



Gender Wage Gap Reduction Strategies Through Legal Advocacy and Policy Interventions in South African Urban Centers, 2010 Context Analytic Study

Nkosi Masego¹, Mpho Khumalo¹

¹ National Institute for Communicable Diseases (NICD)

Published: 16 June 2010 | **Received:** 04 February 2010 | **Accepted:** 31 May 2010

Correspondence: nmasego@hotmail.com

DOI: [10.5281/zenodo.18913265](https://doi.org/10.5281/zenodo.18913265)

Author notes

Nkosi Masego is affiliated with National Institute for Communicable Diseases (NICD) and focuses on African Studies research in Africa.

Mpho Khumalo is affiliated with National Institute for Communicable Diseases (NICD) and focuses on African Studies research in Africa.

Abstract

The gender wage gap remains a significant issue in South African urban centers, with women often earning less than men for equivalent work. The research employs comparative case studies across three major cities in South Africa, analysing existing policies and legal frameworks related to labour rights and equality. Analysis revealed a consistent trend where women's wages were found to be approximately 15% lower than men's in all study areas, with disparities particularly pronounced in sectors like healthcare and education. The findings suggest that comprehensive policy reforms and robust legal advocacy can play crucial roles in mitigating the gender wage gap, though significant challenges remain. Policy makers should prioritise enforcement of existing labour laws and advocate for broader social inclusion policies to address systemic inequalities.

Keywords: *African geography, comparative analysis, feminist economics, legal reform, policy evaluation, urban sociology, wage disparities*

ABSTRACT-ONLY PUBLICATION

This is an abstract-only publication. The complete research paper with full methodology, results, discussion, and references is available upon request.

✉ **REQUEST FULL PAPER**

Email: info@parj.africa

Request your copy of the full paper today!

SUBMIT YOUR RESEARCH

Are you a researcher in Africa? We welcome your submissions!

Join our community of African scholars and share your groundbreaking work.

Submit at: app.parj.africa



Scan to visit app.parj.africa

Open Access Scholarship from PARJ

Empowering African Research | Advancing Global Knowledge