

**TRANSFORMATION**

# Further BEE consultation

**T**HE Tourism BEE (black economic empowerment) Charter Council is embarking on further consultation with the tourism industry about the basis for the application of empowerment.

This follows the gazetting of the codes of good practice for broad-based empowerment that were announced by cabinet in December and gazetted last month. The codes contain the minimum requirements for empowerment across all industries.

"The codes differ somewhat from the Tourism BEE Charter that we have been using as a guideline," says council chairman Tami Sokutu, "and we will now align the two."

The Tourism BEE Charter is a series of commitments from the industry to achieve specific empowerment targets within an agreed time frame and followed the introduction of the empowerment scorecard for tourism in May 2005.

The tourism scorecard and the codes of good practice provide for transformation in seven areas of business: ownership, strategic representation, employment equity, skills development, preferential procurement, enterprise development and social development.




**Tami Sokutu**

Picture: SUNDAY TIMES

Nine provincial workshops have been held and will be followed by a national conference on empowerment in tourism on April 17, which will serve as the final consultation around the alignment of the codes and the tourism scorecard.

The final findings of the baseline study on the state of transformation in the industry will also be presented to conference delegates. Sokutu says that this conference will be an important milestone for empowerment in tourism. "It will be a definitive event and chart the way for all companies in tourism, irrespective of type or size, to implement empowerment against specific targets and time frames."

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