



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

A Guide to Broad-Based Black Economic Empowerment (B-BBEE)

Explaining B-BBEE and providing a basic guide to its effective implementation
in the work place.

In response to its obligation to remedy the inequalities of the past, the South African government has embarked on a campaign to create a legislative framework which will ensure the transformation of the country's economy by increasing the number of black people who own and manage businesses in South Africa. This began with the Black Economic Empowerment programme in 2003. However, this endeavour was met with little success and was widely criticized for only benefitting a narrow group of previously disadvantaged persons.

In response to this critique, the B-BBEE Act 53 of 2003 introduced B-BBEE as the form of modified economic empowerment which moves beyond benefitting a select few. B-BBEE is now firmly instilled in the South African legislative framework and becoming a B-BBEE compliant business in terms of the Act does not only encourage other businesses and governmental institutions to contract with you, but also brings with it scorecard and businesses incentives, which may include grants and financing. However, proper compliance with the Act and effective implementation of the B-BBEE programme has proved a daunting task for many businesses.

SAEFA, in association with Gordon Angus and Associates, offers a full-day workshop to guide businesses through the purpose and implementation of the B-BBEE programme in the work place.



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Topics covered:

B-BBEE

- What is B-BBEE
- B-BBEE versus BEE
- The B-BBEE Act 53 of 2003.
- B-BBEE Commission

The levels of B-BBEE compliance

- The size and turnover of a business
- The three levels of compliance:
 - Exempted Micro Enterprises
 - Qualifying Small Enterprises
 - Medium to Large Enterprises
- The Scorecard explained

The Pillars of B-BBEE

- The Five Pillars:
 - Ownership
 - Management Control
 - Skills Development
 - Enterprise Development
 - Socio-Economic Development
- Percentage contributions to B-BBEE score



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Practical application of B-BBEE to businesses

- Codes of Good Practice
- South African National Accreditation System (SANAS)
- The rating process
- B-BBEE Partnerships

The advantages and disadvantages of the B-BBEE programme

- The consequences of a low score
- Redressing the injustices of the past
- Creating opportunities and developing skills

Presenter

Chloe Hoffmann received her Bachelor of Arts degree and LLB with distinction from Rhodes University and, thereafter, went on to complete a Master's of Law degree at Wits University, which she received *Cum Laude* in 2016. During her studies, she received numerous awards, including the Shirley Ritchie Award for best female student entering the final LLB year, the Brian Peckham Memorial Prize as the best student in Environmental Law, the Phatshoane Henney Incorporated medal awarded for obtaining an LLB degree with distinction, and the Rhodes Investec Top 100 for academic excellence. Chloe completed her articles at the Wits Law Clinic, where she worked closely with labour attorneys and gained invaluable experience in labour law and representing clients in labour disputes.

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Registered Employer Organisation LR2/6/3/55
59 Austin Road, Northcliff, Johannesburg, 2195



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Date and Venue

Wednesday, 17 July 2019, Birchwood Hotel & OR Tambo Conference Centre, Viewpoint Street, Boksburg.

Times

08h00	Registration, tea and coffee
08h30	Start
10h30	Tea break
12h30	Lunch
15h00	Afternoon tea break
16h30	Finish

Fee per delegate (Ex VAT)

R2 900	Members
R3 600	Non-members

For more information or to book, please contact Gordon at gordon@saefa.co.za or Charlene at charlene@saefa.co.za

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Wednesday, 17 July 2019

To make a booking, please complete the table below and email to gordon@saefa.co.za or Charlene at charlene@saefa.co.za

Name:	Company:	Contact Number	Email Address:
Company Addresses (Postal and physical):			
1.			
2.			
VAT Number:			
Special dietary requirements (please specify):			
Names of Delegates:			
1.		2.	
3.		4.	
5.		6.	
Are you a SAEFA Member?		Yes	No