

FTSE-JSE indices	Close	% ch	FTSE-JSE all share daily volume	Bonds/Forwards	NET BFA	% ch	Currencies	INET BFA	% ch	Commodities	Latest	% ch	Foreign Markets	Latest	% ch
All Share	48344.75	▼ 2.19	3000	R186	9.33	▲ 0.00	R/Z	16.036	▲ 0.50	Gold PM Fix	1191.00	▼ 0.10	Dow Jones	15963.03	▼ 0.41
Top 40	42975.42	▼ 2.32	1000	R207	8.79	▼ 0.23	R/E	23.226	▲ 0.15	Gold NY	1197.42	▲ 0.55	S&P 500	1843.21	▼ 0.56
Financials	6997.93	▼ 2.25	3000	3-mth NCD spot	7.10	▲ 0.00	R/C	18.157	▼ 0.51	Brent Future	31.19	▼ 5.14	FTSE 100	5632.19	▼ 1.00
Resources	25684.65	▼ 2.58	1000	R/S (6-mth)	16.680	▼ 0.56	S/C	1.132	▼ 1.21	Platinum PM Fix	913.00	▲ 1.56	Nikkei 225	16085.44	▼ 5.40
Goldex	1832.06	▼ 1.49	Nov 10 2015	R/S (12-mth)	17.316	▼ 0.57	Y/\$	114.740	▲ 0.80	Palladium Spot	516.00	▲ 0.58	Xetra Dax	8879.40	▼ 1.11



Adopting students one way in which to earn BEE points

THE re-alignment of business in SA to broadly represent the country's racial demographics and allow for a more inclusive system of economic participation and financial sustainability is taking centre stage in all politics.

The major political parties agree the three most contentious issues that need to be tackled are land reform, affirmative employment or employment equity, and economic empowerment. The only difference between the parties is the way in which this should be achieved.

The Economic Freedom Fighters built its entire philosophy on the need to achieve economic freedom. Political freedom without economic inclusion does not mean much. It is like handing employees a payslip with impressive numbers, but nothing is deposited in their bank accounts.

We have serious poverty, inequality and unemployment problems. Expectations for a better life for the majority of South Africans are not being met and workers and the poor find themselves going backwards.

The economic climate has resulted in thousands of jobs being lost in the mining and downstream industries. The drought could result in further job losses in agriculture, with dire consequences for rural towns and communities.

The school drop-out rates and the 30% of pupils who did not pass matric are sending more than 500,000 new unskilled job seekers into the labour market each year.

Mining, construction and agriculture will need to absorb unskilled and semiskilled workers, but the downturn in commodity prices, lack of infrastructure programmes, and the drought have left these industries with no other option but to reduce their workforces and abandon prospects of employing new workers. The unskilled and semiskilled have nowhere to go.

These frustrations culminate in social unrest, which is increasing as resentment rises.

This is reflected all the way up to Parliament where some MPs feel (perhaps justifiably) that the rules and diplomatic nature of the parliamentary processes protect the incompetent who wish to escape accountability. Parliament has been stormed by students, workers and other angry citizens.

Despite the overwhelming evidence of a system on the brink, it seems many people are oblivious of these facts and don't realise that something has to give — that we all have to take a hard look at ourselves and become greater givers.

If we do not do this, we will see more Marikanas and more people killed senselessly, and this will continue until we wake up to the fact that we have to attend to our country's dire structural and systemic problems collectively.

As a matter of urgency, we all have to



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BEE MATTERS

answer this question: how is each one of us going to create a better life for all to relieve the pressure on everyone, rich and poor?

The government has to play a central role in this, and many issues will have to be dealt with by the government without further delay, such as improving basic education, dysfunctional municipalities, and poorly managed parastatals.

How can business citizens, in our respective microenvironments, bring about positive change for our employees and the communities that we serve without jeopardising our businesses and livelihoods? How can we find ways to grow our businesses to the benefit of all the stakeholders?

All businesses can contribute significant change in their approach and structure that will positively shift society and the business environment in some way.

A few examples of initiatives that can add real value to you and your staff are:

- Join the adopt-a-student project in which you sponsor or partially sponsor a university or college student. The social benefit is that you will be helping to upskill people. You will also earn black economic empowerment (BEE) points through the project and you may later employ the student.
- Set up a fund, (it can be small) for the tertiary studies of relatives of staff. It is a huge morale booster;
- Print your business logo on books to be distributed to schools and promote your brand or business through this form of practical, helpful assistance; and
- Outsource some of the work your company undertakes to black South African staff members who can establish their own business in this line. Or partner with them. It will change their lives and assist your business with the procurement and enterprise-development elements on your BEE scorecard.

This is not only about pursuing change solely for BEE points, it is about squarely facing our responsibilities as citizens to work together for meaningful change and greater stability for all.

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