



Gender Pay Inequity and Merit-Based Systems Among Civil Servants in Gauteng, South Africa 2005

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Abstract

Gender pay inequity has been a persistent issue in various sectors globally, including South African civil service where merit-based reward systems are prevalent. A qualitative approach was employed, involving semi-structured interviews with a purposive sample of civil servants across different departments in Gauteng Province. Data collection included thematic analysis of responses and observations. Findings indicate that women civil servants report receiving lower pay compared to their male counterparts for equivalent job roles (30% on average). This disparity is most pronounced in technical and administrative positions, with a notable trend towards gender bias in promotion opportunities as well. The findings suggest significant disparities exist between genders within the merit-based reward systems prevalent among Gauteng's civil servants. These inequities are correlated with both pay scales and promotion practices. Recommendations include implementing transparent salary structures, regular performance evaluations that address gender biases, and fostering a culture of inclusivity to ensure equitable treatment of all employees.

Keywords: *Cape Town, South Africa, Geographic Focus, Meritocracy, Gender Stratification, Qualitative Research, Socioeconomic Dynamics*

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