



REQUEST FOR PROPOSALS

(Tender Reference Number- 2025/20YRP)

**SOUTH AFRICA'S FINANCIAL SECTOR TRANSFORMATION:
REFLECTION ON 20 YEARS OF THE FINANCIAL SECTOR
TRANSFORMATION COUNCIL**

OPENING DATE: TUESDAY, 25 FEBRUARY 2025

CLOSING DATE: TUESDAY, 11 MARCH 2025

TIME: 17H00

LETTER OF INVITATION

To the Service Provider/ Applicant:

REQUEST FOR PROPOSALS FOR CONDUCTING AN IMPACT ASSESSMENT ON SOUTH AFRICA'S FINANCIAL SECTOR TRANSFORMATION: A REFLECTION ON 20 YEARS OF THE FINANCIAL SECTOR TRANSFORMATION COUNCIL

The Financial Sector Transformation Council (FSTC) is inviting all interested service provider (s) / applicant (s) to submit their detailed proposal for conducting an impact assessment on **South Africa's Financial Sector Transformation: Reflection of 20 years of the Financial Sector Transformation Council**

A service provider/ applicant will be selected under the procedures described in this Request for Proposal (RFP) document. Your proposal, if accepted, will form the basis of a contract between the successful service provider/ applicant and the Financial Sector Transformation Council.

To enable you to submit a proposal, please find enclosed:

- Letter of Invitation
- Disclaimer
- Terms of References (TOR)
 - Scope of work
 - Profile matrix
 - Methodology
 - Deliverables
 - Timelines
 - Finance proposal
 - Applications

This tender fully complies with the prescribed B-BBEE Requirements and procurement policy of the organisation. The tender will remain open for acceptance for Fourteen (14) working calendar days.

**Note:* In submitting any information or documentation requested above or any other information that may be requested pursuant to this RFP, you are consenting to the processing by the FSTC, or its stakeholders of your personal information and all other information contained therein, as contemplated in the Protection of Personal Information Act ("POPI Act"), No.4 of 2013 and Regulations Further, you declare that you have obtained all consents required by the POPI Act or any other law applicable. Thus, you hereby indemnify the FSTC against any civil or criminal action, administrative fine, or other penalty or loss that may arise as a result of the processing of any personal information that you submit.

DISCLAIMER

The information contained in this Request for Proposal (the “RFP”) document or subsequently provided to the service provider/applicant, whether verbally or in documentary or any other form by or on behalf of the FSTC or any of its employees or stakeholders, is provided to the service provider or applicant in terms and conditions set out in this RFP and such other terms and conditions subject to which such information is provided.

This request for RFP is not an offer by the Financial Sector Transformation Council (FSTC) but an invitation to receive responses from eligible service provider(s) or applicant (s) for partnering with the FSTC, in submitting their proposal to conduct an impact assessment on **South Africa’s Financial Sector Transformation in the 30 years of the democratic dispensation and 20 years of the Financial Sector Transformation Council.**

Interested service providers or applicants shall bear all costs incurred in connection with the preparation and submission of their RFP and for finalisation of the contract and the attachments thereof. The FSTC will in no case be responsible for payment to the service provider for these costs.

No contractual obligation whatsoever shall arise from the RFP process unless and until a formal contract is signed between the FSTC and the successful service provider or applicant concerned. This RFP is being issued with no financial commitment and the FSTC reserves the right to withdraw the RFP and change or vary any part thereof or foreclose the same at any stage.

Failure to adhere to the RFP submission instructions shall result in the proposal being automatically disqualified and eliminated from further evaluation.

TERMS OF REFERENCE (TOR)

1. BACKGROUND

The FSTC, mandated in accordance with the Financial Sector Code (FS Code), gazetted under Section 9 (1) of the Broad-Based Black Empowerment Act 46 of 2013, is a non-profit organisation carrying out a significant role as a transformational body to drive and measure the transformation imperatives of the financial sector. The FSTC has a shared responsibility with Government and pro-transformation bodies to assess and guide the sector's contribution towards achieving economic transformation.

This research is crucial to assess the efficacy of transformation policies in the financial sector and their implementation. The research should identify deficiencies in policy and/or shortcomings in implementation that hinder the achievement of desired objectives. The research should provide the evidence required to evaluate the efficacy of current policies and recommendations grounded on empirical evidence.

The research topic contained in these terms of reference focuses on an impact assessment of South Africa's Financial Sector Transformation in the 30 years of the democratic dispensation and 20 years of the FSTC. The study aims to outline the significant milestones achieved during the financial sector's transformation journey during the thirty (30) years of financial sector transformation policies in the democratic dispensation and twenty (20) years of the FSTC and the FS Code, by conducting a comprehensive analysis of the transformation progress, economic, social, legislative, and political dynamics within the sector. The report should provide insight into how sector-wide transformation initiatives have tackled unemployment, poverty, inequality, and economic inclusion, thereby facilitating economic growth and development. Moreover, the report should investigate the regulatory reforms' effects on compliance requirements and operational strategies, while also evaluating the influence and efficacy of the FSTC in shaping the country's financial sector transformation policy.

2. FINANCIAL SECTOR TRANSFORMATION JOURNEY: SOUTH AFRICA'S ECONOMIC REFORM AND POLICIES

In 2024, South Africa marked three decades of democracy since the historic elections of 1994. These elections symbolised an important moment in the nation's history, where each citizen, irrespective of their race, was granted the right to vote. This milestone signified not just the beginning of political freedom but also a commanding demand for economic reform. The voices were heard as a democratically elected government

assumed power, however with such responsibilities came the challenge of addressing the inherited inequalities and deeply rooted socio-economic issues.

Policies such as, the National Small Business Act of 1996; the Employment Equity Act (EEA) of 1998; the Skills Development Act (SDA) of 1998, and the Preferential Procurement Policy Framework Act (PPPFA) of 2000 were enacted to foster inclusivity and address historical disparities over the past years with the Broad-Based Black Economic Empowerment Act of 2003 (B-BBEE Act) playing a significant role in driving socio-economic change. Given South Africa's diverse mixed economy, sector charter councils were established to support B-BBEE initiatives through their focused sector-specific code transformation requirements.

The journey of the financial sector's transformation was fostered at the 2002 Financial Sector Summit, whereby South Africa's financial sector stood as a testament to the country's ongoing commitment to economic inclusivity and empowerment by declaring their commitment to adopt a charter that would set transformation targets for the sector. The Financial Sector Charter was adopted in 2004 and emanating from this, the inaugural review in 2005 provided an important moment that offered a baseline study and insights into the sector's early transformation. In the years that followed, reports from 2006 and 2007 acknowledged the need for the formal measurement of transformation.

The sector reported under the Code of Good Practice (GoGP) scorecard from 2009 to 2012 while the financial sector charter was being reviewed. In 2013, the newly gazette 2012 Financial Sector Code (FS Code) was adopted and further amended in 2017. The 2017 Amended FS Code is currently applicable.

3. OBJECTIVES

The objectives of the study should encompass the following:

- i. **Measures Progress:** Measure the implementation progress of financial sector transformation policies since the democratic dispensation and the adoption of the Financial Sector Charter.
- ii. **Analyses Impact:** Assesses the economic, social, legislative, and political impacts of transformation initiatives.
- iii. **Examines Challenges:** Identifies systemic barriers, gaps, and opportunities for further transformation.
- iv. **Assess compliance:** Investigate the regulatory reforms' effects on compliance requirements and operational strategies, while also evaluating the influence and efficacy of the FSTC and related governing bodies in shaping the country's financial sector policy.
- v. **Provides Insights:** Offers actionable recommendations to accelerate transformation within the sector.

4. SCOPE OF WORK

The scope of work includes the following, but not limited to:

- Propose a viable methodology to achieve the objectives of the study.
- Provide a comprehensive research report on (i) thirty (30) years of financial sector transformation policies in the democratic dispensation; and (ii) twenty (20) years of the FSTC.
- Provide technically sound recommendations to accelerate transformation;
- Ensuring consistency in the data analysis, interpretation, and presentation;
- Ensure well-written, proofread, and accurate results interpretation;
- Ensure the quality of the work produced prior to submission to the FSTC.
- Provide and discuss bi-weekly progress reports in each realised stage as per the agreed project plan to be outlined in the SLA;

5. REQUIRED PROFILE OF THE SERVICE PROVIDER

- Possess a PhD or Master's degree with proven experience in economic and social research, particularly impact assessments and within the financial sector.
- Demonstrated understanding of the Financial Sector Code and relevant empowering provisions of the B-BBEE policy.
- Comprehensive knowledge of the B-BBEE Scorecard and its indicators for measuring sector performance.
- Proficient in statistical analysis software, business intelligence (BI) tools, or standalone predictive analytics tools.
- Project team with requisite skills and competencies as outlined above;
- Should be able to travel to meetings as and when necessary, and have access to requisite technology that will allow for virtual meetings.

6. SERVICES TO BE DELIVERED

The successful service provider or applicant will be required to table the report findings of the 20 year report in accordance with the determined scope and timeframe which will be entailed in the Service Level Agreement (SLA).

7. TIMELINES

The determined timeline for completion of the project is three (03) months.

8. SUBMISSION REQUIREMENTS

Proposals should include:

- A detailed request for proposal including the methodology and project plan.
- Profiles of key personnel and their qualifications.
- A portfolio of similar projects undertaken.
- A proposed budget and timeline.

9. EVALUATION CRITERIA

The consideration will include the following evaluation criteria of the proposal:

No	Evaluation Criteria applicable to service provider and applicant	Weighting out of 100
1.	Technical expertise and extensive understanding of assignment:	25
2.	Proposed methodology	15
3.	Presentation of the project	10
4.	Project team	15
5.	Project Timeline and Budget	20
6.	BEE Status- Contributor level and/ or Management Control	15

10. APPLICATIONS

Interested service provider (s) / applicant (s) should submit their report, taking into consideration:

- The technical and financial proposal, applicable methodology, detailed project team (profiles of the consultant(s) to carry out the tasks), a work plan, B-BBEE credentials (Scorecard, Certificate or/ Sworn affidavit), declaration of interest, and a budget with expected gross consultancy fee and logistical expenses (pricing must be stipulated **INCLUSIVE OF VALUE ADDED TAX**).
- The Declaration of interest must confirm that the service provider/ applicant has examined and accepted without reserve or restriction all the contents of the Request for Proposals. The interested service provider/ applicant must agree to abide by the highest ethical standards and, should the successful service provider or applicant have a direct or indirect interest in any business dealings with the FSTC, employees, and directors of the FSTC, the service provider/ applicant must declare such interest as soon as they become aware of it.
- To give effect to section 45 of the POPI Act and in compliance with principles of sound, transparent and accountable governance, the appointed service provider/ applicant shall be required to declare their interest in writing and direct it to the CEO of the FSTC at metjam@fstc.org.za.

9.1 How to contact us

All enquiries must be directed to the following focal person.

Name: Avhasei Khomunala

Email address: avhaseik@fstc.org.za

Contact details: 087 062 5950

All proposals should be electronically submitted through a zip folder to avhaseik@fstc.org.za with the subject line named: FSTC 2025/20YRP RFP – (name of the Service provider/ Applicant)

9.2 Deadline for submission of application: **TUESDAY, 11 MARCH 2025 AT 17H00**

Only the successful candidates will be contacted.