



B-BBEE Funding Memo

How South African companies can fund Lunar Living workshops through existing Skills Development spend.

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For: HR Directors, Heads of People, Skills Development Facilitators, B-BBEE Consultants, Corporate Wellness Consultants

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Executive summary

South African companies are required, under the B-BBEE Codes of Good Practice, to invest meaningfully in Skills Development — both as a legal/levy obligation (Skills Development Levy of 1% of payroll) and as a strategic scorecard element (a target of 6% of leviable amount for generic enterprises, with priority weighting for spend on Black women).

Most companies meet this obligation by buying compliance training their workforce neither needs nor remembers. The result: budget spent, scorecard ticked, real impact missed.

Lunar Living workshops are a higher-leverage redirection of that same spend. They address a documented workforce productivity crisis (the hormonal health and perimenopause transition affecting 1 in 4 working women), drive measurable retention and engagement outcomes, and disproportionately benefit Black women — a priority demographic under the B-BBEE Codes.

In short: this is spend you are already making. The question is whether it changes your business or simply ticks a box.



The Skills Development context

Skills Development is one of three priority elements in the B-BBEE Generic Scorecard. Under the Amended Codes:

- Companies pay a Skills Development Levy (SDL) equal to 1% of their total payroll to SARS.
- To achieve full scorecard points on the Skills Development element, generic enterprises target spend of approximately 6% of the leviable amount on training of Black employees, with priority sub-targets for Black women, learnerships, and bursaries.
- Failing to meet the Priority Element sub-minimum on Skills Development triggers a one-level discount on the company's overall B-BBEE rating — a material commercial risk for many businesses.
- Spend is recognised across various categories of training (formal accredited learning, learnerships, internships, informal training, and skills programmes) — the categorisation determines how points are awarded.

Important: B-BBEE rules and category definitions are technical and updated periodically. Any spend you intend to claim should be validated by your accredited Skills Development Facilitator (SDF) or B-BBEE verification agency. The framing in this memo is directional, not legal advice.

Why this matters strategically

Most Skills Development budgets are spent on compliance-driven training that delivers no measurable workforce outcome. This is a hidden cost: the budget is committed, but engagement, retention, and productivity remain unchanged.

Meanwhile, your female workforce — particularly women aged 35–60 — is navigating a documented health and productivity crisis. The Deloitte Women @ Work 2025 report found:

- 1 in 4 working women is currently experiencing significant hormonal health challenges.
- 40% work through significant pain rather than take time off.
- 72% hide menopause symptoms from their managers.
- 84% say they need more support.
- Only 5% globally plan to stay with their current employer for 5+ years.

Translating this into business terms: your most senior, most expensive female talent is operating below capacity, hiding their condition, and quietly considering leaving. There is no other workforce issue with this combination of scale, silence, and cost.

How Lunar Living workshops align with Skills Development objectives...

01

Workforce capability development

Lunar Living workshops equip employees with applied knowledge and tools — nutrition, sleep, stress management, cycle-awareness, and self-advocacy in healthcare contexts — that directly impact their ability to perform their roles. This is workforce capability development, not entertainment or wellness theatre.

02

Disproportionate benefit to Black women

The B-BBEE Codes apply priority weighting to Skills Development spend on Black women. Lunar Living workshops are designed for and primarily attended by women, and in the South African corporate context will almost always serve a workforce in which Black women are a meaningful part. This makes the spend efficient on the priority sub-targets, not just the general SD target.

03

Documented programme structure

Each workshop is delivered against a structured curriculum, with pre-workshop intake, in-session content, post-workshop follow-up materials (The Hormone Whisper guide), and optional pre/post measurement. This documentation supports the kind of programme-record-keeping that B-BBEE verification requires.

04

Quarterly / annual programme option

For companies seeking maximum scorecard alignment, the quarterly programme format (4 sessions across a year) creates a multi-touchpoint Skills Programme with consistent learner records, attendance tracking, and progressive learning outcomes — easier to evidence than once-off training.

Funding mechanism — the math

Consider a generic enterprise with the following profile (hypothetical, illustrative only):

Item	Indicative figure
Annual payroll	R 50,000,000
SDL paid (1%)	R 500,000
Skills Development target spend (~6% of leviable)	R 3,000,000
Lunar Living quarterly programme (illustrative)	R 40,000
Lunar Living spend as % of total SD target	Typically <2% of the company's annual SD target

In other words, even a substantial Lunar Living engagement is a small fraction of an enterprise's annual Skills Development obligation. The spend is happening regardless. The decision is what to direct it toward.

This is the “zero net cost” framing — not because Lunar Living is free, but because the company is already legally and strategically committed to Skills Development spend at this scale. Lunar Living is a redirection of existing spend toward a higher-leverage outcome, not a new line item.

Programme deliverables (for your records)

Each Lunar Living engagement includes the documentation typically required for Skills Development reporting:

- Programme outline and learning objectives, in writing, signed off by the company before delivery.
- Attendance register for each session, with employee names, ID numbers, and demographic breakdown.
- Pre-workshop intake form (employee self-assessment of energy, sleep, focus, stress).
- In-session workbook (printed and digital).
- Post-workshop materials: The Hormone Whisper guide, 30-day protocol, and optional WhatsApp support group.
- Optional pre/post survey to evidence skill uplift and behaviour change.

Business outcomes — what you can measure

- Energy and focus self-rating (pre vs. post-workshop).
- Self-reported absenteeism and presenteeism days in the 30 days following the workshop.
- Net Promoter Score for the session and for the broader workplace wellness programme.
- Optional 6-month follow-up survey: intent to stay, perception of employer support, behaviour change.
- Anecdotal: hormonal-health-related conversations now happening in the workplace, where they previously were not.

Sensitivities and risk management

- Workshops are delivered to women only. Male managers and HR partners are offered an optional 30-minute briefing separately, focused on how to support women going through this transition.
- All content is presented as educational, drawing on the published work of qualified medical and research experts. Lunar Living does not diagnose or treat. Disclaimers are issued in writing and verbally.
- Confidentiality: no individual employee health data is collected, retained, or shared with the employer. Aggregate-only reporting where surveys are used.
- All practitioner indemnity and professional liability cover is in place — proof of cover available on request.



Next steps...

1. Book a 30-minute call to discuss your specific workforce demographic, scorecard position, and which workshop format fits best.
2. Receive a tailored proposal with pricing, delivery dates, and a specific Skills Development reporting structure for your verification cycle.

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Disclaimer: This memo is provided for informational purposes only. It is not legal, tax, or B-BBEE verification advice. Specific scorecard treatment of any spend should be validated by your company's accredited Skills Development Facilitator and/or B-BBEE verification agency before commitment.