

COMMISSION: TOP MANAGEMENT AND CONTROL

Attendance: 32

DEFINITIONS

Management control encompasses the following:

- Effective control
- Supervisory
- Budgetary control
- Executive management
- Determine strategic input
- Authority

Levels of management: control

Target: minimum of 40% over 3 years (incentives to be considered for those that exceed targets)

Gender sub category: 30% of 40

Issue of People with disabilities to be considered

Mechanisms to achieve target

- Mentorship
- Coaching
- Succession planning
- International exposure
- Retention strategies

Strong proposal to consider size of the company when determining the targets

Commission: Employment Equity and Skills Development

Questions and Concerns

- EEA not effective without carrot and stick
- Skills development underpins BEE
- Measurement framework that requires companies to commit to the employment of Blacks
 - Quarterly reporting on E equity
 - Need to build leadership
- Companies provide bursaries but no employment opportunities
- Industry not growing how do we move enterprise development
- Entry level skills in abundance but top level skills are required

Comments towards solutions

- Integration of EE and SD
- Balance scorecard: targets capacity issues has to be addressed
- Linkages between ICASA and the ICT charter
- Large companies not responding to the sector's skills initiatives
- Need to set targets for mentoring and coaching
- Charter to identify key drivers
- Learner ship programmes
- Retention strategies
- SETAs not communicating enough
- Implementation process need to be refined
- Country/ infrastructural capabilities lacking with regards to skills development implementation
- Challenges with enablers for SMME development and entrepreneurial skills
- School curriculum not empowering learners
- Black matriculants without maths and science is a major concern
- Comprehensive strategy to enable exportation of skills

Suggestion on issues raised above

- Subcontracting and entrepreneurship
 - % Of revenue towards development of contractors
- Target setting and mechanisms to assist companies to achieve this
- SETA grants for sector specific SD initiatives
- Need to take advantage of existing legislation to operationalise the charter
- Lobby the dept of labour to enforce EE targets and quotes
- BEE performance indicators required (quantitative and qualitative)
- Definitions need to be clarified into black, women, rural women, etc.
- Entrepreneurship and weighting
- Venture creation, incubation
- Bureaucratic processes

Commission: CSI REPORT BACK

CSI DEFINITION

All Initiatives that contribute to bridging digital divide and other initiatives that advance skills development efforts in disadvantaged communities

WHAT IS NOT CSI

License obligation regulatory required

ESTABLISHMENT OF ICT SECTOR CSI CO-ORDINATION BODY

- Not for Profit
- Co-coordinating Body's Role
 - Identify priorities in line with country's broad initiatives
 - Co-coordinating body for industry CSI efforts of criteria (monetary & financial)
 - Set CSI targets for industry against a set of established criteria
 - Monitor Progress
 - Audit industry with help of agreed upon template that takes into account financial and monetary contributions
 - Defines corporate citizenship and corporate responsibility for industry
- Preference for co-coordinating body to be a sub-committee of BEEC Commission
- Body not an implementing body – Industry to implement CSI projects
- Body to co-ordinate with other industry initiatives (mining charter, financial charter etc) for knowledge sharing and lessons

WEIGHTING OF CSI IN SCORECARD

- 10% weighting acceptable
- Breakdown into categories to be done by working group and its technical bodies – how to be measured
- Uniform methodology to be established for evaluation
- Scoring to be determined by working group taking into account monetary and non monetary contributions
- Partnership initiatives measurement technique

TARGET SPENT

- Principle accepted that targets have to be set for CSI spent
- Target to be investigated and established by working group
- Non-monetary spent to be factored in

IDENTIFICATION OF PROJECTS

- Principle: Support/Target projects that promote use of ICT in disadvantaged communities, specifically Bridging the Digital Divide
- Leverage technology use in projects supported by industry
- Breakdown
 - Infrastructure Development
 - Capacity Building

Tax Break Proposal: Propose that working group investigate tax breaks on CSI spending