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BLACK MANAGEMENT FORUM

Status of Transformation

Jimmy Manyi
Black Management Forum (BMF)

Professionals and Business Org that were present in Sandton



- **BMF**
- **NAFCOC**
- **BLA**
- **ABASA**
- **ABSIP**
- **BBCBE**
- **SABTACO**
- **BITF**
- **AWCA**
- **NSBE**



APPROACH

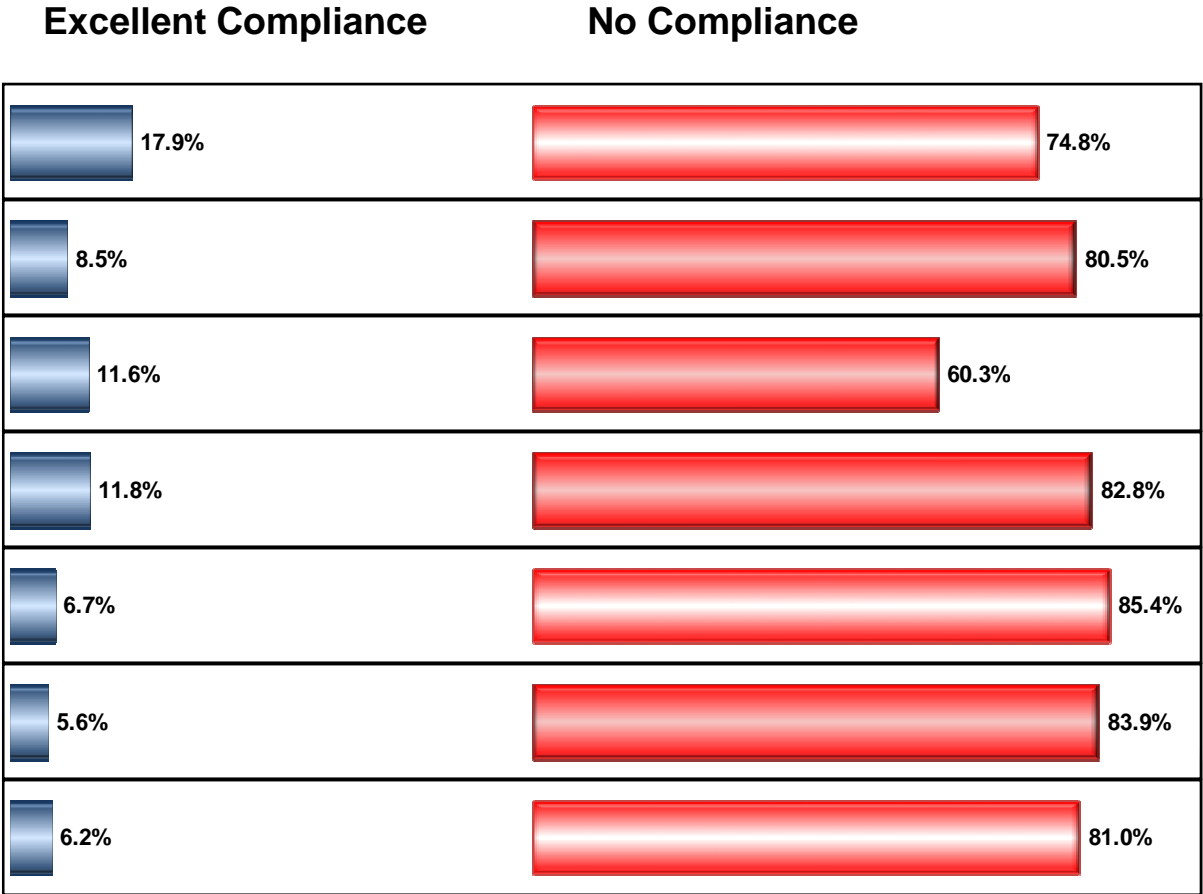


- **Fact based opinion rather Opinion based “facts”.**
- **Solution driven rather than a moaning session.**

Summary By Elements



SCORECARD ELEMENTS
ELEMENT 1 - OWNERSHIP
ELEMENT 2 - MANAGEMENT CONTROL
ELEMENT 3 - EMPLOYMENT EQUITY
ELEMENT 4 - SKILLS DEVELOPMENT
ELEMENT 5 - PREFERENTIAL PROCUREMENT
ELEMENT 6 - ENTERPRISE DEVELOPMENT
ELEMENT 7 - SOCIO-ECONOMIC DEVELOPMENT



7 Elements of BBBEE = Broad based



- **Yes – No bail out!**

BBBEE Approx. Maslow hierarchy of needs

- **Equity ownership = Investors**
- **Procurement & ED = SME/BIK Bus**
- **Employment Equity = Salaried**
- **Socio Economic Development = Poor**

Alignment of PPPFA with BBBEE



- **Definition of Beneficiary**
- **Rating of Measured Entity**
- **Weighting and Prioritisation of BEE credentials**
- **CIDB**

BEE review comments



- **Review has a negative sound bite = Scrap**
- **BBBEE codes finalised 31 August 2008**
- **Creates uncertainty**
- **Wait and see and thus delays transformation**

- **RECOMMENDATIONS**

- **Stick to the Review period 2017/8**
- **More education about 7 elements (Broad based)**
- **Monitor Implementation – Appoint Advisory Council**

Skills---Suitably qualified person (Starting Point- EE Act)



- **Formal qualification**
- **Prior Learning (Formal or experience gained elsewhere)**
- **Previous experience**
- **Capacity to acquire competence in a reasonable time**

TOP MANAGEMENT – TOTAL % CHANGE FOR RACE FROM 2003 to 2007



- **Africans increased by 3.9% points to 18.8%**
- **Coloureds decreased by 0.1% points to 3.9%**
- **Indians increased by 1.2% points to 6.1%**
- **Whites are still dominating at 68.2%**



TOP MANAGEMENT – TOTAL % CHANGE FOR WOMEN FROM 2003 to 2007



- **African women (34,4)representation increased by 2.2% points to 5.9%**
- **Coloured women (5.0)representation increased by 0.1% points to 1%**
- **Indian women (1.0) representation increased by 0.4% points 1,1%**
- **White women (5.6)increased by 1.0% point to 9.8%**

TOP MANAGEMENT (EE REPORTS 2007– RECRUITMENTS)



Of all recruitments at this level :

- 40.5% were Black & 55.4% were White: and**
- 73.0% were male & 22.9% were women**
- 4.2% were foreign nationals**



TOP MANAGEMENT (EE REPORTS 2007– PROMOTION)



Of all promotions at this level:

- 37.1% were Black & 61.4% were White**
- 71.7% were male & 26.8% were women**
- 1.5% were foreign national**



Employment Equity proposals



ENFORCEMENT TO BE HEIGHTENED

- **Graduation Principle EAP for 5years = Exit**
- **Section 53**
- **Dedicated EE inspectors**
- **Fines to be the same as Competition Commission, i.e. 10% of T/O**

Post Decolonisation Effects



“The Wretched of the Earth” – Franz Fanon



Contentious issues on AA as raised by COPE



- **Constitution issues.**
- **Government to blame for poor implementation?**
- **Nepotism and Cryonism?**
- **Over-looking of Coloureds and Indians?**
- **Under-representation of Minorities in Public Sector?**
- **Race, the sole basis for AA?**
- **EE Act silent on blacks from the deep rural?**
- **Means test to exclude children from the Wealthy?**

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- **Thank You**

