CONGRESS OF BUSINESS AND ECONOMICS

Issue No
04
June 2021

CBE Focus



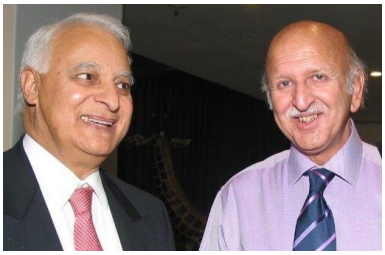
CBE Remembers

During the past few months, the CBE has been saddened by the passing of people who have served on the CBE either as Board Members or were associated with the CBE in many other ways.

We have very fond memories of the of the dearly departed in the various engagements of the CBE.

Our sincerest condolences go to their families as we ask the Almighty to grant them strength and patience in this very difficult period.

- Abdul Kadir Saloojee
- Ameen Asvat
- Yunus Karolia
- Ambassador Ismail Coovadia
- Abdulhay Mayet



Late Ismail Coovadia (R) and
Late Setar Motani—1st CBE President



Late Abdulhay Mayet (L) at a CBE dinner

Perpetrators of Apartheid-era crimes must be brought to book

Human Rights lawyer KRISH NAIDOO outlines the ANC's plans

Over the decades many people, young and old, and from all races sacrificed their lives for the freedom we enjoy today.

At the end of the Truth and Reconciliation Commission (TRC) in 2003, 350 cases were handed over to the National Prosecuting Authority to pursue prosecutions against those individuals who did not come forward and those who were refused amnesty. Sadly, not all these cases were finalised. As a result, 27 years after democracy, there are still families who have not received justice. This is a painful chapter in our history which is yet to be closed.

In October last year the ANC decided to take up some of these outstanding cases. Imtiaz Cajee and Nazir Kathrada volunteered their services. To accelerate the process, the ANC approached progressive lawyers' groups such as Advocates for Transformation, Black Lawyers Association, National Association of Democratic Lawyers, the Pan African Bar Association of South Africa and the Muslim Lawyers Association to assist.

The ANC has also approached 16 universities throughout the country to access their archives for information about these unresolved cases so that, if warranted, such information could be used to institute private prosecutions against the perpetrators of apartheid-era crimes, alternatively help bring closure to the families of victims. Most of the universities responded positively and what is remarkable is that from the University of the Western Cape 150 law students raised their hands to help with the research and be part of the legal team.

After all the information has been gathered, the ANC legal team will decide if the facts warrant private prosecution of the security police involved. If yes, the ANC will institute private prosecutions. If not, the ANC, with the help of psychologists, will present the information to the families and give them closure.

The ANC is talking to the families of three activists – Imam Haron, Ashley Kriel and Stanza Bobape, all of whom were murdered by apartheid-era security police.

1. **Imam Haron** was a cleric and an activist in Cape Town in the 1960s. He had close contact with the African communities in Langa, Guguletu and Nyanga and was affectionately known as "mfundisi" meaning priest. In 1969 he was detained under the Terrorism Act and held in isolation for four months at the Caledon Square Police Station where he was tortured and subsequently murdered by the security police on 27 September 1969. The police claimed that Imam had fallen down the staircase.

2. **Ashley Kriel**, a 20-year old UDF activist from Cape Town, was killed by police on 9 July 1987. In 1999 Jeffrey Benzien, a security policeman, was granted amnesty by the TRC for his part in the killing.

3. **Stanza Bobape** was a youth leader in Mamelodi, west of Pretoria. In 1987 he was elected as the first General Secretary of the South African National Civic Organisation. A year later he was arrested and taken to the notorious John Vorster Square police station where he was tortured and died three days later.

His body was dumped in the Komati River on the border of Mozambique and South Africa. The security police told his family that he had escaped from the police station and way making his way to join the ANC in exile when he was killed.

Krish Naidoo heads the CBE Legal Desk

Leadership Lessons

What might Ahmed Kathrada have done on Mandela Day during Covid?



Ahmed Kathrada (L) and Maul E. Bham of JMS

Fakir Hassen

As we approach Mandela Day on 18 July with the usual public activities severely curtailed by the Covid-19 pandemic, I wondered what Ahmed Kathrada would have done during this time?

I believe he would probably have continued doing what he loved most, ensuring that all the Covid-19 protocols were observed.

I recall how every Mandela Day in the past, before his sad passing in 2017, Uncle Kathy usually had a hectic day full of visits and motivational talks to young people that he took delight in.

Despite his retirement, Uncle Kathy, after whom the prestigious CBE Award for Excellence are aptly named, could hardly turn down the multitude of invitations he received for events on the day. More so as Madiba had decided to reduce his own public appearances.

On just one Mandela Day, I recall Uncle Kathy visiting the graves of several deceased freedom fighters at three different cemeteries across Johannesburg; paying a visit to the Johannesburg Muslim School (JMS) and delivering a lecture for the City of Tshwane. There seemed to be no let up for public appearances by the 80-year-old.

Members of the Ahmed Kathrada Foundation's youth leadership programme joined him in laying wreaths at the graves of people who had given their lives to the struggle for freedom, including those of Tsietsi Mashinini, Lillian Ngoyi and Helen Joseph, who are all buried in Avalon Cemetery in Soweto; Yusuf Akhalwaya and Dr Abu Baker Asvat (Lenasia Cemetery); and David Webster and Neil Aggett (Westpark Cemetery).

They also planted three trees, along with City Parks, next to the grave of Mandela's first wife Evelyn Rakeepile. Commenting on the dedication of Azapo leader Asvat, who was murdered in his surgery in Soweto, Kathrada said: "(Asvat) was well known as a people's doctor serving the disadvantaged."

At JMS, learners sat in the biting winter cold, fascinated by Kathrada's tale of his time spent in prison with Mandela and others and how he had been forced to leave the same school in his Matric year decades earlier, when it was known as Johannesburg Indian School.

Kathrada urged the students to become professionals in any field to serve the country, which had become possible since 1994 while this was not the case before.

"Before I wrote my matric here, I gave up school and completed it later. After that I did not study for 19 years more," said Kathrada, who later completed several degrees sin prison. He called on the learners to show respect for their parents and especially their teachers who take the place of their parents at school.

Kathrada urged the students to become professionals in any field to serve the country, which had become possible since 1994 while this was not the case before.

An obviously delighted Ahmed Kathrada received a large picture of him in class at Johannesburg Indian School decades earlier from Moulana Ebrahim Bham, Vice-Chairman of the Johannesburg Muslim School Board, as then Principal Ashraf Dawood looked on.

As Kathrada delivered the annual Nelson Mandela Legacy address at the Tshwane University of Technology in Pretoria, he said Mandela had always made it clear that he was no saint, but a human being like any other with weaknesses and strengths.



Business Bloopers

- If an accountant's partner cannot sleep, what do they say? "Dear, could you tell me about your work day?"
- HR manager: "Just go to hell!" Me: "So, should I stay or leave? I'm confused."
- Why did the financial system collapse in ancient Egypt?

  Pyramid schemes.
- Guess who my financial advisor is going to be for Halloween? Penny-Wise.
- Why do banks have drive through windows? So the cars can meet their real owners.
- Give a man a gun and he'll rob a bank. Give a man a bank and he'll rob the world.
- Why do bankers make for great lovers? Because they know the penalty for early withdrawals.
- My fellow investors mocked me for buying shares in Nitrous Oxide.

  It's the laughing stock.
- have an irrational fear of large intricate corporate buildings. You could say I have a complex, complex, complex .
- Why was the vampire removed as CEO?

  He couldn't appeal to the stakeholders.
- Why was the CEO of a leading prosthetics company arrested? It came out that he was involved in international arms dealing.
- Drink coffee! Do stupid things faster with more energy!
- The human brain is a wonderful thing. It starts working the moment you are born, and never stops until you stand up to speak in public.
- The proper way to use a stress balls to throw it at the last person to upset you.

Source: www.scarymommy.com

Ramaphosa announces dramatic changes to Electricity Regulation Act amid Eskom crisis

Fakir Hassen

Acknowledging that South Africa is in the midst of the worst economic crisis in its recent history, President Cyril Ramaphosa has announced major reforms to the Electricity Regulation Act.

These include amending Schedule 2 of the Electricity Regulation Act to increase the NERSA licensing threshold for embedded generation projects from 1 MW to 100 MW; granting municipalities the discretion to approve grid connection applications in their networks, and allowing electricity generators to feed into the transmission grid.

The amended regulations will exempt generation projects up to 100 MW in size from the NERSA licensing requirement, whether or not they are connected to the grid.

“This will remove a significant obstacle to investment in embedded generation projects,” Ramaphosa said.

Generation projects will also need to have their registration approved by the regulator to verify that they have met these requirements and to receive authorisation to operate.

“This will ensure that while we enable as much new generation capacity as possible to come online, we also ensure the orderly development of the energy system.

“There is no doubt that the prospect of a continued energy shortfall and further load shedding presents a massive risk to our economy. That is why we have identified the achievement of energy security as one of the priority interventions in our Economic Reconstruction and Recovery Plan.

“Our ability to address the energy crisis swiftly and comprehensively will determine the pace of our economic recovery. Resolving the energy supply shortfall and reducing the risk of load shedding is our single most important objective in reviving economic growth,” the President said.

Ramaphosa said that while Eskom was working hard to improve the performance of its existing fleet of power stations, reduce its debt burden and complete its restructuring process, these steps were not enough to address the immediate and significant energy shortfall that threatens South Africa’s economic recovery.

“We know that to confront the energy challenge will require bold and urgent action now. Incremental measures will not be sufficient to meet the scale of this challenge. This reformis expected to unlock significant investment in new generation capacity in the short and medium term, enabling companies to build their own generation facilities to supply their energy needs,” Ramaphosa said.

He added that this in turn will increase the available supply of energy and reduce the burden on Eskom, allowing Eskom to proceed with its intensive maintenance programme and reduce its reliance on expensive gas and diesel turbines.

The final version of the amendment to Schedule 2 will be published by the Department of Mineral Resources and Energy within the next 60 days.

Fakir Hassen is a member of the CBE Media Desk

SA-UAE extradition treaty changes the game for state capture trials

Fakir Hassen

South Africa and the UAE have both now ratified a long-delayed extradition treaty, paving the way for the wanted Gupta brothers, who are in self-exile in Dubai, and others who have fled there, to be returned to South Africa for trial on charges of looting billions of rands from state-owned institutions.

The UAE Embassy in Pretoria said in a statement that Former South African Justice Minister Michael Masutha and his UAE counterpart, Sultan Saeed Al Badi, had signed the treaty earlier, andit was ratified on 8 June 2021 by theUAE.

Negotiations on the treaty started in 2010, but were reportedly hampered by issues raised by the UAE in the past three years that eventually forced South Africa to turn to the UN and Interpol for assistance in bringing the Gupta brothers to book.

They are accused of siphoning huge amounts from state and parastatal agencies, together with several partners, through their close association with former president Jacob Zuma.

"The treaties will enable the two countries to assist each other in the investigation and prosecution of crimes through mutual legal assistance and the extradition of fugitives," the statement added, without any specific reference to the Gupta matter.

“We welcome the ratification of the extradition treaty and now call on the UAE authorities to act swiftly in sending these criminals back to South Africa so that all citizens here can see them get their just deserts for the hard -earned taxpayers’ money that they looted,” said Nishan Balton, Executive Director of the Ahmed Kathrada Foundation.

“The writing is on the wall for the Guptas and their cronies. All these legal steps have brought a palpable sense of relief to South Africans just as they were getting a sense of despair about whether the criminals would ever be brought to book. We believe there are a lot more, and now have renewed faith that they too will soon be wearing orange overalls (the standard prison garb in South Africa),” Balton said.

Accelerate Your Business - 5 Day Challenge

When the COVID-19 pandemic arrived on our shores in March 2020, few expected it to have such a devastating impact on SMME's. Over the past 12 months, many SMME's, including well established business and family-owned businesses, struggled in the difficult environment.

Many closed their doors. Others are planning to sell their business. Some are wondering what the future holds for their businesses.

Apply for an exclusive online 5-day challenge to accelerate your business on or before 25th June 2021.

- Designed for established business, the course covers:
- Understanding the local business environment for SMME's.
- High level review of your business.
- Rethinking the fundamentals of your business.
- Growing and/or scaling your business over the next 12months.
- Exploring the future possibilities for your business.

Successful applicants will get access to their team expertise, network with like-minded entrepreneurs and unlock opportunities for your business.

CBE is offering five seats free to its members. Visit the CBE website www.cbeonline.co.za for more information.

Free training for women-owned businesses from Siyafunda CTC

Siyafunda CTC is offering CBE members free training to women wishing to grow their business through social media platforms.

Titled **Facebook #SheMeansBusiness,** the programme aimed at women-owned businesses and aspiring entrepreneurs allows them to gain digital skills and learn how to leverage off social media tools to enhance their businesses.

Interested persons who wish to join the project should contact CBE Executive Director Yusuf Moosajee at 083 786 1960.

In another development, Siyafunda participated in a five-day outreach roadshow addressing youth on IT and the Fourth Industrial Revolution (4IR) at the invitation of the Gauteng Department of Finance and e-Government with the MEC of Finance, Nomantu Nkomo-Ralehoko.

The focus of the outreach programme during June is on youth ICT Skills and bringing services to communities that will afford them an opportunity to upskill themselves for the future.

This month is dedicated to youth, hence Siyafunda and its partners, such as Facebook, e-Government, and Cisco Networking Academy, will hold a variety of events, including youth expos, training, debates, and youth entrepreneur workshops to highlight opportunities open to young people in the digital economy.

About 200 students have registered for five of the sponsored courses, viz. Cisco Networking Academy Programmes, Introduction to IoT, Get Connected, Introduction to Cybersecurity and Teacher Training on Coding.

From the CBE Archives





CBE Board and Standing Committee members with panellists at the 2019 CBE Awards dinner (L-R) Max du Preez, Ferial Haffejee, Albie Sachs and the late Ben Turok , who is also seen here with (L-R) Fakir Hassen, Sammy Naidoo and Mary Turok at the dinner.



Attendees at a CBE Captains of Industry event.



(L—R) Yusuf Moosajee, Nizam Kalla, Maria Ramos, Akhter Thoken and Trevor Manuel at a CBE Dinner.

Remote working is now a reality

International expert and business consultant, Ahmed Seedat, specialises in the family business arena. In this article on Virtual Teams, Seedat shares a few key points, to effectively train executives and managers.



The global pandemic known as COVID-19, has triggered a dynamic shift in remote working, also termed 'virtual' or 'digital work'. The need to work online from home, or even through workstations, which is choosing different locations to work from that feel like a vacation but have the perception of office-based work.

Many teams face a new reality, working virtually, learning how to use new online tools and adjusting to new work methods. It has become the norm that virtual work is not only the future of new work structures, but more cemented presently.

The reality of work today has changed because of the aforementioned, but also because technology has changed vastly over the last decade and Covid-19 has just expedited the transition.

Some of the added benefits of virtual operational rollouts, include, but are not limited to employees working in their native time zone, flexible and sometimes even zero commuting time, increased productivity, efficiency and employee morale.

However, enabling a virtual workforce is not "business as usual". There are critical differences between managing in-office presence and working remotely. Online collaboration tools are no substitute for copresence, especially when communication, problem-solving, and creativity are called for. In this instance, 'Organisational Culture' is more felt and experienced rather than articulated. Interactions are interpreted through body language, emotions, and embodied experiences, compared to a virtual space.

Therefore, there is an increased need for managers to call attention to and acknowledge aspects of Organisational Culture and an understanding of why that matters.

Working Virtually or Remotely, is not going away anytime soon. Herewith some guidelines to set up a remote team:

Firstly, assemble a group of people, skilled in a Virtual Work setting to supervise and support other employees to work remotely, assess any challenges, and create workable solutions in real-time.

Then, develop and share (across the organisation) a repository, guidebook, or a web page, documenting exhaustive information on process changes. This will keep all stakeholders informed and prevent any uncertainties.

For remote work to succeed, leadership needs to communicate with their employees transparently and frequently and also foster informal communication. It is also advantageous to provide easily accessible video conferencing facilities for people to adjust to and incorporate change.

Remote teams should have a tool stack comprising only tools essential for their work, e.g. a communication tool and a shared tool to handle documents, spreadsheets, and presentations.

Leaders need to manage the remote workforce, also known as a decentralised office, by establishing candid, ongoing communication channels, trust, and shared objectives. The transition from an in-office setup; to a virtual environment takes time.

It is critical to adopt a virtual work mindset and best practices since every organisation today, in one way or another, is a virtual company, often with global operations, sites and offices across different locations.

Conventional on-site work settings have clearly defined processes, team structures, interactions, and cultures, which are lacking in most virtual environments. This necessitates dedicated efforts to nurture and promote a virtual work focus and culture rather than managing virtual work with a traditional mindset.

Hiring for work-from-anywhere settings has its ins and outs and challenges. Herewith some guidelines:

- Be clear and direct in all communications with candidates.
- Outline the responsibilities and expectations clearly, right from the onset.
- Select people who agree with your company principles and ethics and honour teamwork.
- Choose people possessing capabilities essential for virtual working, such as compassion, punctuality, reliability, teamwork, determination, and drive.
- Give the candidates proper timeto prepare for the interview.
- Set up a reliable and fast internet connection.
- Communicate to the candidates the medium of the interview.
- It is best to employ video conferencing to assess candidates.

Extracted from "Managing Virtual Teams." By Ahmed Seedat, businessman and author. Ahmed has spent years cultivating his knowledge and experience into holistic solutions, empowering a multitude of entrepreneurs globally. He currently holds a Master of Business Administration (MBA) degree exploring the same topic, which has encouraged him to author two books. He is a member of the CBE Standing Committee and heads the CBE Research Desk.