South Africa's Mandatory Income Differential (Pay Gap) Reporting — EEA4

Gender Equality · Good practice · South Africa

Quality score: 59/100

Evidence strength: Moderate

Summary

South Africa's amended Employment Equity Act now requires 50+-staff employers to file an annual Income Differential Statement (EEA4) with the National Minimum Wage Commission; the first cycle opened Sept 2025, though analysts note inspectors still lack real enforcement power.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-07

National Minimum Wage Commission, Department of Employment and Labour — accessed 2026-09-07

Bowmans – Unpacking the Employment Equity Regulations, 2025: Reporting obligations — accessed 2026-09-07

DLA Piper – Key changes to the Employment Equity Act: what you need to know for 2025 — accessed 2026-09-07

bee.co.za – Addressing the Gender Pay Gap in South Africa — accessed 2026-09-07

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