

MEDIA STATEMENT: 11TH COMMISSION FOR EMPLOYMENT EQUITY (CEE) ANNUAL REPORT

Busa welcomes the launch of the 11th CEE Annual Report. Business sees transformation as a process and is committed to strengthening the transformation process.

We are pleased to note that there has been a significant increase in the number of reports from employers and that it is three times the number of reports received in 2006. To add to this, the increase in the number of fully and accurately completed reports is welcomed as it ensures qualitative reporting. Business is encouraged to continue with compliance with reporting requirements as well as the various substantive activities associated therewith.

It is regrettable that the representation of coloured people, women and people with disabilities falls short at certain levels in relation to the economically active population (EAP). Notwithstanding this issue, it is indeed heartening to note that there is progress at the professionally qualified and skilled levels for women and black people. There certainly needs to be more focused action around the employment of people with disabilities and to this end learnerships and other options that facilitate mainstream employment is crucial. Employers are encouraged to prioritise training and development of employees.

There is much work to be done at the top and senior management levels and plans must be put in place to ensure development of people at these levels. This is required under King 3 as part of career and succession planning at the top 3 levels. To this end it is critical that employers engage in accurate human resource planning over an appropriate period and that recruitment, selection, development and career and succession planning as a value chain needs to be aligned to the business strategy and human resource plan.

Business supports the process of the review of the Code of Good Practice on HIV and Aids in the workplace and has also proactively tabled recommendations for consideration in this regard.

The Nedlac deliberations on the Labour Market Policy Review wherein the amendments to the Employment Equity Act will be considered are underway and business is actively participating in this process.

BUSA has always supported the advocacy initiatives of the Department of Labour on employment equity issues and there has been a positive response from the business constituency to the employment equity roadshows.

BUSA has undertaken research on “Expediting Transformation and Succession Planning” focusing on the top echelons of all the JSE listed companies. We will continue to encourage our members to consider replacing the retiring leadership with those who are

underrepresented at the top of organisations. We will be releasing our latest report in the coming weeks.

The alignment of the Employment Equity Act and BBBEE Act is long overdue. This will ensure more effective compliance by companies. BUSA recognizes that there are challenges in achieving an equitable and diverse workforce and will therefore require commitment by all stakeholders.

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