



Date: 18 November 2020

The National Executive Committee
South African Football Association (SAFA)
SAFA House, 76 Nasrec Road
Johannesburg, Gauteng

Via email: hr@safa.net, legal@safa.net, media@safa.net

CC: minister@dac.gov.za

Dear Dr. Danny Jordaan

Re: Gender pay equity

The South African Women's soccer team, commonly referred to as Banyana Banyana have borne the brunt of discrimination in how SAFA treats and compensates the team. Banyana Banyana have been consistent in their performance over the years despite not attracting sponsorship and not being paid at the same rate as the poorly performing men's team.

SAFA National Executive Committee (NEC) has publicly announced that it will be looking into gender pay parity as far as the national soccer teams are concerned. We join many other South African who have called on SAFA to pay Banyana Banyana the same rate paid to the men's team, including performance bonuses. We are advised that as recent as the 2020 COSAFA champions, the team was not paid for the duration of the tournament and we call on SAFA to immediately do the right thing and process their deserving compensation and bonus based on their performance. In the meantime, we await the expedient implementation of the NEC decision and we anticipate that the decision will be implemented as a matter of urgency.

Gender discrimination is against the law thus this pay inequity further violates our constitution. We are considering lodging a legal challenge should this decision not be implemented within a reasonable time. Women can no longer wait why they bare the brunt of the economic violence and systemic injustices further enabled by discrimination in compensation.

Sincerely,

Brenda Madumise-Pajibo

Onica Nonhlanhla Makwakwa