workplace is a critical data point that must lead to gender equality, improved diversity, and meaningful participation and inclusion for all.

There is power in working together. We have the knowledge and the resources to succeed. But we need to build on the progress we have made thus far, and relentlessly mobilise our commitments into tangible action.

We must not fail our women and girls. We must not fail our society.



INTRODUCTION



The purpose of this report, titled *The Costly Impact of GBV*, is to drive accountability within the private sector, and influence GBV-related system change and policymaking, to contribute towards enabling equal opportunities and empowering women in the workplace.

Globally, gender inequality in the workplace has widened due to Covid-19. Now, more than ever, companies need a comprehensive plan to support and advance women in business, with a focus on accountability and results. By achieving gender equality in the workplace, the entire ecosystem benefits. When the most

talented employees (regardless of gender) can rise to the top, with no one left behind, the entire company benefits.

In 2014, KPMG South Africa published research titled *Too Costly to Ignore – The Economic Impact of Gender-based Violence in South Africa* that described the full economic impact of violence against women as well as the impact on their children.

Our research builds on that and seeks to explore and track the awareness, knowledge, impact, and opinions about GBV and its prevention in the private sector in South Africa.

The purpose of this report is to drive accountability within the private sector and influence GBV-related system change and policymaking.



73

Interviews with
73 company CEOs,
executive directors,
and leadership

2 270



Written responses to
online survey questionnaire
completed by 2 270
employees



Literature study accompanied by secondary research
data obtained from the World Bank and the WHO

Despite growing awareness around the issue, reliable and harmonised data on the understanding, prevalence, and real cost of GBV in the private sector is still hard to find and an under-researched subject.

For the leadership and employee findings we used primary data comprising transcripts of interviews with 73 company CEOs, executive directors and leadership, as well as written responses to an online survey questionnaire completed by 2 270 employees.

For the section on the impact of GBV on healthcare costs in South Africa, our estimation was based on a literature study accompanied by secondary research data obtained from the World Bank and the WHO. The key findings in this section of the research are not intended to be exhaustive but are instead considered as important take-outs from this phase of the research.

Readers interested in a more comprehensive discussion of this topic are encouraged to read the full report, which will be published when the next phase of our research is completed towards the end of 2022. The intent of that report will be to present a realistic picture of the economic costs of GBV in South Africa.

The research was led by Prof. Corné Davis from the University of Johannesburg in collaboration with Tiekie Barnard, CEO of the Shared Value Africa Initiative (SVAI) and founder of the #ITSNOTOK movement. The research was conducted in partnership with Mid Sweden University and supported by KPMG South Africa.

The silence about GBV and the apathy displayed by most were the reasons behind starting the #ITSNOTOK movement in 2020. The main purpose of #ITSNOTOK is to raise ongoing awareness that GBV in any form is not okay.



WHAT IS GBV?



WHAT IS GBV?

GBV is rooted in gender inequality and unequal power, which can leave people, especially women and girls, vulnerable to violence and harassment.

Gender-based violence (GBV) is an umbrella term that covers a range of behaviours, including sexual, physical, psychological, and economic abuse.

GBV does not discriminate and occurs across all sectors of society. A staggering one in three women¹ will experience some form of physical or sexual violence or abuse in her lifetime, usually by an intimate partner.

What sets GBV apart from other types of violence is that it is directed at people based on their sex or gender, or disproportionately affects people of a particular sex or gender.

GBV is rooted in gender inequality and unequal power, which can leave people, especially women and girls, vulnerable to violence and harassment. GBV is fuelled by gender stereotypes, which encourage men to be seen as naturally aggressive and dominant. GBV is also often targeted at those who do not adhere to gender stereotypes as a way of punishing them for deviating from what is viewed as normal or expected behaviour.

The perception that GBV is a social issue only, is no longer acceptable nor true as it has enormous economic impact and reach.

The 2014 report released by KPMG, titled *Too Costly to Ignore – The Economic Impact of Gender-Based Violence in South Africa*², attempted to address this. The KPMG report pointed out that the whole of society pays for the costs attached to violence against women, including health care, justice, lost earnings, lost revenue, and lost taxes. There are also second-generation costs, which include increased juvenile crime, committed by children witnessing and living with violence, as well as crimes they commit later in life as adults.

As GBV can occur at any point throughout an organisation's value chain, every company has a role to play in addressing GBV within itself (internal) and across its business relationships (supply chain) and society at large (including consumers and the communities within which employees are based).

As much as government needs to set an enabling environment to drive gender equality through policy frameworks,



GBV is rooted in gender inequality and unequal power



GBV takes place across all sectors of society

legislation and an efficient justice system, the private sector has to play its part.

This contribution must be through supporting the implementation of gender equality principles within its spheres of influence, starting with its operations and employees, but also addressing gender equality and GBV through its supply chain and the communities in which it operates.

GBV in the workplace can take many forms, impacting on a physical, sexual, psychological and economic level. It can include bullying, mobbing, verbal abuse and harassment from colleagues or senior managers.

Additional examples include sexual harassment and unwanted sexual advances; sexual abuse and violence, including coercive or transactional sex, rape and sexual assault; abuse and harassment around pregnancy; psychological abuse and intimidation; threats and acts of physical and sexual violence; abusive working conditions such as poor health and safety; inadequate or inappropriate sanitation facilities and rules about their use; involuntary excessive long working hours and unpredictable or late demands to work overtime.³

Other types of violence such as trafficking,

THE BUSINESS RISK

If not addressed, GBV can pose a range of business risks such as:

- Litigation, compensation claims and reputational damage.
- A decrease in productivity due to absenteeism, poor performance at work and an increase in staff turnover.
- Reduced access to talent and employee retention, as the fear of GBV can affect the decisions people make about where they work and with whom they work.

and new manifestations such as reconfigured forms of abuse, for instance cyber harassment, trolling, stalking, body shaming, and non-consensual creation of sexual images through artificial intelligence have also become prevalent. These affect communities and families, especially children, and can prevent women from fully participating in the economy.

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GBV is fuelled by gender stereotypes



GBV can occur at any point throughout the value chain

Policy changes

GBV is not strategically addressed and should be positioned within company policies and structures of governance.



Strategy, reporting and multi-sectoral collaboration

Decisive action and a collaborative, multisectoral approach are required. ESG reporting and CSI spend to include GBV awareness and prevention programmes.



Education and awareness training

More should be done to proactively change male-centric cultures. Education, awareness, and behavioural change programmes will be key.



KEY FINDINGS

In this section we highlight three key findings extracted from the primary data.

A more detailed and comprehensive report will be published by the University of Johannesburg and Mid Sweden University, when the next research phase is completed towards the end of 2022.

KEY FINDINGS

Policy changes



Sustainable Development Goal (SDG) 5 concerns gender equality and the empowerment of all women and girls, with nine associated targets and 14 indicators designed to monitor progress, inform policy, and ensure accountability of all stakeholders.

At present, the topic of GBV does not feature in corporate social responsibility or BBBEE indices, corporate governance specifications, or even occupational health and safety regulations. This suggests that GBV is not strategically addressed.

During the research, most employees and leaders agreed that GBV should be positioned within company policies and structures of governance, and requires a holistic, policy-driven approach using evidence-based interventions, involving all relevant sectors.

Strategy, reporting and multisectoral collaboration



Leaders and employees showed strong support for including GBV in corporate strategy and agreed that decisive action and a collaborative, multisectoral approach is required.

Employees felt that GBV prevention and intervention programmes should feature prominently in annual integrated and ESG reporting.

It was also agreed that CSI spend should be regulated and reported on to include GBV awareness training and prevention programmes.

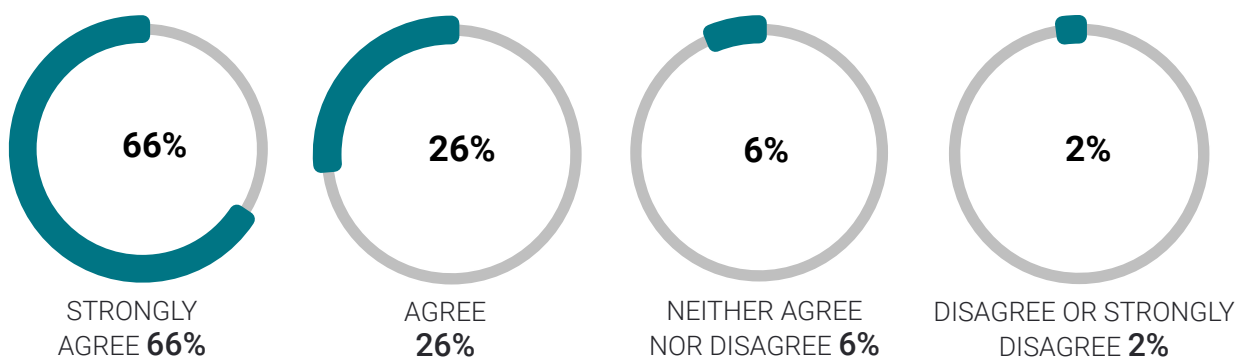
Education and awareness training



There was agreement among both leadership and employee groups that education, awareness, and behavioural change programmes could go a long way in reducing and eliminating GBV in the private sector and in communities.

The majority of employees agreed that more should be done proactively to change the culture of toxic masculinity, patriarchy, and male supremacy that are prevalent in the private sector.

FIGURE 1: Companies need to address the culture of toxic masculinity, patriarchy and male supremacy



SETTING THE SCENE

In setting the scene for the macro context of this research, we have considered both global, regional, and national trends relating to gender equality and GBV.

In this section, we will briefly expand on **key dimensions that provide important context and set the scene for the primary research findings.**

This is not intended to be an exhaustive analysis of all the dimensions relating to gender equality and GBV, as these issues are broad and require complex systems thinking to address.

Gender equality across all SDGs

In September 2015, leaders from 193 countries around the world gathered in the United Nations (UN) Assembly Hall in New York. This event hailed the birth of the 2030 Agenda for Sustainable Development (2030 Agenda), and governments declared their firm resolve “to free the human race from the tyranny of poverty and want, and to heal and secure our planet.”

Building on the Millennium Development Goals (MDGs), the 2030 Agenda is a broad and universal policy framework with 17 SDGs, 169 associated targets and more than 200 indicators. It seeks to guide member states and the private sector to achieve inclusive, people-centred, and sustainable development, with no one left behind.

Of the 17 goals, SDG5 concerns gender equality and the empowerment of all women and girls, with nine associated targets and 14 indicators designed to monitor progress, inform policy and ensure accountability of all stakeholders.



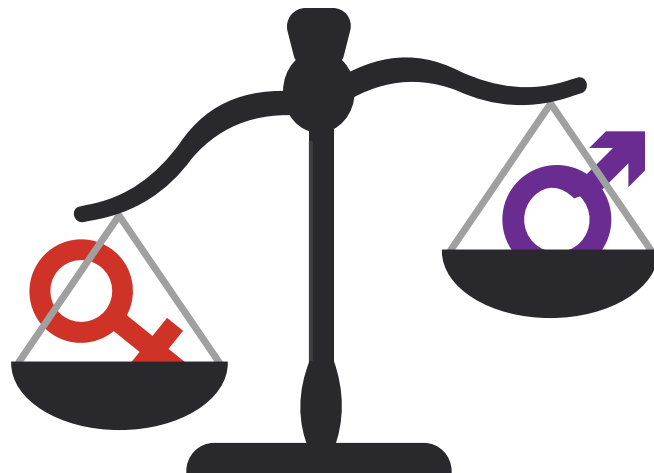
The empowerment of all women and girls is not only an explicit goal under the 2030 Agenda, but also a driver of sustainable development in all its dimensions, from ending poverty and hunger, promoting prosperity and inclusive growth, and building peaceful, just and inclusive societies to securing the protection of the planet and its natural resources.

The world has made significant gains in areas like increasing life expectancy and education, but when we apply a gender lens to the world's programmes, policies, and budgets, there is still much work to be done. Especially when it comes to gender equality. Women continue to earn less than men, are less likely to make it to the top of the career ladder and are more likely to end their lives in poverty⁴.

Unless progress on gender equality is rapidly accelerated, the global community will not only fail to achieve SDG5 but will also forgo the catalytic effect that gender equality can have for achieving all 17 SDGs.

Without this happening, the promise of the 2030 Agenda – of a better world where there is universal respect for human rights and dignity, full realisation of human potential, and where no one is left behind – will go unrealised.

Gender inequality in both public and private spaces, at work and at home, has been widely recognised as a key driver of GBV. The lack of gender equality remains deeply rooted and present across all countries and threatens to undermine the transformative potential of the 2030 Agenda in real and measurable ways.



Understanding GBV in the workplace

GBV in the workplace can be defined as violence that reflects the existing asymmetry in the power relations between men and women, and that perpetuates the subordination and devaluation of the female.

While many definitions such as this continue to focus solely on the fact that women are victims of violence, there is a development towards extending this definition to all forms of violence that are related to social expectations and social positions based on gender and not conforming to a socially accepted gender role.

In this way GBV is increasingly a term that connects all acts of violence rooted in some form of “patriarchal ideology” and can thus be committed against both women and men, by women and men, with the purpose of maintaining social power in the formal workplace for mainly heterosexual men⁵.

Gender inequality in both public and private spaces, at work and at home, has been widely recognised as a key driver of GBV.



The private sector is a powerful partner in advancing gender equality at work, due to its distinctive position as a catalyst and role model for change.

Inequalities in the workplace are widening

The Covid-19 pandemic wreaked havoc across the globe and has laid bare some of our society's most deep-seated issues. Even before the pandemic, progress toward gender equality in the workplace was slow, and the crisis clawed back even the little progress that there was. In addition to concerning increases in GBV⁶ and disruptions⁷ in access to sexual and reproductive health services, the pandemic's global economic crisis has altered women's economic participation.

Evidence in the WEF 2021 Global Gender Gap Report⁸, shows that while both men and women were severely affected by the pandemic, women experienced a larger impact through multiple channels.

The gender effects of Covid-19 were mainly due to the disproportionate burden women experienced throughout the pandemic, for instance, ceasing work to manage childcare or other responsibilities in the household⁹. Women are also more likely to hold precarious or vulnerable jobs, and these were the first to be lost due to the economic upset.

The magnitude of the inequality is striking: Using data and trends from unemployment surveys in the United States and India, where gender-disaggregated data was available, McKinsey estimated that women's jobs have been 1.8 times more vulnerable to the pandemic than men's jobs¹⁰ largely because of existing gender inequalities.

The decreased demand for workers resulted in a drop in wages¹¹, leading to a

reduction in household consumption.

In South Africa, female-headed households faced a bigger decrease in their real consumption, which declined 4% to 5% more¹² than for male-headed households, with a subsequent greater increase in poverty among women than among men.

Expectations on business to lead

Until recently GBV has been approached primarily as a public health concern, but the lack of progress in addressing it, and even increase in its occurrence, has made it apparent that all stakeholders need to participate in resolving it.

The private sector is a powerful partner in advancing gender equality at work, due to its distinctive position as a catalyst and role model for change. Without private-sector engagement, gender equality, which is instrumental to realising the SDGs¹³, will not be achieved.

This was demonstrated by the results of a public opinion survey on gender equality, published in 2021 by Focus 2030¹⁴ and Women Deliver¹⁵. The 17-country survey, representing half of the world's population, revealed that the majority of the global public not only overwhelmingly supports gender equality, but that they expect leaders to take meaningful action to bridge the gender divide.

In fact, a fifth of survey respondents said they would boycott or support a company based on its views and actions on gender equality, highlighting that it is both a human right and economic imperative. This survey holds a very clear message that business leaders have a leading role to play in advancing gender equality.



EDELMAN TRUST 2022 BAROMETER: RESTORING TRUST IS KEY TO SOCIETAL STABILITY

It comes at a time when, globally, trust in business is at an all-time high. While government was the most trusted institution in the May 2020 Edelman Trust Barometer, the 2022 study¹⁶ showed that business now takes the lead as the most trusted global institution due to government's failure to lead during the pandemic.

At the time, Richard Edelman, CEO of Edelman, stressed that "societal leadership is now a core function of business", and that "business must now be the stabilising force delivering tangible action and results on society's most critical issues."

Gender equality and ESG

Environmental, social and governance (ESG) concerns, risks and opportunities are increasingly shaping the way companies do business around the globe. Public companies are facing growing investor

pressure to improve diversity among their leadership ranks, underscoring a greater awareness of the need to address environmental, social and governance (ESG) issues.

In addition, investors are progressively incorporating assessments of companies' gender diversity and equity to determine how they might respond to ESG risks and opportunities.

Companies are also facing external pressures from institutional investors, activist shareholders, and potential employees and consumers to increase the representation of women on corporate boards, in C-suite positions, and across executive leadership, as well as equal compensation and mobility for women of colour. This affects how companies worldwide address diversity, inclusion, and the gender pay gap.¹⁷

By putting measures in place to improve gender equality, and embracing employee



Business must now be the stabilising force delivering tangible action and results on society's most critical issues.

Richard Edelman, CEO of Edelman

Progressive executives know that gender equality is not only the right thing to do but also the smart thing.

wellbeing as a pivotal piece of ESG strategy, organisations will be better able to create a resilient, agile workforce that's well-positioned for the future.

Closing the gender pay gap

Globally, there is renewed focus on the pay disparities between men and women. When it comes to addressing gender inequality in the workplace, closing the pay gap is one of the many things companies can do to deliver tangible results.

At South Africa's largest firms, women in top leadership roles are earning 72c for every R1 earned by their male counterparts. This accounts for a median gender pay gap of 28%, according to research from advisory firm PwC released in 2021.

This report, which tracked executive director remuneration trends in 285 JSE-listed companies, found that there were only 81 women executives among the 725 people whose pay was analysed.

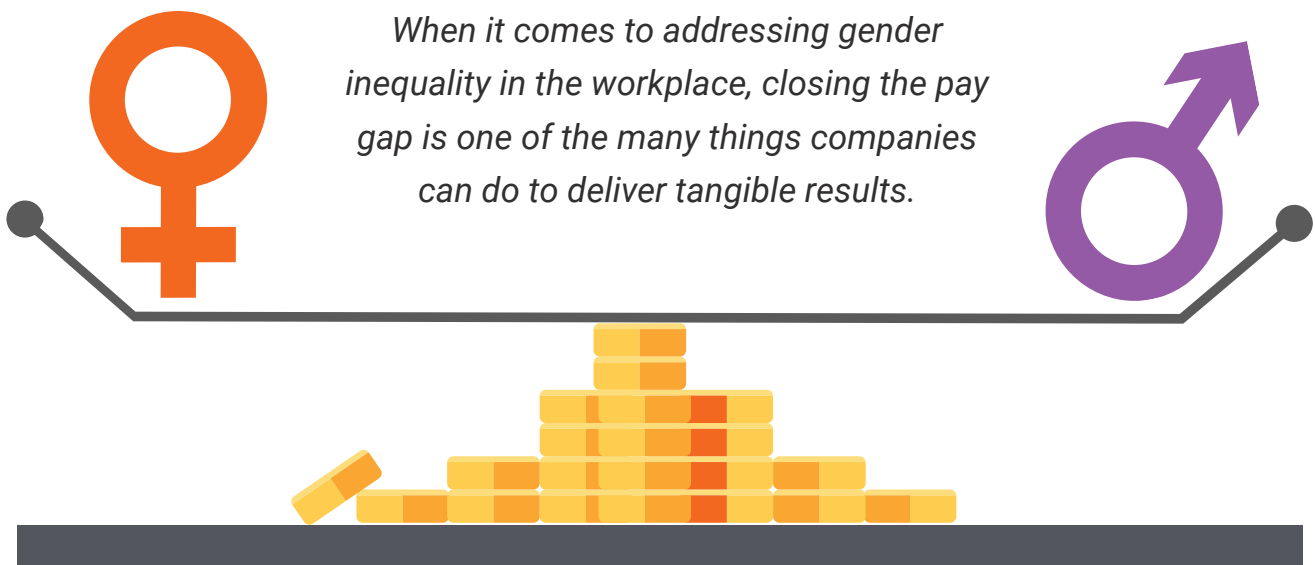
The gender pay gap was most pronounced in the top JSE-listed companies where only 5% of chief executives are women.

The gender pay gap identified in the PwC Report is indicative of a global problem as evidenced by a 2021 Gender Pay Gap¹⁸ report released by the WEF, which noted that it will take 135.6 years to close the gender pay gap worldwide.

Gender equality is a human right

Gender equality was made part of international human rights law by the Universal Declaration of Human Rights, which was adopted by the UN General Assembly on 10 December 1948.

Progressive executives know that gender equality is not only the right thing to do but also the smart thing. That's why more CEOs, heads of state, and other leaders are committing themselves to gender-equality goals for the institutions they lead.



When it comes to addressing gender inequality in the workplace, closing the pay gap is one of the many things companies can do to deliver tangible results.



But progress is slow and the need for multisectoral collaboration has always been clear, as suggested in many global and locally released reports.

Moving towards stakeholder capitalism

The power of capitalism to positively change lives is unparalleled, but misuse of capitalism's power by some has led to negative stereotypes such as greed, misconduct, and exclusion. In a capitalist system, power relations are often largely skewed against women, and those who manage to succeed in the echelons of power are generally paid less than their male counterparts.

In the context of GBV, the emphasis is on how capitalism creates an environment conducive to the demeaning of human beings in general, and women in particular, to the extent that ill-treatment becomes acceptable.

Globally, stakeholder capitalism is fast gaining momentum, and while we cannot replace capitalism with a more egalitarian economic system overnight, we can challenge the values that underpin it.

Consumers will increasingly demand conscious companies driven by conscious leaders, and executives and investors are recognising that their own long-term success is closely linked to their stakeholders.

Shared value stresses the importance of viewing all stakeholders as interdependent and interconnected. This includes employees, customers, suppliers, investors, society, and the environment.

The truth is employees are the greatest asset of every business. When viewing an organisation from this vantage point, it is the responsibility of the business to value and care for everyone in their ecosystem, particularly employees as key company stakeholders.

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RESEARCH OBJECTIVES

THE LEADERSHIP STUDY

This section of the study focused on exploring the awareness, knowledge, and opinions about the prevalence of GBV and its prevention, among leadership in private sector organisations in South Africa.

For the leaders of the private sector organisations, the following objectives were identified:

- To assess the knowledge of the prevalence, scope, and socio-economic impact of GBV in South Africa
- To explore which area within the organisational framework should take ownership of addressing GBV in the formal workplace, considering corporate governance, social responsibility, and social investment as possible areas
- To assess how GBV is addressed by the private sector organisation under sustainable development goals.
- To investigate the leaders' opinions about employee wellbeing incorporating GBV
- To explore the plans for addressing GBV prevention by taking the National Strategic Plan into consideration



THE EMPLOYEE STUDY

The focus of this section of the study was to gather information regarding the perceptions, opinions, and attitudes towards GBV among employees of private sector, civil society organisations and government departments in South Africa.

For employees, the following objectives were identified:

- To determine knowledge of GBV
- To determine the prevalence of its different guises in South Africa
- To explore the perceptions of GBV in South Africa
- To understand the beliefs around GBV and its key drivers in South Africa
- To explore views around organisational responsibility in combating GBV at work
- To identify recommendations for addressing GBV at work in South Africa



THE HEALTHCARE COST STUDY

There is a limitation of estimating actual medical costs in this report, as we could not access medical records, insurance records, police records, judiciary records, and could not get the actual out-of-pocket expenditures for the GBV victims. Therefore, the approximate estimate could represent a much lower value than the reality.

For the GBV healthcare costs, the following objectives were identified:

- To identify the national economic cost of GBV, using literature review and an analysis of secondary economic data
- To estimate the economic losses due to GBV in South Africa



RESEARCH METHODOLOGY

This report explores private sector perceptions of GBV among employees and leadership in private sector organisations in South Africa.

The research focused on three areas, namely leadership; employee and the healthcare costs of GBV; and tracks the awareness, knowledge, impact, and opinions about GBV and its prevention in the private sector.

Conversations were held with a total of 73 leaders including CEOs (72%); Executive Directors (13%); HR (11%); and other members of senior management (4%). These leaders represented private sector organisations from 17 different sectors, with a combined total staff complement of 789 000 employees.

The online survey questionnaire was completed by 2 270 employees from civil society organisations, government departments and the private sector. Of those, 30% were male, 68% female and 2% representing the LGBTQIAPK (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Pansexual/Polyamorous, and Kink) communities in South Africa.

The participating employees work across various sectors, with a good spread of languages and different cultural backgrounds.

For the purposes of this study, it is important to note that research responses were obtained from formal and typically office-based workers with higher education levels. With that comes the associated higher socio-economic status compared to the average worker in these sectors.

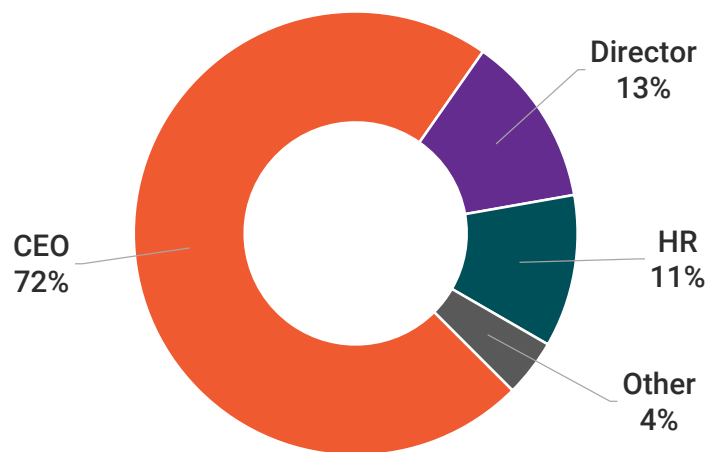


FIGURE 2: Leadership Position in Company

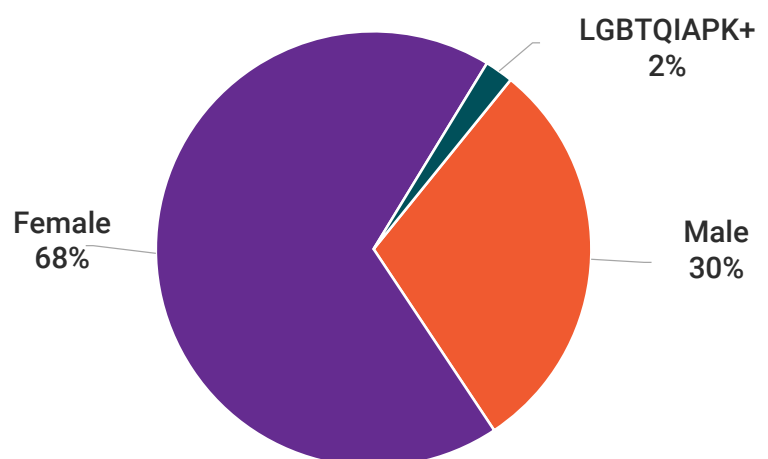


FIGURE 3: Gender Distribution Among Employee Survey Respondents



Conversations were held with business leadership from a select group of private sector organisations in South Africa.

Methodology of the Leadership Study

The study utilised mixed methods as descriptive, exploratory and explanatory data were required to meet the objectives of the study.

Methodology: Qualitative

Conversations were held with business leadership from a select group of private sector organisations in South Africa.

In total, conversations were held with 73 CEOs, executive directors, or senior leadership in private sector organisations, representing 17 different sectors.

The most represented sectors were security, mining, health, and finance, collectively accounting for half of the sectors represented in the sample. The least represented were telecoms, pharmaceuticals and tourism. For the ethical purpose of maintaining confidentiality, the 17 sectors were re-grouped into seven, as indicated in Box 1.

Data collection: Interviews

All participants signed informed consent forms for the conversations that were held and recorded on Microsoft Teams, between July and December 2021.

BOX 1

SECTOR BREAKDOWN

1. Business and Finance
2. Energy, Fuel and Mining
3. Food and Beverage, Retail and Tourism
4. Health and Pharmaceuticals
5. IT, Telecoms and Media
6. Legal, Property and Security
7. Motor Vehicles and Transport

Data analysis: Qualitative

The qualitative data comprised transcripts of interviews with 73 company CEOs, directors and executives.

Atlas.ti 22, a qualitative data analysis software program used in universities and other research institutions around the world, was used to analyse all qualitative data emanating from transcripts of interviews with the respondents, as well as written responses to two open-ended questions.

This investigation used the software to leverage its advanced artificial intelligence (AI) and algorithms for efficient data management and rigorous analysis.

Online interviews were conducted with 73 company CEOs, executive directors, and senior leadership between July 2021 to December 2021

73



Atlas.ti 22, a data analysis software program, was used to analyse interview transcripts and written responses to open-ended questions.

Using Atlas.ti helped to empirically uncover in-depth insights into the voluminous qualitative data and facilitated the comparison of perspectives from across the sectors under investigation.

Methodology of the Employee Study

Methodology: Quantitative

The measuring instrument employed was a standardised questionnaire.

The survey instrument was developed in collaboration with Statcon at the University of Johannesburg and focused on respondents' perceptions and attitudes relating to the issue of GBV. No questions referred to respondents' personal experiences of GBV.

Data collection: Surveys

This was a self-completed online survey distributed to participants. The survey instrument was created on Survey Monkey, and it was circulated between 1 September 2021 and 30 April 2022.

The survey sample size was 2 270 with the majority of respondents based within the private sector. The work classification of respondents is illustrated in Figure 4.

Data analysis: Quantitative

SPSS software was used to conduct factor analysis, frequency distributions and ANOVA analysis of the data. Researchers employed descriptive statistics such as frequency distributions to assess the demographic profile of participants and custom tables to assess the perceptions of South African employees concerning GBV.

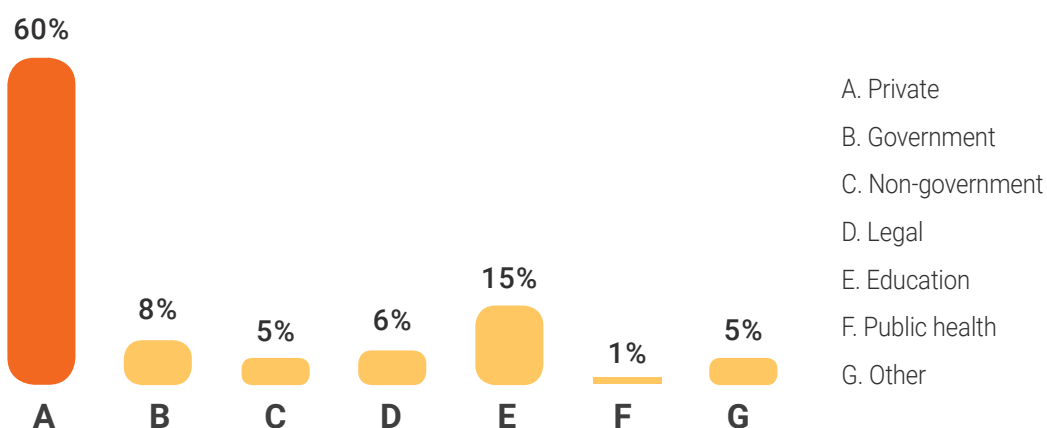
Construct validity was determined by conducting the exploratory factor analysis (EFA) using the principal components analysis (PCA) with varimax rotation method. The Cronbach's alpha coefficient was adopted to estimate the reliability of the measurement scales.

Inferential statistics were done by analysing variance (One-Way ANOVA) to reveal possible statistically significant differences in perceptions about GBV prevention and intervention among employees across gender, sector, highest level of education and province.



The employee survey focused on respondents' perceptions and attitudes relating to the issue of GBV.

FIGURE 4: Work Classification Distribution of Employee Survey Respondents





Methodology of the Healthcare Cost Study

OECD defines human capital as referring to health, knowledge, skills, competencies and attributes embodied in individuals that facilitate the creation of personal, social and economic wellbeing.

The estimation of the healthcare costs of GBV in South Africa, which was done for the purposes of this study, is based on a literature study accompanied by secondary data obtained from the World Bank and the WHO.

Our estimation used the human capital approach and its economic value, because of the availability of data on disability adjusted life years (DALYs) for GBV and economic elements, that is, current health expenditure per person, and GDP per person in South Africa.

OECD defines human capital as referring to health (longevity and quality of life), knowledge, skills, competencies and attributes embodied in individuals that facilitate the creation of personal, social and economic wellbeing.¹⁹

Poor health due to GBV causes poor human resources as it significantly affects

the victims' physical, psychological, spiritual, and social wellbeing. On the other hand, good health has a significantly positive effect on human capital and gross domestic product (GDP).

We used DALYs related to interpersonal violence and collective violence including legal intervention, perpetrated against women.

The DALY is a widely used measurement of disease burden. It is a time-based measure combining years of life lost (YLL) due to dying early and the years of life lost to disability (YLD). It is measured at population level, not at individual level. The YLD is estimated by multiplying disability weights of a health problem by the number of years lived in that specific health state.

The WHO clarifies this by saying that "one DALY represents the loss of the equivalent of one year of full health. DALYs for a disease or health condition are the sum of the years of life lost due to premature mortality (YLLs) and the

FIGURE 5: Statistics from the WHO and the World Bank were used with the following formula applied

$$\text{Economic Burden of GBV for DALYs} = \text{DALYs} \times \left(\text{GDP per capita} - \text{Healthcare Costs per person} \right)$$



DALYs

Disability Adjusted Life Years measure the overall burden of disease, expressed as the cumulative number of years lost due to ill-health, disability or early death

=

YLL

Years of Life Lost due to Premature Mortality

+

YLD

Years Lived with Disability

years lived with a disability (YLDs) due to prevalent cases of the disease or health condition in a population.”

We believe that GBV constitutes similar disability insofar as victims’ ability to function or work, as well as their wellbeing, is affected adversely by it.

GDP per capita is used as an indicator of an individual’s economic contribution per year.

Non-health GDP per capita is estimated by the difference between GDP per capita and current health expenditure per person.

Data analysis

In the absence of primary data and information constraints, we used literature review and secondary data analyses for the cost estimation of GBV. Content analysis was done from literature review. This could be viewed as an overall crude picture instead of the actual reality.

For the cost estimation, we used statistics from the WHO and the World Bank, and the following formula was applied:

Economic Burden of GBV for DALYs = DALYs X (GDP per capita – current health expenditure per person).

We also used graphical presentation of DALYs for different age groups of girls and women.

For estimating the cost of GBV victims’ visits to doctors, we used 5% discount rate as per Dalal & Dawad’s²⁰ previous estimation report on South Africa.

ETHICAL CONSIDERATIONS

The study conforms to the three core principles of ethical research, namely informed consent, confidentiality, and beneficence.

- **Informed consent:** All participants signed an informed consent before the conversation commenced.
- **Confidentiality:** No identities were disclosed, and all conversations were held completely confidential.
- **Beneficence:** Participants were assured that their participation in the research will have their interests in mind. It was emphasised that their decision to participate (or not) would remain confidential.

While the topic of GBV covers sensitive themes, none of the questions used in any of the research instruments referred to personal experiences of GBV.

The research focused on attitudes, opinions and intentions regarding support programmes and initiatives that the private sector, government departments and civil society organisations could develop and implement to support victims, perpetrators, and all other affected stakeholders in their businesses.

The Ethics Committee of the Faculty of Humanities Research, University of Johannesburg, provided ethical clearance for this study, with reference number REC-01-063-2021.

RESEARCH FINDINGS

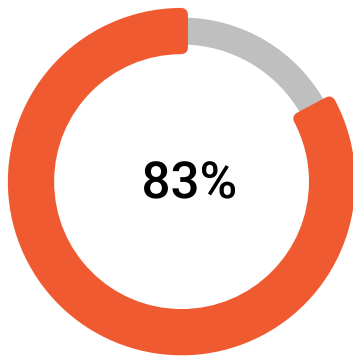


FIGURE 6: 83% of employee respondents felt that GBV has a big impact on workplace productivity

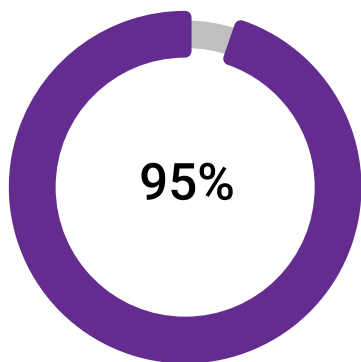


FIGURE 7: 95% of employee respondents said companies should do more to ensure equal opportunities and salaries for women

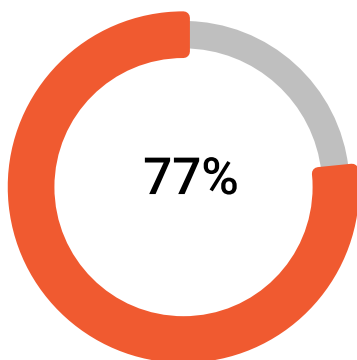


FIGURE 8: 77% of of employee respondents felt GBV plays a big role in women's career progress or lack thereof

Findings of the leadership and employee studies

The following findings emerged from conversations with senior leadership and the employee survey:

- There was general awareness and indications of empathy among senior leaders that GBV was a problem that affected all sectors of society, though most were not aware of the actual statistics, whether locally or globally.
- The senior leaders demonstrated knowledge of the multifaceted nature, extent, and impact of GBV in society, but not as much in their places of work, viewing GBV as “being out there” e.g. in the media. GBV does not discriminate, and the demographics of the sample population in this study reaffirmed that it occurs across all sectors in society.
- Leadership responses indicated that gender inequality is ubiquitous and manifests in many forms – including the perception that there is a shortage of certain valuable skills among women, the wage gap between genders, and the underrepresentation of women in senior management positions across all sectors of the economy. The commonly held belief among respondents was that gender inequality, in its myriad forms and manifestations, can only serve to perpetuate the marginalisation of women in society, which may perpetuate GBV.
- There was mutual agreement among both groups that education, awareness, and behavioural change programmes could go a long way in reducing and eliminating GBV in the private sector and in communities. The majority of employees agreed that more should be done proactively to change cultures of toxic masculinity, patriarchy, and male supremacy still prevalent in the private sector.
- Many senior leaders recognised GBV as an issue that affected employee wellbeing and subscribed to the notion that a more holistic approach to wellbeing was required to address the exposure of employees to GBV in society and in their immediate circles.

- There was consensus among senior leaders and employees that GBV was a taboo topic that was still not openly discussed in the private sector owing to the stigma, shame and fear associated with it. Some employees mentioned fear of losing one’s job as possible reason for not seeking help at work.
- Most employees and senior leaders agreed that GBV should be positioned within company policies and structures of governance. There was also agreement that the development and implementation of policies would enable the creation of safe spaces, promoting an environment conducive to confidential sharing and conversation.
- Employees expressed an urgent need for support for both victims and perpetrators. Comments were also made by employees about the need for men to act against GBV and denounce toxic masculinity and patriarchal behaviour at home and in the workplace. It was noted in the comments that the issue of men as victims required more focus, as there are also men who are victims of GBV who required support.
- While most companies offer employee assistance programmes, some senior leaders raised the question as to why employees are reluctant to make use of this service, usually offered free of charge. It was apparent from the comments among several participants that a more holistic approach to employee wellness and support programmes should be adopted.
- Senior leaders confirmed that employees rarely brought GBV issues to their attention. Instead, they often become aware of cases of GBV by observing the frequency and patterns of absenteeism and annual sick leave allocated to their employees. This impacts workplace productivity.

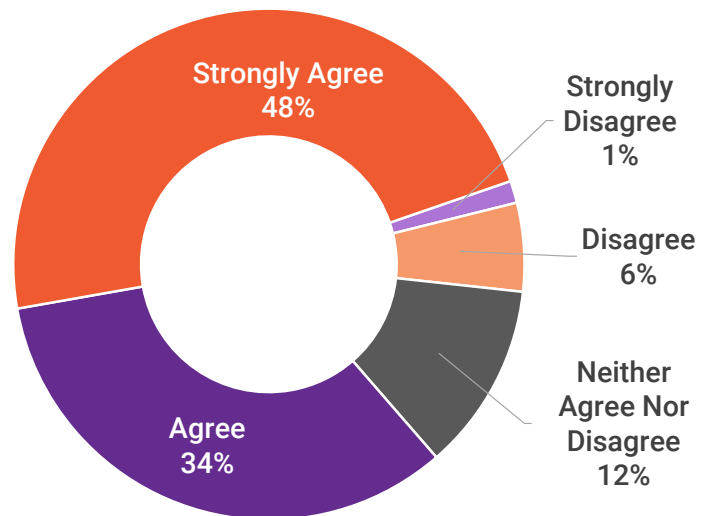


FIGURE 9: Gender inequality is a big driver of GBV (Employee Study)

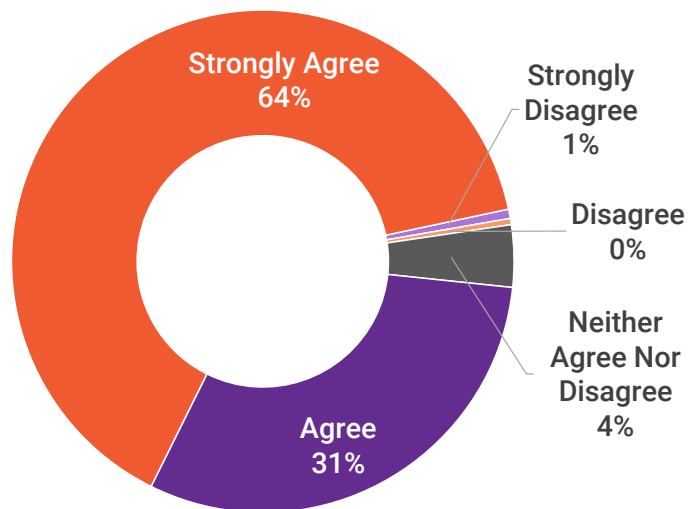


FIGURE 10: Companies should include GBV support in employee wellbeing programmes (Employee Study)

- There was an acknowledgement among leaders that gender inequality is a key driver of GBV. It was highlighted in several conversations that many women and perhaps even men, remain in abusive marriages or relationships because of financial reasons. There was consensus between both groups that companies need to move beyond lip service and



Gender inequality, in its myriad forms and manifestations, can only serve to perpetuate the marginalisation of women in society, which may perpetuate GBV.

that more should be done to empower women, enable equal opportunities, and equal pay.

- Employees felt very strongly about the role that government should be playing in addressing GBV. Issues such as lack of support from the police and the failure of the South African judicial system to bring perpetrators to book were raised as concerns.
- Leaders and employees showed strong support for including GBV in corporate strategy and agreed that decisive action and a multisectoral collaboration approach (MSA) is required to cultivate shared values among companies in the private sector.
- Employees also felt that companies should include details of their efforts to combat GBV in their ESG and integrated annual reports.

Findings of the Healthcare Cost Study

RESEARCH ESTIMATES

The sample of senior leaders from organisations in South Africa included in this study, employ 789 000 individuals, of which approximately 60% (or 473 400) are female employees who are productive and actively contributing to the economy.

According to an estimate by UN Women, 736 million women globally, almost one in three, have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence, or both, at least once in their life.

This equates to approximately 33% of women aged 15 and older²¹.

A recent study of women in Sub-Saharan African countries showed that 44% of 15-49 year olds experienced some form of IPV (physical, sexual, and emotional violence)²². Thus we can crudely estimate that 208 000 female employees, based on the number of employees (473 400) referred to in the study, would have experienced GBV in their lifetime.

Considering the intangible burden, it is likely that GBV victims are less productive, even if they have necessary skills, experience, and competence, thereby negatively impacting organisational output and revenue.

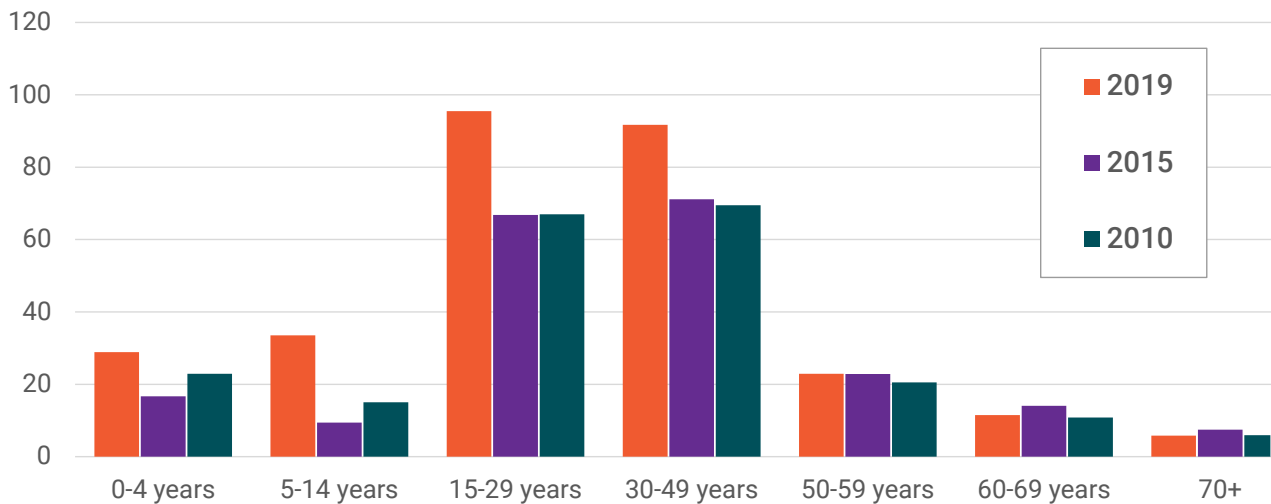
GBV in South Africa affects women of all ages. Disability Adjusted Life Years (DALYs) loss due to GBV has increased significantly from 2015 to 2019. (See Figure 11)

A very sobering statistic is that DALYs loss due to GBV among 5-14 year old girls and teenage females has increased by more than three-and-a-half fold between 2015 to 2019. GBV against women in the 60+ age group has dropped during this period. It is notable that GBV has also increased among 15-59 year old females in South Africa during the same period.

OUT-OF-POCKET (OOP) MEDICAL COSTS OF GBV

A large body of evidence reports the often severe and long-lasting impact of GBV on human health including, but not limited to:

- fatal outcomes;
- acute and chronic physical injuries and disabilities;
- serious mental health problems and behavioural deviations increasing the risk of subsequent victimisation; and
- gynaecological disorders, unwanted pregnancies, obstetric complications, and HIV/AIDS²³.



Data source: World Health Organization (2019)

FIGURE 11: Loss of disability adjusted life years (DALYs) due to GBV during 2010, 2015 and 2019

The research sought to estimate the OOP medical expenses that GBV victims incurred based on 2021 WHO data.

The International Dollar is the unit of currency used for the purpose of this calculation.

In South Africa, the International Dollar would buy a comparable amount of goods and services a USD would buy in the United States. This term is often used in conjunction with purchasing power parity (PPP) data (World Bank).

To estimate the OOP costs of doctors' visits by GBV victims, we used a 5% discount rate to approximate the medical cost in ZAR in 2021. The exchange rate to the International Dollar in 2021 was 7.17 as per World Bank data. Dalal & Dawad's (2011) previous estimation report on South Africa was also factored.

Based on existing data, South Africa currently has 46 420 physicians, each

Combined Medical cost	South African Rand
Physician/healthcare facilities	5 475 083 187
For prescription medicines	3 168 621 494
Other costs, e.g., travel	1 319 030 808
TOTAL	9 962 735 489

TABLE 1: OOP medical expenditure of the GBV victims

treating 245.67 or 246 cases of GBV per annum (20.47 victims per month).²²

- Each visit to a physician was calculated at 66.87 International Dollars;
- Medical costs per prescription were calculated at 38.70 International Dollars;
- Other medical costs were calculated at 16.11 International Dollars;
- The total out of pocket medical expenditure of GBV victims in South Africa in 2021 amounted to almost R10 billion.

Human capital loss refers to damage or loss caused to people or societies, including among other things, material loss, social costs, and psychological damage.

THE ECONOMIC BURDEN OF GBV (AS PER WHO DATA)

Due to the prevalence of GBV in South Africa, the WHO estimates that the human capital loss (combining the cost across all age groups) was almost \$2.9 billion. Human capital loss refers to damage or loss caused to people or societies, including among other things, material loss, social costs, and psychological damage.

Interestingly, 15-49 year old female GBV victims have contributed most to the loss of human capital and GDP, and this age group is incurring costs instead of contributing to output generation.

Over the last 10 years, as per WHO estimation, South Africa lost the following units of DALYs due to GBV:

- 211 600 (2010)
- 208 400 (2015)
- 289 800 (2019)

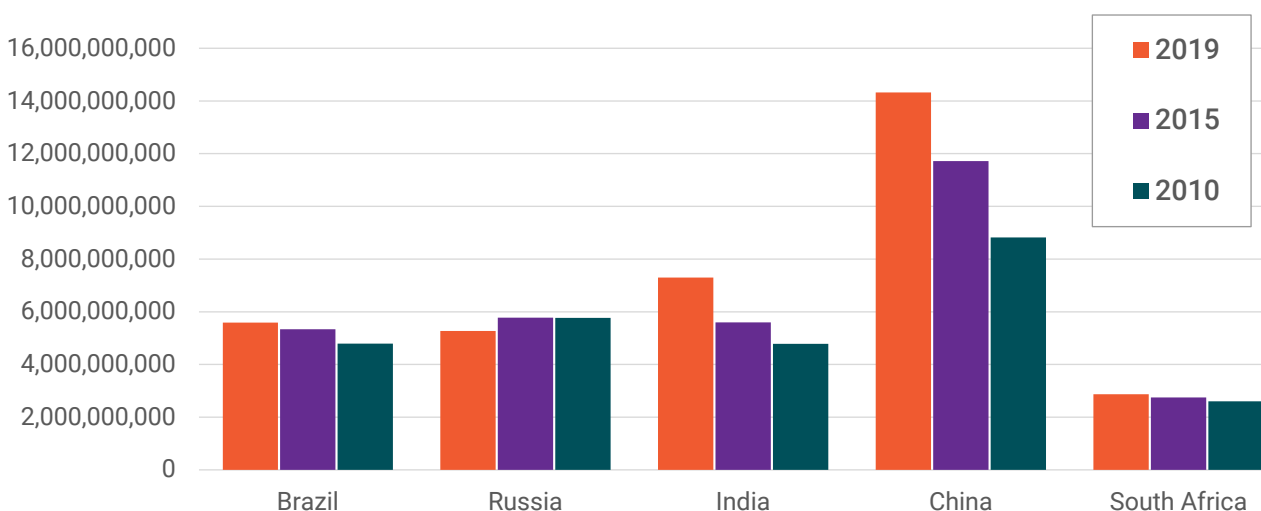
In monetary terms, the DALY losses converted to current USD are almost \$2.9 billion (2019); \$2.75 billion (2015); and \$2.6 billion (2010).

From 2010 to 2019, South Africa significantly reduced its gross domestic product (GDP) per capita: \$8 148.96 (2010); \$5 756.08 (2015); and \$6 078.07 (2019) and therefore the total cost estimation has also varied.

THE COST OF GBV IN BRICS COUNTRIES

To draw an international comparison on the cost of GBV, and as South Africa is a member of the BRICS (Brazil, Russia, India, China, and South Africa) group of countries, we have presented the economic burden in USD loss in these countries during the same time (2010-2019).

FIGURE 12: The cost of GBV for BRICS countries over a 10-year period (2010–2019)



Estimation based on WHO and World Bank Data

We notice that Russia has reduced its economic burden of GBV over this period. Conversely, China, India, and South Africa have increased losses due to GBV.

Brazil, Russia, and India have lost almost 0.3% of their respective 2019 GDP due to GBV induced human capital loss, whereas South Africa has lost 0.7% of its 2019 GDP due to GBV induced human capital loss.

Figure 12 on page 28 represents the cost of GBV for BRICS countries over 10 years (2010-2019), based on the current USD value for each country.

ESTIMATED TOTAL HEALTHCARE COSTS

Researchers have estimated that judicial costs for GBV was R104 million in 2019.²⁴

Considering the out-of-pocket medical costs for the GBV victims (almost R10 billion), human capital loss (R26 billion) and judicial costs (R104 million), we can conservatively estimate that South Africa has lost more than R36 billion in 2019 alone, due to GBV. This is based on the country's estimated 0.7% loss of 2019 GDP due to GBV induced human capital loss.

There is a limitation on calculating actual medical cost in this summary Report, as we could not access medical records, insurance records, police records, judiciary records and could not get the actual out-of-pocket expenditure for GBV victims.

Therefore, the approximate estimation could represent much lower value than the reality. In the comprehensive report, which will be published when the next phase of the research is completed, we will present the real picture of GBV costs in South Africa.

CALL TO ACTION

We urge business leaders to speak candidly and take action to address GBV and gender equality in the workplace, including providing the necessary support structures.

Elevate the value of achieving SDG5 by ending all forms of discrimination, violence and any harmful practices against women in the workplace.

What can business do to accelerate progress?

- Defend, invest, act and report on the solutions already embedded within SDGs.
- Change starts at the top: Big ideas mean little without buy-in from senior leadership.
- Get out of the office and listen to your employees.
- Break the silence and start the conversation: We can't greet trauma with silence, because silence, at best, gives the impression of indifference.
- Act to prevent GBV within the company through strategy, HR-led policies, systems, awareness training, communication, and dialogue.
- Enable adequate complaint and response mechanisms.
- Include your efforts in your ESG and integrated annual reports.
- Ensure market-facing business practices in marketing, communications, sales, and other units do not contribute to gender stereotyping and perceptions that influence societal values, norms, and attitudes that condone violence against women.

CONCLUSION & RECOMMENDATIONS

Companies are urged to take effective and decisive action to assess, prevent, respond to, and monitor GBV at their formal workplace.

GBV prevention requires a policy-driven, holistic approach using evidence-based interventions, involving all relevant sectors.

Achieving gender equality and empowering all women and girls is critical and an imperative to transformation and building a more equal society and just society where no one is left behind.

Companies are urged to take effective and decisive action to assess, prevent, respond to, and monitor GBV in the formal workplace.

It is important to act in a thoughtful and considered way. Rushed and ill-informed approaches to tackling GBV could exacerbate risks and cause further harm to survivors, especially if support services are not in place.

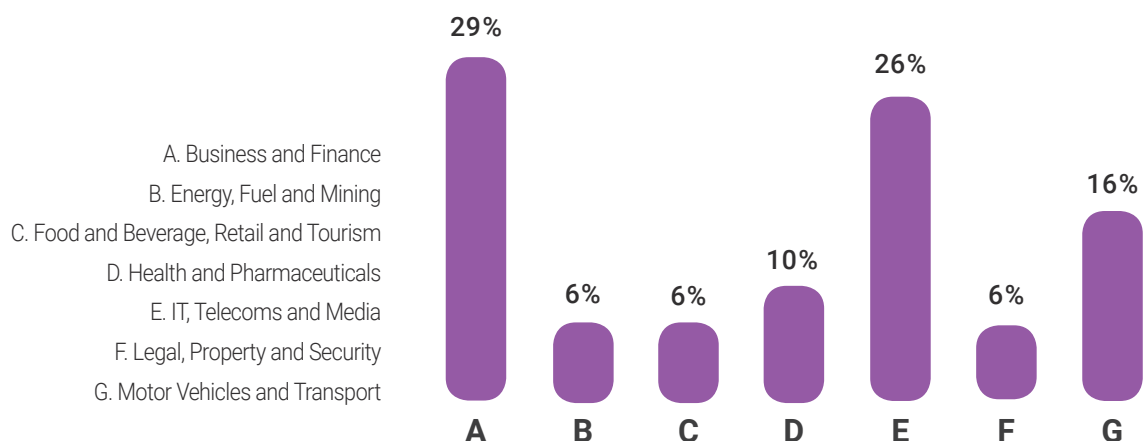
It is equally important to underline that there is no one-size-fits-all approach to addressing GBV. Efforts to prevent GBV, and to respond to reports, need to be context-appropriate and may need to be adapted to company size, operating environment, or type of work.

Another important aspect of the operating environment will be the legal context and our recommendations are not a substitute for specific legal advice.

Based on the findings emanating from the conversations with leaders and the survey among employees in South Africa, the study concludes with recommendations grouped into three areas:

1. A human rights perspective
2. An evidence-based perspective
3. A socio-economic perspective

FIGURE 13: Holistic wellness should be a business goal (Leadership Study)



Human rights perspective

The human rights-based approach focuses on those who are most marginalised, excluded or discriminated against.

Address gender inequality consciously, intentionally, and strategically

The awareness of gender inequality as a key driver of GBV featured prominently in the responses from both groups of participants.

More focused and transparent efforts should be made to achieve gender equality in South Africa, referring specifically to the appointment of women in executive and leadership positions.

As found in a PwC report (2021)²⁵ there has been an increase in women’s representation on boards, but hardly any improvement in their positioning in decision making roles in top listed organisations in South Africa.

Women who stay in relationships where they experience GBV do so mainly due to financial reasons. It is therefore a key imperative for the private sector to demonstrate decisive and strategic action to achieve gender equality, by providing equal opportunities for leadership positions for all women in their companies.

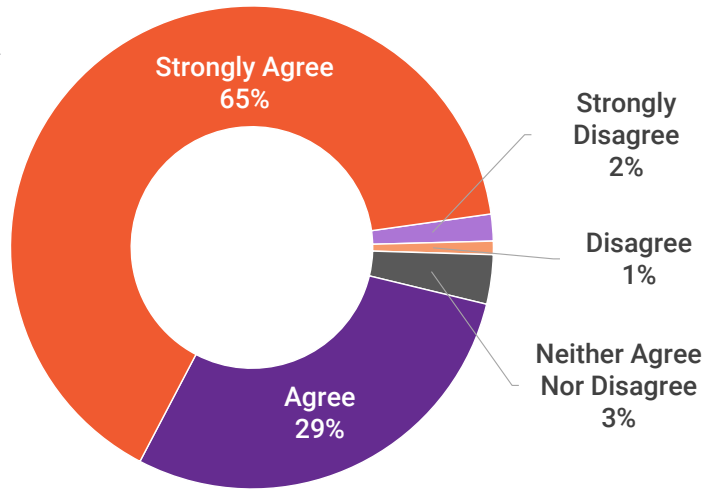


FIGURE 14: GBV support should be available at the workplace (Employee Study)

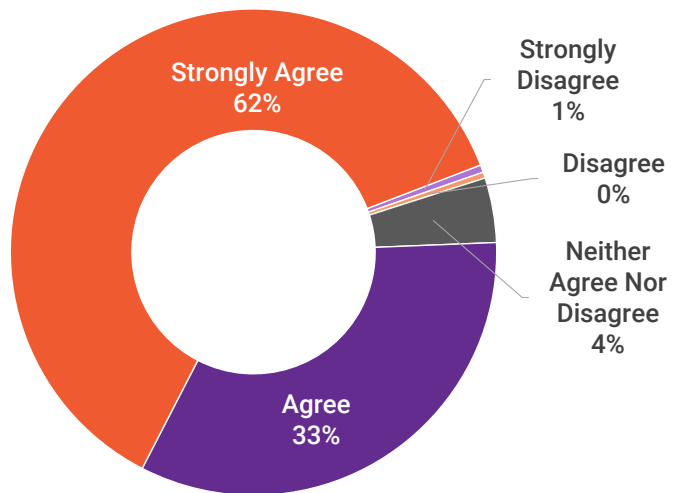


FIGURE 15: Companies need to develop GBV support initiatives to educate employees (Employee Study)

OTHER RECOMMENDATIONS INCLUDE

- Ensure gender equality and GBV support are included and addressed within the business strategy.
- Create and implement a more holistic approach to employee wellness.
- Employers should develop clear GBV support mechanisms and structures.
- Employers should provide GBV awareness, and prevention training and information to all employees.
- Ensure market-facing business practices in marketing, communications, sales, and other units do not contribute to gender stereotyping and perceptions that influence societal values, norms, and attitudes that condone violence against women.



The private sector must demonstrate decisive and strategic action to achieve gender equality, by providing equal opportunities for leadership positions for all women in their companies.

A holistic approach to employee wellbeing needs to be adopted to facilitate change in how gender roles are portrayed and perceived.

Implement measures to combat discrimination on grounds of sexual orientation or gender identity

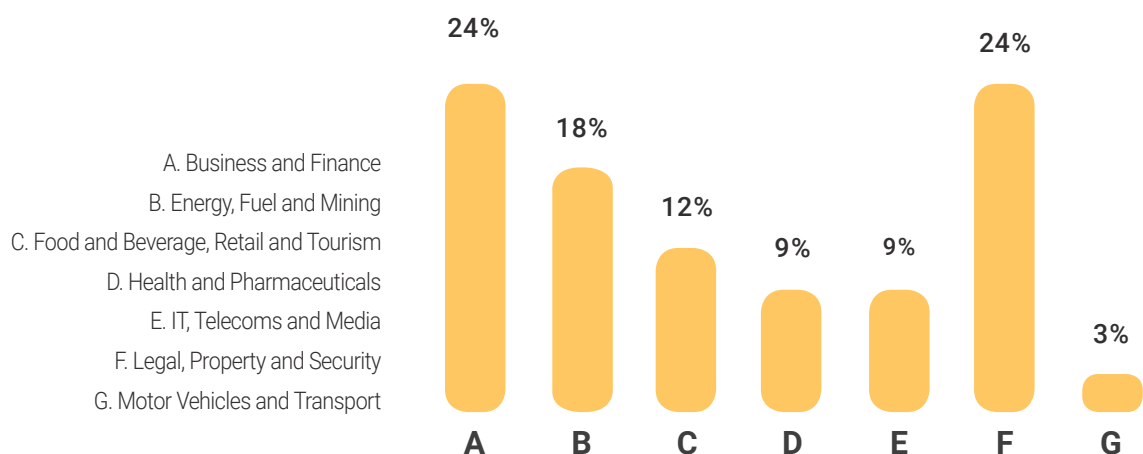
These changes need to be visible in employee communication, demonstrating equality in every aspect of people's life at work, and eliminating stereotyping of gender roles.

- These recommendations are based on principles derived from existing European and international instruments, with particular emphasis on the European Convention of Human Rights and case law from the European Court of Human Rights.²⁶
- Identify and implement specific measures to effectively combat discrimination, ensure respect for LGBTQIAPK persons, promote

tolerance towards them, and ensure that victims have access to legal services.

- Ensure the establishment and implementation of appropriate measures and internal policies which provide effective protection against discrimination on grounds of sexual orientation or gender identity in employment and occupation in the public and private sectors.
- Measures should cover conditions for access to employment and promotion, dismissals, pay and other working conditions, including the prevention, combating and punishment of harassment and other forms of victimisation.
- Particular attention should be paid to providing effective protection of the right to privacy of transgender individuals in the context of employment, in particular regarding employment applications, to avoid any irrelevant disclosure of their gender history or their former name to the employer and other employees.

FIGURE 16: Employees expect support from their employers (Leadership Study)



Evidence-based perspective

The evidence-based approach involves a critical review of research literature to determine what information is credible, and what practices would be most effective given the best available evidence.

Safe Communities Concept

The WHO has reiterated that GBV is a public-health problem and maintains that GBV is preventable through a suggested a four-step approach that offers a useful framework for preventing violence.

This includes:

1. Defining the problem.
2. Identifying causes and risk factors.
3. Designing and testing interventions.
4. Implementing and scaling effective interventions, with continuous monitoring and evaluation.²⁷

There are several successfully implemented evidence-based GBV awareness and prevention programmes developed by UN agencies that could be contextualised and duplicated in South Africa. One such programme is Safe Communities.

The driving philosophy of the Safe Communities movement, established in Sweden in the 1980s, is to promote a culture of safety, and to prevent injuries in all areas, for all ages, in all environments and situations, involving government, non-government and community sectors.

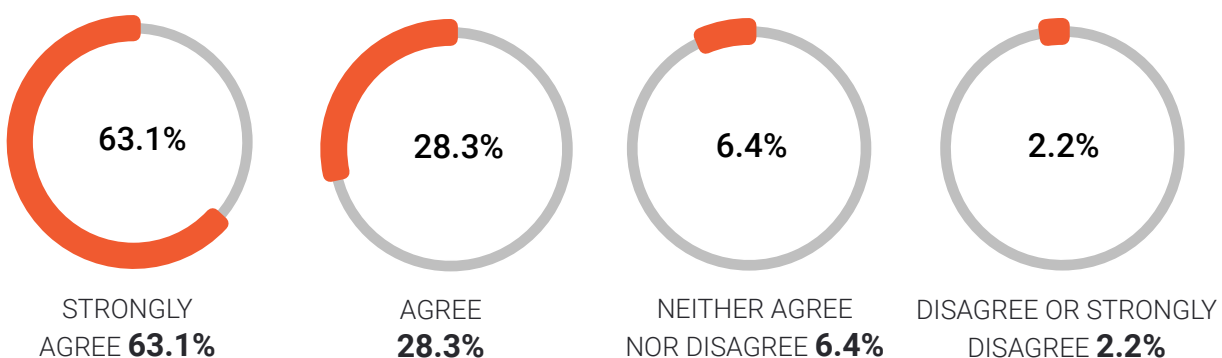
The pillars of the Safe Communities programme stipulate that:

- All human beings have an equal right to health and safety.
- Accident and injury prevention requires coordinated action by many groups.
- The health sector has a crucial role to play in collecting information on injured people, injury patterns, causes of injuries and hazardous situations.
- Local programmes must include all citizens and focus on the most vulnerable.
- Evaluation of both the process and outcome of a safety promotion programme is important.
- The Safe Communities programme²⁸ has successfully been implemented in several low- and middle-income countries such as Mexico, Colombia, Thailand, Vietnam, Iran, Bangladesh.



The Safe Communities programme has been successfully implemented in several low- and middle-income countries such as Mexico, Colombia, Thailand, Vietnam, Iran, Bangladesh.

FIGURE 17: GBV can be reduced if all stakeholders work together (Employee Study)





Socio-economic perspective

Programmes should cover topics such as patriarchy, toxic masculinity and narcissism, which are often associated with GBV.

The socio-economic recommendations refer to any significant or positive changes that solve or at least address social injustice and challenges through conscious and deliberate efforts.

Raise awareness and provide education on GBV-related matters in the workplace

Very few of the participants (in both the conversations and surveys) were sufficiently aware of the exact statistics, prevalence, and impact of GBV in South Africa. The need for education at all levels featured prominently in employee responses.

It is recommended that GBV-related information is made available to all

stakeholders, including information on employee assistance programmes and intervention programmes to address the prevalence of GBV at the workplace.

Employees also indicated a need for the establishment of support and rehabilitation programmes for perpetrators of GBV. Programmes should cover topics such as patriarchy, toxic masculinity and narcissism, which are often associated with GBV.

Interventions of this nature may reduce the stigma, shame and fear associated with GBV. It can empower victims to communicate about it more openly and without fear, and enable perpetrators to seek professional help.

FIGURE 18: Education and awareness raising about GBV to be part of strategy (Leadership Study)

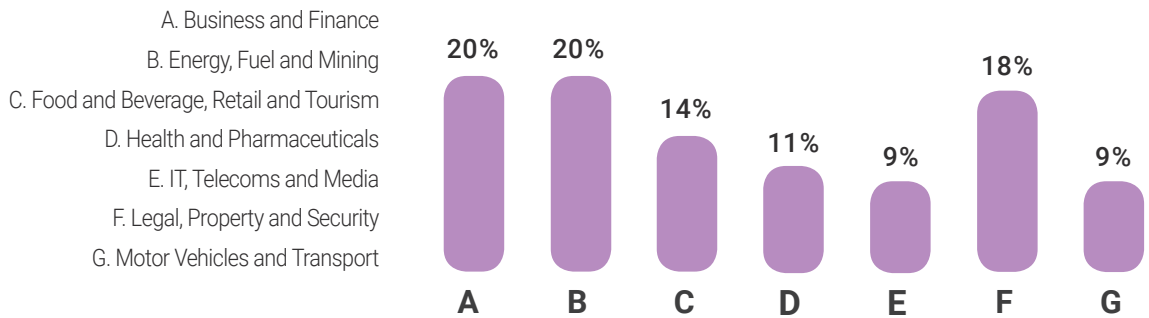
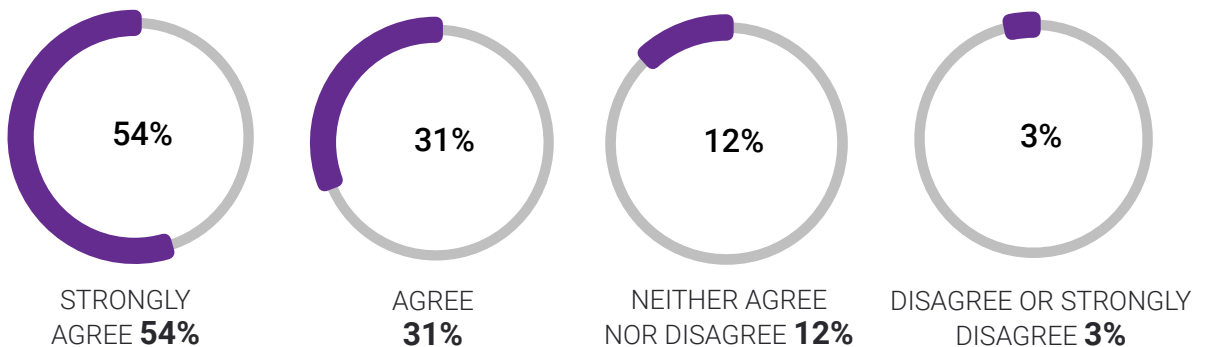


FIGURE 19: Include details of GBV support initiatives in annual integrated reports (Employee Study)



Policy development

At present, the topic of GBV does not feature in corporate social responsibility indices, corporate governance specifications, or even occupational health and safety regulations. This suggests that GBV is not strategically addressed.

The following key considerations are recommended:

- Addressing GBV should be included in company policies and structures of governance.
- Inclusion of GBV prevention and intervention spend should form part of Broad-based Black Economic Empowerment (BBBEE) ratings in South Africa.
- Develop policies that require the private sector to provide GBV

education spend, perpetrator rehabilitation spend, information and statistics.

- CSI spend should be regulated to report on and include GBV training and GBV prevention and awareness programmes.
- Microfinance-based interventions have shown effectiveness for preventing GBV in South Africa.²⁹

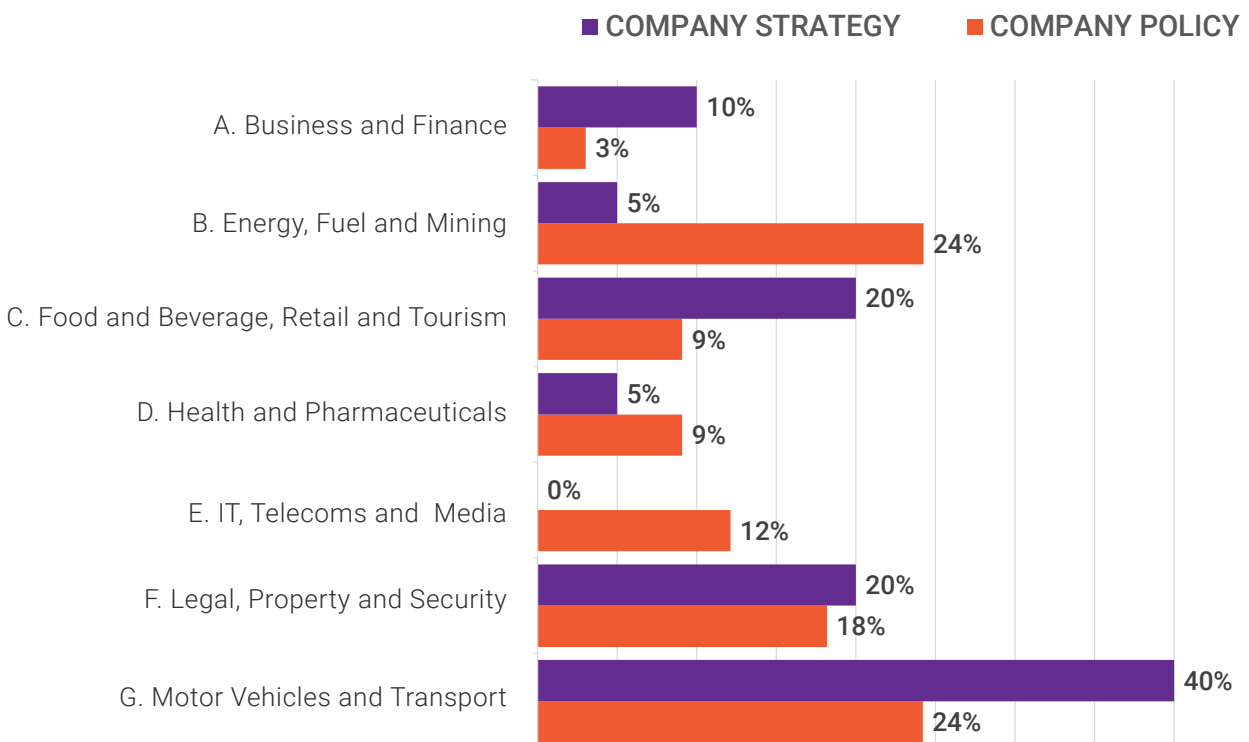
GBV to be included in ESG and integrated reporting

- Companies should include details of their efforts to combat GBV in their ESG and integrated annual reports.
- This will give a complete and transparent account by addressing both company performance metrics and ESG factors.



The topic of GBV does not feature in corporate social responsibility indices, corporate governance specifications, or even occupational health and safety regulations.

FIGURE 20: Addressing GBV needs to be included in company policy and strategy (Leadership Study)





Business and academia should foster partnerships and initiate research collaboration efforts to bring about the required societal change.

Universities must address GBV

While private sector organisations are viewed as key influencers and opinion leaders, universities also play a fundamental and shaping role in society.

GBV-related topics do not currently feature in mainstream social science journals. This speaks to a major short-coming in the current stakeholder participation and collaboration framework.

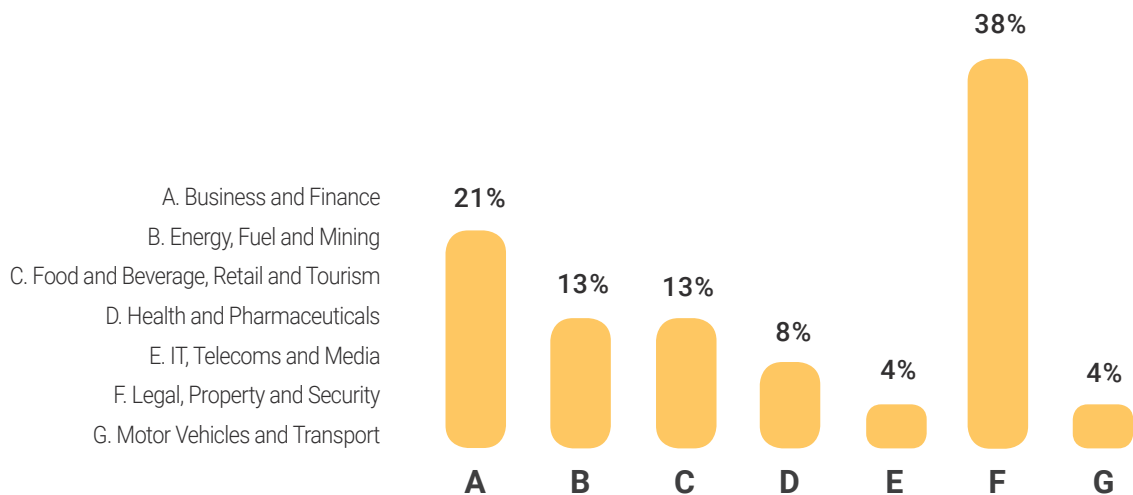
Insufficient GBV-related research is currently being conducted, and requires multidisciplinary, interdisciplinary, and even transdisciplinary collaboration.

We recommend that both business and academia foster partnerships and initiate research collaboration efforts to bring about the required societal change.

Multisectoral collaboration is key

This recommendation refers to deliberate and well-coordinated collaboration among stakeholder groups (e.g., government, NGOs, civil society, universities, and private sector players) and sectors (e.g., health, environment, and economy) to jointly achieve a positive outcome. The bottom-line? A concerted effort by all stakeholders across all sectors is the only way to stop the scourge of GBV in South Africa.

FIGURE 21: There is a need for multi-sectoral collaboration (Employee Study)



“GBV is one of the most significant problems facing our country and is a huge hindrance to our wellbeing and our economic growth. It is a national disaster.”

ANNEXURES & REFERENCES

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DAYS**

“ There is one
universal truth...
violence against women
is never acceptable,
never excusable,
never tolerable. ”

Ban Ki-moon

Former Secretary-General of the United Nations



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END VIOLENCE AGAINST WOMEN NOW!

Eliminating gender-based violence & femicide is our collective responsibility.



The
**COSTLY IMPACT
OF GBV**
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