

## BEE

### WHAT IS BEE?

- government initiative by way of *Act 53 of 2003*
- to help bring previously disadvantaged (PD) into the economy
- set certain goals at specific dates for businesses

### BROAD FRAMEWORK

- works on *scorecard* principle
- every industry allowed to use own *scorecard*
- no penalty clauses if targets aren't met
- goal is December 2014
- ideal score is 65% or more

### THE SCORECARD

- generic scorecard consists of *7 pillars*
- certain targets set for every *pillar*
- further targets are set within each *pillar*

### YOUR BEE PLAN

- plan properly
- document your plan
- find the right partner
- implement and monitor
- using the right business structures is important

### 7 PILLARS

	Max. Points
<b>1. Ownership</b> % ownership PD have in your business <i>Goal 25%+</i>	20
<b>2. Management</b> % of PD in senior management <i>Goal 40%</i>	10
<b>3. Employment Equity</b> % of PD in work force <i>Goal 50%</i>	10
<b>4. Skills Development</b> % of salary bill spent on skills development <i>Goal 3%</i>	20
<b>5. Preferential Procurement</b> % of purchases from enterprises with BEE status of more than 40% <i>Goal 50%</i>	20
<b>6. Enterprise Development</b> % profit spent on PD enterprises to help them into economy <i>Goal 2-10%</i>	10
<b>7. Social Development</b> % profit spent on social development of PD <i>Goal 10%</i>	10
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