

**Press
Release
For immediate release
10 June 2015**



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Racism of “the worst order” in the BEE generic codes?

In an article published today in *BizNews*, the IRR points out that the Government seems to have quietly amended the BEE codes to discourage the appointment of Indian and so-called ‘coloured’ people to senior posts.

Says the IRR’s head of policy research, Anthea Jeffery: “The Government has long been battling to change the Employment Equity Act of 1998 to require employers to apply ‘national’ demographics in setting racial targets at senior, middle, and junior management levels. Having failed there, it now seems to have changed tack and to be using the new BEE generic codes to achieve the same result.”

In terms of national demographics, Indians make up only 3% of the economically active population. They nevertheless currently hold more than 10% of senior management jobs.

Says Dr Jeffery: “If the revised BEE codes indeed require the use of national demographics, firms with an ‘over-representation’ of Indians in senior posts may have to ‘manage them down’ if they want more BEE points. Similarly, coloureds in the Western Cape, where the provincial EAP is 52% coloured and 31% African, will find it yet more difficult to gain management jobs.

“The new BEE codes seem to reflect what Trevor Manuel once described as ‘worst-order’ racism, of a kind reminiscent of apartheid’s key architect, Hendrik Verwoerd.”

Dr Jeffery’s article in *BizNews* is available [here](#).

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