

Sector Inclusive Growth Initiatives

Agbiz Media Day
5 December 2025
Thapelo Machaba



Diversity, Equity, Inclusion and Belonging Network

Why the DEIB Network

- Create a neutral, cross-sector space where organizations can collaborate, share information and speak to real sector issues. The group gives solutions for work space challenges and focus on transforming the sector.

Participation

- Launch participants (8): Vector, OBARO, Afgri Farmer Development, OVK, VKB, BKB, Agbiz and partners , ranging from inputs, finance, storage, logistics and organized business , the players who shape jobs, opportunity and narrative in rural economies.

Progress Today

- The inaugural session was held in partnership with VKB,
- An industry specialist presented on global workplace trends and how they are already reshaping the world of work across the globe.

Global Work Place Trends

INCLUSIVE LEADERSHIP:



There is a need for leaders to champion DEI initiatives, model inclusive behaviors, and make diversity a strategic priority.

CONFRONTING BIAS



Addressing and mitigating biases within the organization is critical for an equitable workplace.

ERGs



ERGs provide safe spaces for employees to connect, share experiences, and drive DEI initiatives.

LGBTQ+ INCLUSION



LGBTQ+ individuals still face stigma and discrimination. Organizations must develop policies and explore ways to create safe spaces.

GENDER DIVERSITY & WOMEN EMPOWERMENT:



Gender diversity continues to be a significant challenge. Companies in

NEURODIVERSITY



Recognizing and supporting neurodivergent individuals is an

DISABILITY INCLUSION



Implementing comprehensive policies and ensuring workplace

GENERATIONAL DIVERSITY



With multiple generations together, understanding and leveraging generational diversity brings new

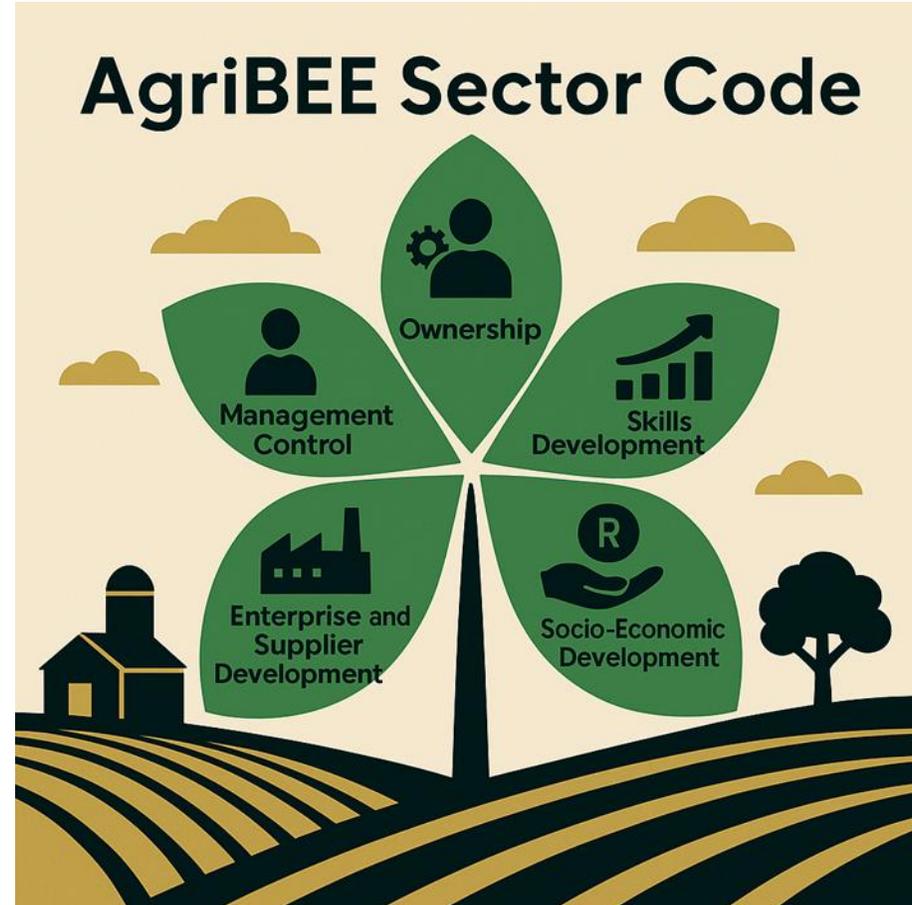
Global Work Place Trends

- **Inclusive Leadership:** Agribusiness leadership can't stay male and urban. Boards and EXCOs need women, black professionals and younger rural voices shaping strategy.
- **Confronting Bias:** Who gets bursaries, learnerships, permanent posts and promotions?
- ERGs (Employee Resource Groups): "Women in Agri", youth and other internal networks give staff a safe space to speak up and help companies spot culture problems early.
- LGBTQ+ Inclusion: Rural and Agri spaces are often conservative; clear policies and visible support protect LGBTQ+ staff and meet ESG expectations from banks and export markets.
- Gender Diversity & Women Empowerment: Women are strong in seasonal and admin roles but thin in operations, finance and technical leadership.
- **Neurodiversity:** Precision farming, logistics and data analytics benefit from different ways of thinking; agribusinesses can tap neurodivergent talent in these roles.
- **Disability Inclusion:** Depots, packhouses and offices must be accessible, with reasonable accommodation so people with disabilities can work safely in the value chain.
- **Generational Diversity:** create space for Gen Z alongside experienced leaders will win the talent race.

Business Licensing Bill

- The Bill modernizes and replaces the outdated 1991 business licensing system.
- Sets up a national–local model: Minister decides which activities need licenses; municipalities issue and enforce them.
- Introduces a risk-based approach: tighter licensing for higher-risk activities, with exemptions for low-risk or already well-regulated ones.
- Aims to cut duplication and red tape by aligning with existing sector laws and creating clearer, simpler processes.
- This bill if implemented correctly makes it easier, cheaper licensing routes for SMMEs, co-ops and small enterprises, opening space for new black and rural entrants.
- License fees are meant to be cost-recovery only, so the license itself doesn't become a barrier to entry.
- Designated trading areas can protect space for local, township and rural traders instead of crowding them out.
- If implemented well, the Bill can be a bridge into the formal economy; if not, it risks becoming extra red tape

AgriBEE Sector Code Amendments



Thank you

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