

Attachment to the Paul Janisch blog post [http://bbbee.typepad.com/paul\\_janisch/2012/02/what-the-next-codes-will-actually-tell-us-not-so-speculative.html](http://bbbee.typepad.com/paul_janisch/2012/02/what-the-next-codes-will-actually-tell-us-not-so-speculative.html)

### Management and employment equity

Criteria	Points	Targets	African Male	Coloured Male	Indian Male	African Female	Coloured Female	Indian Female
Required percentage per category			0.6918	0.1026	0.0324	0.5655	0.0855	0.0222
2.1.1 Black Executive Directors	2	50%	23.06%	3.42%	1.08%	18.85%	2.85%	0.74%
Points value for this requirement			0.92	0.14	0.04	0.75	0.11	0.03

### Skills development

Criteria	Points	Target	African Male	Coloured Male	Indian Male	African Female	Coloured Female	Indian Female
1.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount	6	6%	2.77%	0.41%	0.13%	2.26%	0.34%	0.09%
Required spend			1 865 133.33	276 066.67	87 533.33	1 521 733.33	228 933.33	60 600.00