EMAN AFRICA CONFERENCE 3&4 JUNE 2026 PROGRAMME

Conference Room 6

Sustainable Management within a Circular Economy

Indaba Hotel, Spa and Conference Centre, Fourways, South Africa

Scientific Editors

Prof Dr K Maas
Prof Dr C Ngwakwe
Prof Dr Breggie van der Poll
Prof Dr Mishelle Doorasamy
Dr Adeola Adejayan
Dr Andile Nobatyi
Dr Chekani Nkwaira
Dr Eunice Akpala-Okoroafor
Dr Judith Foot
Dr Silas Mukwarami

Production Editor

Saretha Van Der Poll (StellarSamDesigns)

Production coordinator

Breggie Van Der Poll

BOOK OF ABSTRACTS

 This Book of Abstracts contains submissions that have been carefully selected and rigorously peer reviewed by the members of the scientific committee. It will serve as a valuable resource for students, researchers, and industry professionals. This Book of Abstracts features cutting-edge research on environmental and sustainability management accounting, offering readers insights into the latest advancements in this field.

First published in 2026 for the International Conference on Sustainable Management within a Circular Economy (EMAN2026) by the Scientific Committee.

EMAN Abstract Scientific Editors

Prof Dr K Maas, Prof Dr C Ngwakwe, Prof Dr Breggie van der Poll, Prof Dr Mishelle Doorasamy, Dr Adeola Adejayan, Dr Andile Nobatyi, Dr Chekani Nkwaira, Dr Eunice Akpala-Okoroafor, Dr Judith Foot and Dr Silas Mukwarami

Production Editor and Coordinator

Saretha van der Poll and Breggie van der Poll

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Preface

We are delighted to present to you the Abstract Book of the 29th EMAN International Conference on Sustainable Management within a Circular Economy, EMAN2026, held at the Indaba Hotel, Spa and Conference Centre, Fourways, South Africa, from 3-4 June 2026. This book contains the abstracts of the papers presented by all conference participants. The 29th International Conference on Sustainable Management within a Circular Economy is part of a series of conferences organised by global scientific committees. Previous EMAN conferences were successfully held in Vieste, Italy, in 2026, Seville, Spain, in 2024, and Thessaloniki, Greece, in 2023. These conferences provided researchers with a platform to exchange ideas and discuss the current state and prospects of sustainable management within a circular economy. The preparation and organisation of such a meeting require extensive administration, and we extend our heartfelt thanks to the individuals involved. Special recognition goes to Prof Breggie van der Poll for the conscientious preparation of this abstract book. Finally, we thank all the contributors for their enthusiastic submission of abstracts and preparation of papers. The quality of research described in this book is truly inspiring and promises stimulating discussions during the conference.

May 2026

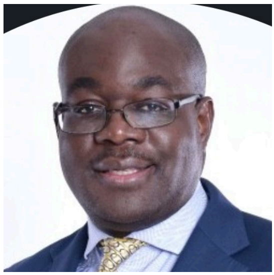
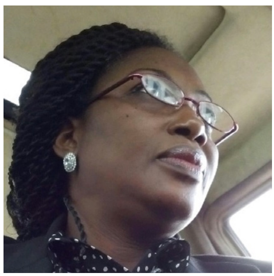
Dr Maryna Möhr

Chair of EMAN 2026

Scientific Committee Members

Prof Dr K Maas	Erasmus University Rotterdam Open University, Heerlen, the Netherlands	
Prof Dr C Ngwakwe	University of Limpopo	
Prof Dr Breggie van der Poll	University of South Africa, South Africa	
Prof Dr Mishelle Doorasamy	University of KwaZulu Natal, South Africa	

Scientific Committee Members

Dr Adeola Adejayan	University of KwaZulu Natal, South Africa	
Dr Andile Nobatyi	University of South Africa, South Africa	
Dr Chekani Nkwaira	University of South Africa, South Africa	
Dr Eunice Akpala-Okoroafor	African University of Science and Technology, Nigeria	

Scientific Committee Members

Dr Judith Foot	University of South Africa, South Africa	
Dr Silas Mukwarami	University of London	

Local Organising Committee Members

Dr Maryna Möhr

Mr Seakle Godschalk

Prof Dr Breggie van der Poll

Dr Eunice Akpala-Okoroafor

Dr Andile Nobatyi

Ms Brenda Dooge

Welcome Note

Welcome to the 29th International Conference on Sustainable Management within a Circular Economy (EMAN2026). Research across all aspects of sustainable management within a circular economy is growing rapidly. There are an increased recognition and awareness that sustainable management within a circular economy is an inevitable part of the green economy.

Environmental management accounting (EMA) supports managers in making better decisions by informing them about the environmental impacts of an organisation beyond its boundaries, the associated costs, and
environmental and related sustainability issues that influence the organisation. This includes the socioeconomic impacts of environmental issues. EMA can help identify environmental problems caused, environmental improvements made and how they relate to the economic performance of the organisation.

Apart from identifying problems and solutions to environmental challenges, EMA helps identify 'win-win' situations that improve both economic and environmental performance. To do this, EMA provides relevant financial and physical information to managers to support decisions specific to their roles within the organisation.

The information provided by EMA connects:
- short-term operational and long-term strategic concerns;
- repetitive routine and ad hoc decision settings;
- past and future performance;
- and the decision-making, planning, control, coordination, motivation and communication responsibilities of different types of managers.

All EMAN conferences are devoted to sustainable environmental management and are highly focused. EMAN2026 is the 29th conference of its kind globally. We hope it will be a thriving conference on sustainable management within the circular economy. On behalf of the scientific and organising committees, welcome to EMAN2026 at the Indaba Hotel, South Africa. We wish you all an interesting and pleasant meeting, filled with fruitful interactions and enlightening presentations.

Invited Speaker

Prof Dr Karen Maas

Karen Maas holds a PhD in Economics (Corporate Social Performance: from output measurement to impact measurement). She is an endowed professor of Accounting and Sustainability at the Open University and academic director of Impact Centre Erasmus (ICE). Karen conducts research in the field of Impact measurement, Sustainability, Social Entreprises and Impact Investing. Karen worked with many for-profit, non-profit and financial organisations to measure their impact. Her work has been published in academic journals such as Business & Society, Journal of Business Ethics, and American Journal of Evaluation, as well as in newspapers and online sources. Karen is a board member of the International Association of Business in Society (IABS) and the Sustainable and Environmental Management Accounting Network (EMAN). She is also a member of the Sustainable Finance Lab and Sustainable Pension Investment Lab in the Netherlands.

Conference Proceedings

Arrival at the Indaba Hotel

Upon arrival at the conference venue on Wednesday, 3 June, all attendees are encouraged to register between 07:30 AM and 08:30 AM.

We will start the day with a keynote address by Prof Dr Karen Maas (Academic Director, Impact Centre Erasmus, Erasmus University Rotterdam, Professor of Accounting & Sustainability, Open University, Heerlen & Invited Distinguished Research Fellow, CIAS, Corvinus University, Budapest).

Registration Desk:
The Registration Desk will be available to assist with inquiries throughout the conference.

Dinner:
An informal event will take place on the first day of the conference, on the 3rd, from 7:00 p.m. to 10:00 p.m. It promises to be a delightful evening for all attendees.

Conference at a glance

EMAN AFRICA CONFERENCE 3&4 JUNE 2026 PROGRAMME

Sustainable Management within a Circular Economy

DAY ONE 3 June 2026		
Timeslot	**Session**	
07:30-08:30	Registration	
08:30-08:35	Program Director	**Name:** Dr Maryna Möhr **Designation:** EMAN Africa Director Executive Director Environmental and Sustainability Solutions
08:35-08:45	Opening and Welcome	**Name:** Prof Breggie van der Poll **Designation:** EMAN Africa Director
08:45-08:50	Introduction of Keynote Speaker	**Name:** Prof Breggie van der Poll **Designation:** EMAN Africa Director
08:50-09:20	Keynote Address	Prof Karen Maas Academic Director, Impact Centre Erasmus, Erasmus University Rotterdam Professor of Accounting & Sustainability, Open University, Heerlen Invited Distinguished Research Fellow, CIAS, Corvinus University, Budapest
09:25-09:50	Group Photoshoot	
09:50-10:00	Tea Break	

<table>
<tr><th colspan="2">Session 1: Green innovation in a Circular Economy
Session Chair: Prof Ngwakwe</th></tr>
<tr><th>Timeslot</th><th>Session</th></tr>
<tr><td>10:00-10:20</td><td>Author/s: Adeola Adejayan (Online) & Mishelle Doorasamy
Title of paper 1: Green Financing and SMEs Performance in South Africa: Role of environmental management accounting practice</td></tr>
<tr><td>10:25-10:45</td><td>Author/s: Chekani Nkwaira
Title of paper 2: Exploring the Nexus Between Green Innovation through Finance and the Circular Economy: A Study of the South African Banking Sector</td></tr>
<tr><th colspan="2">Session 2: Indicators, sustainability indexes, and multidimensional measurement approaches to Circular Economy development
Session Chair: Prof Ngwakwe</th></tr>
<tr><td>10:50-11:10</td><td>Author/s: Ezebor Christian Uyoyo (Online), Obiamaka Nwobu & Francis Iyoha
Title of paper 3: The Significance of Sustainability Reporting Disclosure for Nigerian Listed Non-Financial Enterprises</td></tr>
<tr><td>11:15-11:35</td><td>Author/s: Wisdom Okere & Cosmas Ambe
Title of paper 4: Paper Circular Economy Readiness and Sustainable Growth in South Africa: A Macroeconomic Assessment</td></tr>
<tr><td>11:40-12:00</td><td>Author/s: Eunice Okoroafor (Online)
Title of paper 5: Developing Multidimensional Measurement for Circular Economy: A Critical Review and Framework for Integrated Assessment</td></tr>
<tr><td>12:05-12:25</td><td>Author/s: Genevieve Bakam
Title of paper 6: Indicators, sustainability indexes, and multidimensional measurement approaches to CE development</td></tr>
<tr><th colspan="2">Session 3: Other
Session Chair: Prof Cosmas Ambe</th></tr>
<tr><td>12:30-12:50</td><td>Author/s: Bethlehem Ameha (Online) & Breggie van der Poll
Title of paper 7: Environmental management accounting practices for a greener textile industry in developing countries:
A conceptual framework</td></tr>
<tr><th colspan="2">LUNCH
13:00-13:30</th></tr>
</table>

Session 3: Other (Continued) Session Chair: Dr Andile Nobatyi	
Timeslot	**Session**
13:30-13:50	**Author/s:** Collins Ngwakwe (Online) **Title of paper 8:** Evaluating the Effect of CEO Characteristics and Institutional Ownership on Corporate Recycling and Reusing
13:55-14:15	**Author/s:** Michael Moswati (Online) **Title of paper 9:** Eco-investment Expenditures and Financial Performance in Selected Johannesburg Stock Exchange Listed Companies
14:20-14:40	**Author/s:** Thabang Mokoena & Silas Mukwarami **Title of paper 10:** Determinants of Green Finance for Sustainable Municipal Infrastructure: A Case Study of the City of Johannesburg, South Africa
14:45-15:05	**Author/s:** Cosmas Ambe & Saviour Bahikye (Online) **Title of paper 11:** Transforming Climate Governance: "Integrating Environmental Management Accounting for Enhanced Climate Disclosure in Ugandan Medium Enterprises". A Systematic Literature Review
15:10-15:30	**Author/s:** Rachidi Mamoloko **Title of paper 12:** Leadership Drivers of Green Human Resource Management in the Circular Economy: An Ability-Motivation-Opportunity (AMO) Theoretical Perspective
15:30-15:45	Tea Break
Session 4: Reporting on participation in a CE Session Chair: Dr Andile Nobatyi	
15:45-16:05	**Author/s:** Ezebor Christian Uyoyo (Online), Obiamaka Nwobu & Francis Iyoha **Title of paper 13:** Measuring Sustainability Reporting Disclosure Quality: A Review of Frameworks, Indices, and Analytical Methods

Session 5: Sustainable systems management within a CE Session Chair: Dr Andile Nobatyi	
16:20-16:40	**Author/s:** Ayaya Onesmus **Title of paper 14:** Aligning Substance-Over-Form and Prescription Law in Sustainable Municipal Financial Management
16:45-17:05	**Author/s:** Lindie Grebe (Online) & Egmont Grebe **Title of paper 15:** Knowledge Governance for a Circular Economy: Imperatives for an Emerging Market and Developing Economy Water Services Sector
Dinner **19:00-22:00**	

DAY TWO 4 June 2026	
Timeslot	**Session**
07:30-08:30	Registration
Session 1: Roundtable Discussion	
08:30-10:00	**Facilitator:** Prof Dr Karen Maas **Title:** Accounting for the Circular Economy: Measuring Value Beyond Linear Growth
Session 2: Views on Sustainability, Accountability and Reporting	
10:00-10:30	**Presenter:** Dr Maryna Möhr **Title:** Sustainability, Accountability and reporting
10:30-10:45	Tea Break
Session 3: Strategies for sustainable management in CE **Session Chair: Dr Andile Nobatyi**	
Timeslot	**Session**
10:45-11:05	**Author/s:** Sibo Mutero, Silas Mukwarami & Breggie van der Poll **Title of paper 16:** An empirical examination of environmental sustainability practices and their determinant factors within the extractive industry organisations

Timeslot	Session
11:10-11:30	**Author/s:** Karen Maas, Roland Speklé & Frank Verbeeten **Title of paper 17:** Sustainability in control
Session 4: Teaching, learning and Open Distance eLearning in sustainability and incorporating sustainability competencies in Higher Education Institutions **Session Chair: Dr Andile Nobatyi**	
11:35-11:55	**Author/s:** Sylvia Banda **Title of paper 18:** Are Accountants Ready for Circular Economy Reporting: Evidence from Professional Competency Frameworks
Session 5: The business case for participating in a Circular Economy (CE) **Session Chair: Dr Andile Nobatyi**	
12:00-12:20	**Author/s:** Isaac Mabhungu (Online), Paul Mukucha (Online) & Divaries Cosmas Jaravaza **Title of paper 19:** Integrating Circular Economy and Environmental Management Accounting in Smallholder Tobacco Production Systems: A Conceptual Framework
12:25-12:45	**Author/s:** Paul Ongenae & Karen Maas **Title of paper 20:** Framing disabilities within business and society: International perspectives: Literature review, Legislative Analysis and Research Agenda
12:50-13:10	**Author/s:** M.J. Nenngwekhulu (Online), G. Ramavhea & G. Nyirenda **Title of paper 21:** Booking Practices and Economic Viability of Small, Medium, and Micro Enterprises: Insights from Thulamela Local Municipality, Limpopo Province, South Africa
13:15-13:35	**Author/s:** Phindulo Muhashela **Title of paper 22:** Impact of Broad-Based Black Economic Empowerment on Return on Investment and Dividends policies
LUNCH **13:40-14:10**	

Session 5: The social dimension of sustainable management in a CE **Session Chair: Prof Collins Ngwakwe**	
14:15-14:35	**Author/s:** Isaac Mabhungu (Online), Paul Mukucha (Online)& Divaries Cosmas Jaravaza **Title of paper 23:** Convenience versus Sustainability? Insights into Baby Diapering Mothers' Preference for Disposable over Reusable Diapers
Session 6: Waste management within a CE **Session Chair: Prof Collins Ngwakwe**	
14:40-15:00	**Author/s:** Linda Mabwe (Online), Chekani Nkwaira & Breggie van der Poll **Title of paper 24:** A Guiding Framework for the Adoption of Material Flow Cost Accounting in the Gold Mining Sector: The Case of Zimbabwe
15:05-15:25	Official Closure and Announcements Dr Maryna Möhr, EMAN Africa Chairperson
15:30-16:00	Tea

NB: Subject to change without prior notification

Round Table Discussion

Karen Maas

Accounting for the Circular Economy: Measuring Value Beyond Linear Growth

How should accounting and management evolve in a world that increasingly prioritises circularity, resource efficiency, and long-term value creation?

During this round table, we will explore the implications of the circular economy for accounting, reporting,
and management practices. The session aims to foster an open and interdisciplinary discussion on the
opportunities and limitations of current accounting and management frameworks in supporting circular
business models and sustainability transitions.

Topics will include:

1. Measuring circular performance and value creation
2. Managing circular performance and value creation
3. ESG reporting and assurance
4. True pricing and externalities
5. Research challenges and future directions

The format will be highly interactive and designed for in-depth discussion among the participants.

We warmly invite all EMAN participants interested in accounting, sustainability, governance, and circular economy research to join the conversation.

Objective:

The round table brings together researchers to discuss how management, accounting, reporting, and assurance frameworks need to evolve in response to circular economy principles.

Format (90 minutes)

1. Welcome & Framing (10 min)
2. Provocation / Short Input Talks (15 min)
3. Round Table Discussion (3x15 min)

Round Table Discussion

Discussion themes

A. Measurement & Valuation

• How do we measure circularity?
• What counts as value in a circular economy?
• Can externalities be integrated into accounting systems?

B. Management & Reporting

• How can we manage the CE?
• Are existing standards sufficient?
• What role for ESG reporting?
• How can circular claims be audited?

C. Future Research Agenda

• Which methodologies are missing?
• Where can (accounting) scholars contribute most?
• Which interdisciplinary collaborations are needed?
• Build joined research ideas

4. Collective Reflection & Takeaways (20 min)

Conference Venue Information

Nestled in the heart of Johannesburg's northern suburbs, the Indaba Hotel offers a serene escape with a blend of luxurious comfort and modern amenities. Surrounded by lush gardens and tranquil water features, this elegant hotel provides an ideal setting for both business and leisure travellers.

Their Standard Twin Rooms offer a perfect blend of comfort and convenience. Each room has two queen beds and is equipped with air-conditioning, a flat-screen TV, and complimentary Wi-Fi to keep you connected. Enjoy the added convenience of a room safe, hairdryer, and tea/coffee-making facilities, ensuring a relaxing stay. Ideal for both business and leisure travellers, our twin rooms provide all the essentials for a restful and enjoyable experience.

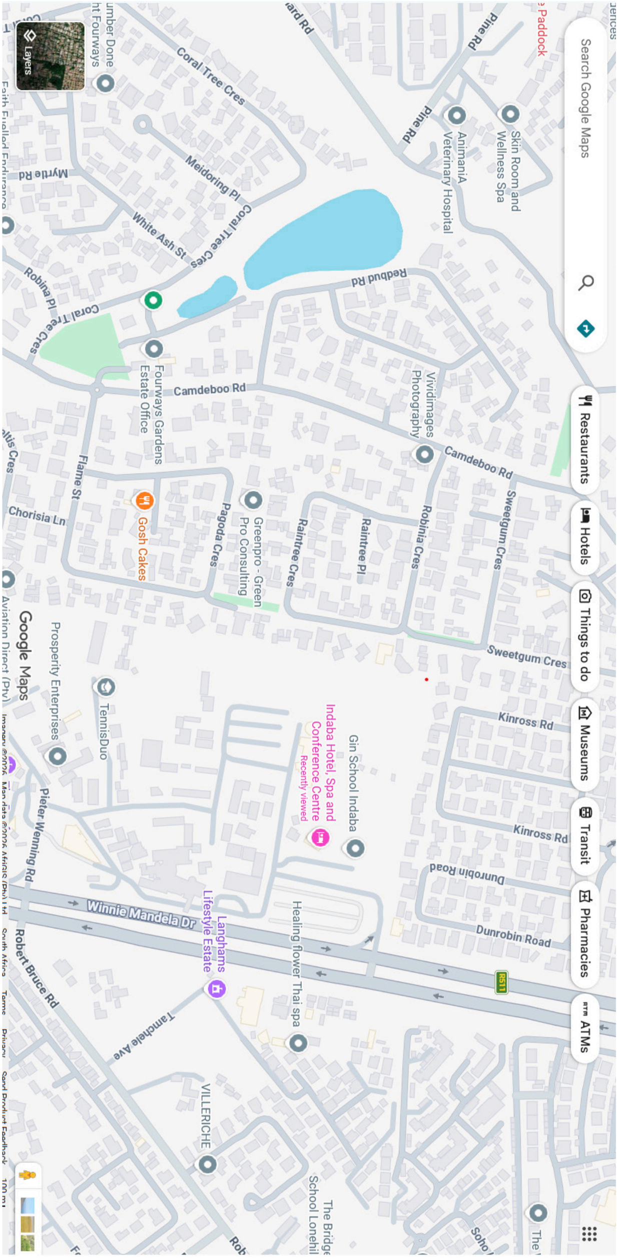
Their Standard Double Rooms offer a comfortable and stylish retreat, featuring a cozy king bed, airconditioning, and a flat-screen TV for your entertainment. Each room is equipped with modern amenities, including a hairdryer, complimentary Wi-Fi, a secure room safe, and convenient tea and coffee-making facilities, ensuring a relaxing and hassle-free stay.

Indulge in comfort and elegance at the Indaba Hotel's luxury suites. Each suite features a plush king bed, air-conditioning, and a flat-screen TV, ensuring a relaxing stay. Enjoy modern conveniences, like complimentary Wi-Fi, a room safe, and tea and coffee-making facilities. The spacious lounge area with comfortable seating invites you to unwind, while the en-suite bathroom offers both a bath and a shower, complete with a hairdryer for your convenience. Every detail is designed to provide a luxurious and serene escape.

Indaba Hotel offers conferencing in a serene and inspiring environment. Whether you're hosting a small meeting or a large corporate event, our versatile venues are equipped to ensure smooth, productive sessions. Nestled amidst lush gardens, the hotel provides a tranquil backdrop for networking and brainstorming, while our dedicated team ensures every detail is taken care of. With customizable catering options, comfortable accommodations, and a variety of facilities, Indaba Hotel is the ideal destination for conferences that combine professionalism with comfort and style.

https://www.indabahotel.co.za/

Map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Book of Abstracts

The Abstracts of the presentations made at the EMAN2026 conference have been organised to facilitate easy access and navigation for conference participants. The abstracts are arranged based on the following criteria: Abstracts related to specific topics are grouped together, allowing attendees to locate relevant abstracts pertaining to topics they are interested in.

The abstracts for oral presentations are arranged chronologically, according to the date and order of the presentations. This arrangement ensures that attendees can easily find the abstracts corresponding to each presentation in the conference program.

The online version of the abstracts is readily accessible through our official conference website. To access the abstracts you can conveniently access the online version by scanning the QR code provided below:

Abstracts

Paper 1: Green Financing and SMEs Performance in South Africa: The Role of Environmental Accounting

Dr. Adeola Adejayan
AdejayanA@ukzn.ac.za

Prof. Mishelle Doorasamy
Doorasamym@ukzn.ac.za

ABSTRACT

Purpose: Most small businesses avoid the implementation of environmental accounting practices due to cost implications albeit may affect the impact of green initiatives on the financial performances of small businesses. Hence, this study investigates the moderating role of environmental accounting practices on the relationship between green financing and financial performance of manufacturing and export-oriented small caps in South Africa from 2015 to 2024.

Design/methodology/approach: To achieve the objective of this study, Driscoll and Kraay standard error panel regression is utilised for the purpose of analysis. ROA is employed as the proxy for financial performance while Environmental accounting disclosures is the intervening variables. Green finance is the independent variable for this study proxied by green capex, it is the total percentage of capital expenditure on energy efficiency, sustainable packaging, carbon reporting and emission reduction of the firms harnessed through Internal sources, financial institutions and government grants. Secondary data were sourced from the financial and integrated report of 10 manufacturing and export oriented small caps in South Africa from 2015 to 2024.

Findings: The results show that green finance has negative and significant effect on Return on Asset (ROA). Also, the moderating role of Environmental Management Accounting Practices strengthens the impact of green finance on ROA, though with non-significant effect. The study concludes that EMAP improves the financial performance of SMEs with green initiatives. More so, green initiatives alone are not sufficient to bolster financial performance of small businesses without incorporating environmental practices.

Abstracts

Originality/Contribution: While previous studies have explored EMAP and Green Finance separately, limited research exists on how EMA influences green finance decisions and Firm performance. Specifically, most research focuses on the role of Environmental Accounting in sustainability reporting or cost management but with less attention to how it influences financial decision making. Also, there are limited research in emerging markets. Prior studies, mainly focused on developed economies with little evidence from emerging markets where environmental policies, financial systems and corporate sustainability practices differ significantly. Moreover, while some research discuses EMAP adoption, there is limited quantitative evidence on how it impacts financial growth of manufacturing small and medium companies when integrated with green finance. Hence, this study to fill these gaps by investigating the moderating role of EMAP in the relationship between green finance and performance of Manufacturing Small and medium companies in South Africa.

Practical implications: Small businesses in South Africa should integrate the use of Environmental accounting practices in their operations that aligns with their financial objectives by employing standardised EMAP tools that would assist them to monitor, quantify and assess environmental cost.

Social implications: The study emphasises the ways in which green financing combined with Environmental Accounting Practices (EMAP) might encourage SMEs to produce in an environmentally responsible manner, lowering pollutants and enhancing public and community health outcomes. Additionally, the findings offer recommendations for how development finance organisations and governments can create socially conscious green finance policies that promote environmental responsibility without jeopardising the profitability of SMEs.

Keywords: Environmental Accounting Practices, Green Finance, SMEs.

Abstracts

Paper 2: Exploring the Nexus Between Green Innovation through Finance and the Circular Economy: A Study of the South African Banking Sector

Chekani Nkwaira
nkwaic@unisa.ac.za

ABSTRACT

Purpose: The study seeks to uncover the economic and social dimensions pertaining to the prevailing portfolio composition of lending activities in banks, with a particular focus on the proportional distribution of circular economy related business' lending (term loans) in comparison with the rest of bank lendingproducts. The study therefore strives to determine if banks are not merely protecting their reputation through lacklustre participation in funding circular businesses and to suggest how banks can reimagine appropriate innovative products whose value propositions align to the value chain nature of circular economy models.

Design/methodology/approach: A quantitative approach is adopted. Bank assets (term loans) together with gross Loan advances for all big four banks in South Africa are collected from financial statements and sustainability reports from bank websites. Hypotheses are generated based on data and literature reviewed. The relationship between bank innovation and economic impact on circular business model is determined using regression analysis. SPSS software is employed to determine the associated values. Characterization of frequency distributions through excel, of term loans is carried to determine central location, variability and skewness. An estimation of term loans to total portfolios of the entire SA banking population is carried out using sample statistics. A hypothesis and binominal tests are used to test for proportion for the rejection or non-rejection of the null hypothesis.

Findings: According to the findings of both the hypothesis test and proportionate test, we can reject the null hypothesis as the test is significant at $p<0.05$.

This signals a lending portfolio favouring individuals and short-term financing and not medium to long-term businesses as characterized by the circular economy business models. An urgent need to address the design of innovation derived lending products aimed at financing the end-to-end processes and activities of circular economic business models arises.

Originality/Contribution: The contribution of the study pertains to the proffered innovative lending product that meets the aspirations of circular businesses in terms of profitability and sustainability.
Practical implications: Banks can utilise the innovative product from this study to finance and support circular economy businesses. A corollary to this approach is that banks can attract more investors and depositors aligned to the concept of circular economies.

Social implications: The more circular economy that can be financed through the designed product based on CE business aspirations means that the South African environmental landscape can be mitigated from heat waves, floods, wildfires and everything else associated with green-house gas emissions.

Keywords: Banking innovation, Business aspirations, Business models, Circular economy, Circular economy financing, Term loans

Paper 3: The Significance of Sustainability Reporting Disclosure for Nigerian Listed Non-Financial Enterprises

Ezebor Christian Uyoyo
christian.ezeborpgs@stu.cu.edu.ng

Obiamaka Nwobu
obiamaka.nwobu@covenantuniversity.edu.ng

Iyoha Francis
iyoha.francis@covenantuniversity.edu.ng

ABSTRACT

This research examined the Significance of sustainability reporting disclosure of listed non-financial enterprises in Nigeria. The study employed panel data as a data collection method and data were sourced from secondary sources in annual reports and financial statements of 73 non-financial enterprises listed on the Nigerian Exchange Group (NGX Group) from 2018 to 2023. The study adopted census sampling and purposive sampling techniques. The Fixed Effect Ordinary Least Square was applied for the model estimate. The result from the test of hypotheses revealed that the quality of sustainability reporting disclosures affects the value of listed non-financial companies in Nigeria in a significant positive relationship, with a Coefficient of 0.350; Market-based value (The Ohlson's 1995 valuation model), suggesting a strong, significant, and positive relationship to the effect of sustainability reporting disclosures on listed nonfinancial enterprises in Nigeria and Accounting-market based value (Tobin's Q) has a statistically significant positive relationship with the sustainability reporting disclosures components; The results indicated through the R-squared value of 0.78543, that is 78.54% of market value variance can be accounted for by independent variables in the market-based model utilized while the Accounting-market based indicated an R-squared value of 0.81874, which deducts that the independent variables included in the regression model are responsible for about 81.87% of the variance in Tobin Q.

Abstracts

Recommendations based on the results from the research on the Significance of sustainability reporting disclosures of Nigerian non-financial firms suggest the improvement of the quality and effectiveness of sustainability reporting disclosures by ensuring that sustainability is included in the core business strategies of the companies, policies makers should encourage enterprises to adopt the GRI or SASB guidelines in order to create a common set of rules for the sustainability reporting.

Keywords: Sustainability reporting disclosures, Non-financial enterprises, Quality of sustainability reporting disclosures, Value relevance

Abstracts

Paper 4: Circular Economy Readiness and Sustainable Growth in South Africa: A macroeconomic Assessment

Cosmas Ambe
Cosmas.ambe@ump.ac.za

Wisdom Okere
wisdom.okere@ump.ac.za

ABSTRACT

Purpose: This study examines the macroeconomic implications of circular economy readiness (CER) in South Africa, with a particular focus on whether CER preparedness translates into sustainable growth.

Design/methodology/approach: The study employs time-series data spanning 1990–2024 and constructs a composite CER index capturing resource efficiency, renewable energy adoption, and environmental policy orientation. A multi-estimation strategy is adopted, including Autoregressive Distributed Lag (ARDL), Fully Modified Ordinary Least Squares (FMOLS), and Robust Least Squares, to capture both short-run and longrun dynamics. Cointegration is assessed using the Johansen approach, while carbon intensity is incorporated as a robustness proxy for environmental sustainability.

Findings: The results confirm a stable long-run equilibrium relationship between sustainable growth, CER, and macroeconomic outcomes. However, the marginal effect of CER on growth is estimator-sensitive: while robust estimation suggests a negative and significant association, FMOLS and ARDL estimates yield positive but statistically insignificant coefficients. In the environmental model, CER exhibits a negative but insignificant relationship with carbon intensity, reflecting limited short-run decarbonisation effects.

Originality/Contribution: This study advances the literature by operationalising circular economy readiness as a macroeconomic construct and providing one of the first comprehensive time-series analyses of its growth implications in an emerging economy. It contributes to theory by demonstrating that the CER– growth nexus

is transition-contingent, reinforcing the need to distinguish between readiness and realised outcomes within circular economy discourse.

Practical implications: The findings suggest that circular economy readiness should be treated as a longterm structural transformation rather than an immediate growth lever. Policymakers must complement circular initiatives with macroeconomic stability, investment mobilisation, and support for innovation to realise sustainable growth benefits.

Keywords: Carbon intensity; Circular economy readiness; Cointegration; Inflation; Population growth; South Africa; Sustainable growth; Trade openness

Abstracts

Paper 5: Developing Multidimensional Measurement for Circular Economy: A Critical Review and Framework for Integrated Assessment

Ngozi Eunice Akpala-Okoroafor
eokoroafor@aust.edu.ng

ABSTRACT

Introduction: Circular Economy (CE) is an emerging alternative economic model that aims to minimise waste and make the most of resources by eliminating waste and promoting sustainability, thereby keeping materials and products in use for as long as possible. In contrast to linear economy, which ignores reuse of materials and so rapidly depletes resources, CE emphasises closed-loop systems, regenerative design, and restorative industrial processes. The effectiveness of CE implementation depends largely on how accurately and comprehensively progress on circular development can be measured. Most measurement approaches currently in use are biased toward material and environmental indicators and give incomplete view of circular development. This narrow focus emphasises material flows or recycling rates without accounting for economic, social, and institutional factors.

Purpose: To: (1) fill the gap in existing CE measurement frameworks, both in concept and practice, and to respond to the need for a measurement framework that can integrate environmental, economic, social, and institutional dimensions to enable more informed policy and governance decisions; (2) develop a comprehensive, scalable, and policy-relevant measurement framework that reflects the interrelatedness of all variables and the multidimensional nature of the CE.

Methodology/Approach: A conceptual-analytical research design is employed to conduct a systematic review of existing CE measurement frameworks, global policy documents, and empirical studies using a set of criteria developed to evaluate each framework along four dimensions: environmental, economic, social, and institutional. It develops a multidimensional measurement framework that captures environmental, economic, social, and institutional dimensions, while also ensuring policy relevance and adaptability to diverse contexts, especially in developing regions.

Findings: Results show that most CE frameworks are strong in specific areas but weak in others, and indicate a need for hybrid models that combine material accounting, life-cycle thinking, and broader sustainability dimensions. There is strong emphasis on environmental metrics, such as material use, waste reduction, and energy efficiency, across most frameworks. Representation of economic and social indicators is very few and far between. Institutional indicators are the least represented.

Contribution: An evaluation matrix that tests each indicator under four CE dimensions against six criteria: comprehensiveness, scalability, data accessibility, inclusivity, policy relevance, and adaptability. The proposed framework provides a strategic, comprehensive, and analytical approach to measuring circularity at all levels of the economy. This nuanced approach recognises and reflects the multidimensional nature of CE and the need to take each dimension into account in the development, measurement, and impact of economic policies and activities to enhance and facilitate policy integration, which has been lacking in previous frameworks. Developing regions, like Africa, with multiple sustainability challenges can benefit from this nuanced approach.

Practical/Social implications: Africa and other developing regions face multiple sustainability challenges, including rapid urbanisation, inadequate waste management infrastructure, and limited institutional capacity to implement CE principles. This framework provides improved fit-for-purpose tool with relevant dimensions and indicators to meet these peculiar contexts for tracking progress and also aligning CE initiatives with national development priorities and global sustainability targets.

Keywords: Africa, Circular Economy, Measurement Frameworks, Multidimensional Assessment, Policy Integration, Sustainability Indicators

Paper 6: Sustainability Indicators and Multidimensional Measurement Techniques Enabling Circular Economy Development in South Africa

Genevieve Bakam

ABSTRACT

Purpose: Rapid urbanisation and industrialisation have increased resource consumption and waste generation across economic sectors in South Africa. Circular economic principles including RE-X strategies and efficient material utilisation are poorly adopted in the manufacturing sector. Existing measurement approaches and techniques are mostly benchmarked and limited to providing localised and supportive monitoring and control systems to promote circularity. This study investigates the sustainability indicators and multidimensional measurement techniques that enable circular economy development tailored to the South African context.

Design/methodology/approach: following a qualitative determination, the study employs a synthesised thematic analysis to conceptualise upgraded circular economy-based multidimensional sustainability frameworks. It uses secondary government sources such as the National Development Plan (NDP), Integrated Resource Plan (IRP) and existing sustainability reports from Eskom, the national electricity company, to investigate multidimensional circular-based sustainability indicators.

Findings: Research findings indicate that multidimensional sustainability indexes should be aligned with the triple bottom line (Social development, economic growth, and environmental protection) requirements and upgraded green policies. Circular economic indicators should include waste generation per kg of production, recycling rates, renewable resources used and material productivity in alignment with the variables of resource efficiency, production practices and waste management.

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Originality/Contribution: The sustainability indexes underline a localised evaluation frameworks that govern green manufacturing, resource recovery, value-added proposition and production efficiency. The proposed localised and integrated sustainability framework highlights the systemic connection between resource optimisation, green policies, and sustainable development in emerging economies.

Research limitations/implications: This study focuses on a manufacturing company without considering the primary and quaternary economic sectors that equally impact sustainability requirements. Moreover, a case study of small businesses in local communities could improve the research contribution.

Practical implications: Policymakers should use such aggregated sustainability measures to enforce benchmarking and policy planning across industries and ensure a dynamic and resilient economic system.

Social implications: The proposed localised and integrated sustainability framework will reinforce social equity and inclusive growth in local communities with effective monitoring of social performance indicators.

Keywords: Localised framework, Remanufacturing, Resource preservation, Social equity, South Africa, Sustainability indicators and Waste management

Abstracts

Paper 7: Environmental Management Accounting Practices for a Greener Textile Industry in Developing Countries: A Conceptual Framework

Bethlehem Addis Ameha
64082202@mylife.unisa.ac.za

Huibrecht Margaretha van der Poll
vdpolhm@gmail.com

ABSTRACT

Purpose: The paper aimed to develop a conceptual framework to assist a greener decision-making process and promote sustainability in the textile industry through integrating multiple relevant environmental management accounting (EMA) practices, since environmental degradation has emerged as a pressing global issue.

Design/methodology/approach: The research employed a qualitative and conceptual research design, based on a comprehensive and critical literature review, and the formulation of qualitative propositions to explore how EMA could promote a greener textile industry within a harmonised sustainability-focused decision-support framework.
Findings: Integrating relevant EMA practices (EMAPs) could help the textile sector enhance its economic and environmental performance by minimising resource use, biodiversity loss, and waste and emissions. Nevertheless, the literature reveals that the integration of EMAPs is limited and largely fragmented, limiting EMA's anticipated impact on promoting sustainability. The developed conceptual framework positions EMA as a vital tool for promoting sustainability, rather than limiting it to a technical accounting instrument.

Originality/Contribution: The paper's contribution is the development of a context-specific framework to advance a greener textile industry in developing countries such as Ethiopia, which could serve as a guide for future applications of EMA. The paper could also advance the EMA and sustainability literature by addressing the gap between isolated and integrated applications of EMAPs.

Research limitations/implications: The paper is constrained by its conceptual nature, which necessitates future work to enhance the developed framework through interviews with selected textile companies in Ethiopia and to validate the derived framework through focus groups.

Practical implications: The paper is expected to assist textile companies' managers in being innovative in introducing EMA, making environmentally responsible decisions, and thereby promoting sustainability. The framework could also serve as a practical guide for regulatory institutions and policymakers to foster eco-friendly industrial development.

Social implications: The application of the developed framework could promote sustainable resource use, reduce environmental degradation, and improve societal well-being through socially responsible textile manufacturing practices.

Keywords: developing countries; environmental management accounting (EMA); environmental management accounting practices (EMAPs); sustainability; textile industry

Abstracts

Paper 8: Evaluating the Effect of CEO Characteristics and Institutional Ownership on Corporate Recycling and Reusing

Collins C Ngwakwe
collins.ngwakwe@ul.ac.za

Obiamaka Nwobu
obiamaka.nwobu@covenantuniversity.edu.ng
nwobu.obiamaka@gmail.com

ABSTRACT

Purpose: This paper evaluates the impact of CEO characteristics (age and experience of CEO) on corporate water reusing and recycling within select companies in the FTSE/JSE Responsible Index. This relationship is examined under the introduction of institutional ownership and firm size as control variables.

Design/methodology/approach: A positivist paradigm was applied and hence a quantitative methodology (regression analysis) and correlational research design was applied. Data was collected from ten companies listed in the FTSE/JSE Responsible Investing Index, which were chosen for consistent data on the research variables over ten years. Accordingly, a Fixed Effect panel data regression approach was used to analyse the data as the fixed effect showed stronger superiority over the Random Effect model. The model has three main independent variables and one control variable namely the CEO age and experience (representing CEO characteristics), institutional investors, and firm size as the control variable. The dependent variable is the quantity of water recycled and reused. Residual diagnostics indicate normality and absence of multicollinearity and autocorrelation.

Findings: Findings from the panel regression analysis results show that the two CEO characteristics, namely CEO years of experience and CEO age are highly significant at $P<0.01$. However, institutional investors are insignificant at $P>0.05$. Furthermore, firm size which was used as a control variable is highly significant at $P<0.01$. Overall regression model shows a good model fit with $R2>90\%$.

Abstracts

Originality/Contribution: Many scholarly and practitioner research has explored corporate recycling and reusing from diverse perspectives. However, recycling and reusing research has had minimal application of CEO and institutional ownership approach, this paper contributes by employing the CEO and institutional ownership lens. It also contributes an agenda for further researchers to explore this concept using a wider array of companies from other indices.

Research limitations/implications: The research is limited to the FTSE/JSE Responsible Index with a limited scope of ten sample of companies drawn from the JSE Responsible Index. The justification for the limited scope is the consistency and uniformity in reporting of the research data used by the companies. In addition, times series data was limited to ten years observation. The implication is that results may not be amenable to external validity in companies outside of the JSE RI Index. Hence this limitation provides a future research gap for other researchers.

Practical implications: The findings provide a practical implication for the corporate governing body toward understand the impactful role of CEO's experience and age in bolstering corporate circular economy actualisation through recycling and reusing. Companies that targets excellence in recycling and reusing may achieve this partly by considering the hiring of older CEOs with more years of experience.

Social implications: This research offers insight into the social responsibility role of CEOs and boards of companies in bolstering circular economy by considering the age and experience of CEOs if companies are committed to enhancing corporate environmental responsibility.

Keywords: Circular Economy; recycling; reusing; CEO; company size; institutional investors; corporate sustainability; environmental responsibility

Paper 9: Eco-investment Expenditures and Financial Performance in Selected Johannesburg Stock Exchange Listed Companies

Moswatsi Kgorompe Michael
Michael.moswatsi@ul.ac.za

ABSTRACT

Purpose: This study investigates how the socially responsible investments (eco-investments) expenditures (ECI) influence organisations' financial performance, which is a return on assets and equity (ROA & ROE) in selected Johannesburg stock exchange listed organisations.

Design/methodology/approach: The study used a quantitative research method, using panel data that utilises multiple linear regression analysis to analyse the integrated annual reports of 175 Johannesburg Stock-Exchange (JSE)-listed organisations from 2009 to 2019. JSE index was chosen as a source of data collection because their reports are valid and can be obtained easily through their website, which is available to the public.

Findings: The researcher discovered that stakeholders are concerned with the financial performance of their investment choices but also require non-financial performance, which comes from holding portfolios that are consistent with personal and public beliefs. There is a significant relationship between ECI expenditures and ROA & ROE. There is a business case for sustainability performance (ECI) in South African JSE-listed organisations.

Originality/contributions: This study adds to the practice of socially responsible investments by encouraging JSE-listed to integrate their ECI policies into their strategic goals. The researcher recommends that primary qualitative data be used in the yet-to-come studies to measure the influence of ECI on organisations' financial performance.

Abstracts

The study enhances the current form of literature on ECI discourse, as the aspects of ECI and ROA & ROE dimensions have not been well thought out in previous literature.

Limitation of the study: The study is limited to 175 organisations using their integrated annual reports and sustainability reports for 11 years and are listed on the JSE SRI Index. However, this research does not conclude for all South African organisations as there are those that are not part of the JSE SRI Index listed organisations. The study is only using a sample of 175 JSE SRI Index listed organisations.

Keywords: Sustainability, Performance, Corporate, Responsible, Financial, Governance, Eco-investments

Paper 10: Determinants of Green Finance for Sustainable Municipal Infrastructure: A Case Study of the City of Johannesburg, South Africa

Thabang Mokoena
Thabangmokoena21@icloud.com

Dr Silas Mukwarami
msilomuk@gmail.com

ABSTRACT

Purpose: This study investigated the determinants of green finance access for sustainable municipal infrastructure in the City of Johannesburg Metropolitan Municipality. The study assessed the municipality's level of readiness to expand infrastructure development through green finance while complying with the Environmental, Social, and Governance (ESG) requirements of Development Finance Institutions (DFIs). Furthermore, the study identified barriers that hinder local governments from accessing sustainable infrastructure funding and proposed measures to address these challenges.

Methodology: A positivist quantitative research approach and descriptive research design were adopted. The study targeted 100 participants comprising municipal officials responsible for planning, ESG, and finance functions. Data were collected through an online survey questionnaire. Stratified and simple random sampling techniques were employed, and the data were analysed using the Statistical Package for the Social Sciences (SPSS). Descriptive and inferential statistical methods were used to interpret the findings.

Findings: The findings revealed that although green finance presents significant opportunities for addressing municipal infrastructure backlogs, municipalities experience challenges in meeting the requirements for accessing such funding. Key barriers identified included policy misalignment with DFIs, limited technical capacity, inadequate risk management frameworks, and weak regulatory compliance.

The study further found that municipalities seeking green finance must demonstrate strong ESG compliance, effective risk management practices, transparency, and credible reporting mechanisms.

Contribution: This study contributes to the growing body of knowledge on municipal-level green finance in developing countries. The case of the City of Johannesburg Metropolitan Municipality provides insights into how municipalities can reposition themselves to attract sustainable investment within the broader African sustainability context. The study also bridges the gap between global green finance discourse and local implementation challenges by proposing recommendations for policy reform, institutional governance reconfiguration, and capacity building.

Research limitations: The study was limited to a single case study within the City of Johannesburg Metropolitan Municipality, which may limit generalisability to other municipalities in South Africa. However, the findings provide transferable insights for municipal governance frameworks in developing countries.

Practical implications: The findings provided guidance to municipal policymakers, senior management, and DFIs on addressing barriers to green finance and strengthening ESG frameworks in line with DFI standards and requirements.

Social implications: Improved access to green finance by municipalities has the potential to enhance service delivery, promote social equity, support resource conservation, and strengthen climate resilience within communities.

Keywords: City of Johannesburg, Development Finance Institutions, ESG frameworks, green finance, Municipal infrastructure,
Sustainable development

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Paper 11: Transforming Climate Governance: "Integrating Environmental Management Accounting for Enhanced Climate Disclosure in Ugandan Medium Enterprises". A Systematic Literature Review

Baikie Saviour
bahisav@gmail.com

Cosmas Ambe
cosmas.ambe@ump.ac.za

ABSTRACT

Purpose: Climate governance in emerging economies increasingly depends on credible and decision-useful climate-related disclosures. However, medium enterprises (MEs) in climate-vulnerable contexts such as Uganda often lack robust environmental accounting systems, resulting in fragmented and compliance-oriented reporting. This study systematically reviews the role of Environmental Management Accounting (EMA) in strengthening climate governance and improving Climate Change Disclosure Quality (CCDQ) among medium enterprises. Design/methodology/approach: A systematic literature review was conducted following the PRISMA 2020 protocol. Peer-reviewed studies published between 2019 and 2025 were retrieved from major academic databases. From 762 initial records, 184 studies met the inclusion criteria and were subjected to structured coding and thematic synthesis. The analysis was guided by a Belief–Action–Outcome (BAO) framework to examine how governance intentions translate into managerial practices and disclosure outcomes.

Findings: The review identifies EMA as a critical internal governance mechanism that enhances environmental cost visibility, accountability, and integration of climate metrics into managerial decision-making. While EMA adoption is positively associated with improved CCDQ, disclosure practices among medium enterprises remain largely legitimacy-driven and externally pressured. Weak regulatory enforcement, financial constraints, and limited technical capacity inhibit substantive EMA institutionalisation. Conversely, stakeholder demands, export market requirements, donor oversight, and board-level engagement serve as important enabling factors.

Evidence from Uganda highlights a governance implementation gap in low-resource settings, in which climate policy ambitions exceed operational capacity.

Originality/Contribution: The study provides an integrated analytical framework on how internal accounting systems can shift climate reporting from symbolic compliance to strategic resilience. It conceptualises EMA as a mediating mechanism linking governance structures to high-quality climate disclosure in emerging economies.

Research limitations/implications: The study relies exclusively on peer-reviewed literature and does not incorporate primary empirical data. Nonetheless, it highlights critical research gaps concerning EMA scalability, digitalisation, and measurement frameworks in low-income contexts.

Practical and social implications: Aligned to SDG 13 on climate action, embedding EMA within governance structures and building technical capacity can enhance transparency, improve climate accountability, and strengthen resilience among medium enterprises in climate-vulnerable economies.

Keywords: Change Disclosure Quality; Climate Governance; Emerging Economies; Environmental Management Accounting; Medium Enterprises; Uganda

Paper 12: Leadership Drivers of Green Human Resource Management in the Circular Economy: An Ability-Motivation-Opportunity (AMO) Theoretical Perspective

Mamoloko F. Rachidi
Mamoloko.rachidi@ul.ac.za

ABSTRACT

Purpose: It is imperative for organisations to adopt sustainable management practices, especially when transitioning toward a circular economy. Green human resource management (GHRM) strategy is proving to be crucial in promoting environmentally responsible behaviour among employees. However, the role of leadership in driving this GRHM strategy within organisations remains under researched. The aim of this paper is to develop a theoretical framework on the role of leadership in the GHRM strategies of organisations based on the Ability-Motivation-Opportunity Theory.

Design/methodology/approach: A conceptual research design, based on review and integration of literature on GHRM, is adopted in this study. The conceptual framework is developed following the Ability-Motivation-Opportunity (AMO) Theory, which explains the role of leadership in influencing the abilities, motivation of employees, as well their seizing opportunities provided by their leaders and organisations to apply environmentally responsible behaviours.

Findings: The literature review analysis suggests that leadership is highly significant in supporting and developing employee GHRM behaviours through three key mechanisms that are in line with the AMO theory. The three mechanisms are firstly, employees have the ability to engage in green behaviours, which are supported by their leaders through strategies such as training and development; secondly, leaders enhance the motivation of employees through incentives and reward systems; and lastly, leaders provide suitable opportunities by supportive environments and initiatives.

These practices that are driven by leaders are instrumental in facilitating the implementation and institutionalisation of GHRM behaviours.

Originality/Contribution: This paper contributes to the growing body of green human resource management (GHRM) principles within organisations by incorporating the role of leadership, i.e., how leadership drives employee green behaviours, with the AMO framework. The study contributes to literature on GRHM principles and offers a conceptual foundation for future research by providing a framework that is grounded in literature review on leadership and sustainability transitions.

Research limitations/implications: By its nature, i.e., as a conceptual study, it needs empirical testing. It sets the basis upon which future research on the mechanisms used by leaders to support and promote employee GRHM behaviours. leadership the proposed framework has not yet been empirically tested.

Practical implications: The study highlights the importance of leadership in shaping human resource practices that support environmental sustainability. Organisations seeking to implement GHRM strategies need to consider the role played by leadership, and develop and promote their leaders in their drive to support abilities, motivation and opportunities for their employees. Supporting GHRM strategies that are directed by leaders can cultivate cultures of employee pro-environmental behaviours, thereby contributing to broader societal targets of environmental sustainability.

Social implications: By promoting leadership-driven employee pro-environmental behaviours, the study contributes to accountability for environmental decisions and outcomes. In addition, it advances support of GHRM systems for organisational innovation and encourages sustainable development through human capital, thereby contributing to the SDG goal 9 of “Industry, Innovation and Infrastructure”.

Keywords: Ability-motivation-opportunity theory; green human resource management, leadership, sustainable management; sustainability, organisational behaviour

Paper 13: Measuring Sustainability Reporting Disclosure Quality: A Review of Frameworks, Indices, and Analytical Methods

Ezebor Christian Uyoyo
christian.ezeborpgs@stu.cu.edu.ng

Iyoha Francis
iyoha.francis@covenantuniversity.edu.ng

Obiamaka Nwobu
obiamaka.nwobu@covenantuniversity.edu.ng

ABSTRACT

The quality of sustainability reporting has emerged as a critical determinant of its usefulness to investors, regulators, and other stakeholders. While the volume of corporate environmental, social, and governance (ESG) disclosures has increased globally, the challenge of measuring their quality remains unresolved. This paper presents a comprehensive literature review of the principal frameworks, indices, and analytical methods employed to assess sustainability reporting disclosure quality. It synthesizes evidence from academic studies, professional standards, and regulatory guidelines, focusing on key dimensions such as completeness, reliability, comparability, balance, and clarity. The review examines framework-based approaches, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB)/ International Sustainability Standards Board (ISSB) standards, and the Task Force on Climate-related Financial Disclosures (TCFD), alongside researcher-constructed indices and third-party ESG ratings. Analytical techniques—ranging from manual content analysis to readability metrics and advanced natural language processing—are critically compared in terms of validity, reliability, scalability, and suitability for cross-sector and cross-country studies.

Paper 14: Knowledge Governance for a Circular Economy: Imperatives for an Emerging Market and Developing Economy Water Services Sector

Dr Lindie Grebe
lindieg@akademia.ac.za

Mr Egmont Grebe
egmont.grebe@distinctlearning.co.za

ABSTRACT

Purpose: Water services sectors across the globe, face multiple sustainability challenges, including climate change, financial losses due to water leakage, wastewater standards non compliance, infrastructure maintenance and staying abreast with urban development and resource constraints. These are often amplified in developing economies such as in Southern Africa. The circular economy offers a transformative framework that reimagines these challenges as strategic opportunities. However, circular economy adoption is often hindered less by practical engineering expertise, than by the management of knowledge across the system: how it is produced, curated, safeguarded, shared, used and assured. This paper aims to redefine traditional knowledge management in the water sector as knowledge governance toward strategic and responsible stewardship of knowledge assets, processes and relationships. This contributes toward ensuring governance of knowledge over how clean water is produced, safeguarded, shared and used.

Methodology: A qualitative multiple-case study methodology was adopted to examine the influence of knowledge governance on circular economy implementation. Four Southern African case studies were explored through a knowledge management perspective. These include an industrial wastewater reuse initiative, a decentralised resource recovery system, a managed aquifer recharge and potable reuse programme, and a faecal sludge-to-resource project.

Findings: The cross-case analysis reveals that resilient circular economy outcomes are closely associated with explicit knowledge governance mechanisms.

These include active board and council oversight of knowledge-related risks, clearly defined roles and appropriations for knowledge custodianship, interoperable information technology platforms, independent verification of data quality, and the co-creation, validation, and transparent reporting of knowledge in collaboration with stakeholders. As a result, six key knowledge governance imperatives are proposed as foundational for scaling circular economy practices: board and executive oversight of knowledge governance; formalisation of policies and structures towards knowledge governance; independent assurance of knowledge systems; inclusion of circular economy-related knowledge in integrated reporting; ethical- and stakeholder inclusive knowledge governance; and sufficient funding mechanisms for knowledge governance.

Originality/Contribution: The findings reframe traditional approaches to knowledge management in the water services sector as knowledge governance: the strategic and accountable stewardship of knowledge as assets, systems and relationships in the public interest. It argues that in contexts where resources are scarce, knowledge should be treated as part of critical infrastructure that requires good governance. Doing so is essential to mitigate innovation risks, scale up circular economy implementation and preserve public trust.

Implications: These findings offer three key implications. Firstly, a governance-oriented approach for circular economy implementation that links corporate governance principles with knowledge management toward sustainability transition theory. Secondly, it provides a practical set of knowledge-governance imperatives for guidance during policy formation by municipalities and councils. Finally, it supports the important role of stakeholder-inclusive governance in delivering water services that are transparent, fair and sustainable, ultimately enhancing institutional trust and reinforcing water services legitimacy in terms of service delivery.

Keywords: Circular economy, knowledge governance, legitimacy, service delivery, stakeholder-inclusivity, service delivery, water services sector

Paper 15: Aligning Substance Over Form and Prescription Law in Sustainable Municipal Financial Management

Onesmus Ayaya
Onesmus.ayaya@ul.ac.za

ABSTRACT

Purpose: The study investigates how this tension between substance over form entrenched in the GRAP standards and the limitation of actions (prescription regiment) affects municipal debt recovery, governance integrity, and financial sustainability, and seeks a framework that reconciles truth-seeking with legal finality by aligning enforcement practices, accounting treatment, and oversight mechanisms within the prescription timelines in Prescription Act (Act No. 68 of 1969).

Methodological approach: A study sits at the intersection of legal doctrine, governance theory, and public sector financial practice. It was ideal for a qualitative inquiry, using a purposive interpretation approach within a multi-theoretical design to address specific questions of misalignment between substance over form and the limitation of actions doctrine. Through the lens of municipal clearance certificates issued under Section 118 of the Municipal Systems Act (Act No. 32 of 2000), the article explores how procedural formalities and fairness often overshadow substantive governance imperatives. The findings and their discussions are based on document content analysis and a synthesis of the credit policies, legal frameworks, and financial statements of selected municipalities. In addition, the researcher facilitated working sessions with 12 municipal officials from the municipal budget and treasury offices.

Findings: Municipalities in South Africa face persistent challenges in recovering debts owed for rates and service charges, undermining their financial sustainability and their capacity to deliver constitutionally mandated services.

The findings show the tension between two foundational legal doctrines: the substance-over-form principle, entrenched in the Generally Recognised Accounting Practices (GRAP), which prioritises economic and practical realities, and limitation of actions (prescription law), which establishes strict timelines for debt recovery. Resolving this misalignment requires anchoring municipal debt recovery within governance frameworks that balance financial sustainability, legal certainty, and substantive accountability.

Originality/Contribution: The findings point to a conceptual governance model and policy recommendations to help municipalities strengthen municipal revenue management within the constraints of the existing legal framework. We argue that amounts owed by residents constitute secure debt because municipal services are linked to a specific property that cannot be transferred without the municipality issuing a clearance certificate.

Research limitations: Future studies should build on the qualitative results, including quantitative data, to apply Generally Accepted Accounting Practice 104 to address the current study's questions. The perspectives of Chief Financial Officers in the metropolitan municipalities should be considered in the alignment efforts.
Practical implications: The requirement that a municipality issue a clearance certificate for a property transfer secures municipal debts. Limitations of actions, as required under the Prescription Act (Act No. 68 of 1969), do not eliminate the need for residents' valuable assets to serve as collateral for municipal debts.

Social implications: Municipal residents should work to settle municipal debts to avoid limiting the transfer of real estate assets to family members or other heirs under valid wills.

Keywords: Financial sustainability, limitation of actions, municipal clearance certificate, municipal revenue, substance over form

Paper 16: An empirical examination of environmental sustainability practices and their determinant factors within the extractive industry organisations

Sibonile Mutero
116677595@mylife.unisa.ac.za
mutero.sibo@gmail.com

Huibrecht Margaretha van der Poll
Vdpolhm@gmail.com

Silas Mukwarami
msilomuk@gmail.com

ABSTRACT

Purpose: The extractive industry occupies a paradoxical position in developing economies. The industry is simultaneously indispensable to economic growth yet responsible for profound ecological disruption, including deforestation, water contamination, habitat destruction, and the forced displacement of communities. Whilst environmental sustainability has gained considerable theoretical traction globally, empirical evidence of actual sustainability practices and their organisational determinants remain conspicuously sparse within developing-country extractive contexts, where governance deficiencies and limited institutional capacity compound implementation challenges. The study specifically sought to (1) identify the principal environmental risks associated with extractive operations, (2) examine the nature and effectiveness of existing environmental sustainability practices, and (3) elucidate the internal and external determinants shaping organisational approaches to environmental sustainability.

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Design/methodology/approach: This study adopts an inductive approach to examine environmental sustainability practices in the extractive industry and to understand the factors driving organisational responses to environmental challenges. Situated within an interpretivist research paradigm, the study employs a qualitative multi-case research design to capture the meanings, practices and decision-making processes through which sustainability is enacted in organisational contexts. Empirical data were generated through in-depth, semi-structured interviews with key organisational stakeholders across extractive-industry organisations, enabling a detailed exploration of environmental risks, sustainability practices, and governance arrangements.

Findings: The study reveals that environmental management accounting practices (EMAPs) remain insufficiently understood and inconsistently applied within extractive industry organisations, with material flow cost accounting (MFCA) and activity-based costing (ABC) representing the relatively better understood practices, albeit incompletely so, as ABC application is largely confined to overhead allocation rather than generating decision-relevant environmental cost intelligence, and MFCA practice stops at material flow tracing without progressing to the costing component. Environmental sustainability practices are predominantly compliance-driven, shaped externally by institutional determinants including regulatory oversight through the Environmental Management Agency (EMA), ISO certification requirements, and mandatory sustainability reporting obligations. Internally, management commitment, organisational culture, and the adequacy of information systems emerged as the most consequential enabling factors. Critically, the study uncovers a theoretically significant nexus between external institutional pressures and internal organisational capabilities, wherein robust internal factors demonstrably neutralise weaknesses in institutional enforcement mechanisms a dynamic that materially conditions the extent to which environmental sustainability practices are genuinely adopted and strategically embedded, rather than superficially performed for compliance purposes.

Originality/value: By empirically examining both the nature of environmental sustainability practices and their determinant factors within a single integrated enquiry, the study advances beyond descriptive accounts of practice to generate explanatory insight into the organisational and institutional conditions that shape implementation. Most significantly, the study yields an original theoretical contribution through its identification of the nexus between external institutional pressures and internal organisational capabilities, demonstrating that internal factors do not merely complement institutional drivers but actively neutralise their weaknesses, a dynamic that has received insufficient attention in the extant environmental management accounting literature.

Practical implications: Practically, the findings provide extractive industry organisations, regulatory authorities, and policymakers with evidence-based guidance for designing more strategically integrated, rather than compliance-contingent, environmental sustainability management systems.

Keywords: environmental impact, environmental sustainability practices, determinant factors, extractive industry organisations, institutional theory, stakeholders' engagement, environmental risks

Abstracts

Paper 17: Sustainability in control

Prof. dr. Karen Maas
Maas@ese.eur.nl

Prof. dr. Roland Speklé

Prof. dr. Frank Verbeeten

ABSTRACT

Purpose: Sustainability has become increasingly important for companies for multiple, partly overlapping reasons. From a strategic perspective ("Growing the Pie"), sustainability contributes to long-term value creation by strengthening intangible assets such as reputation, innovation capacity, human capital, and stakeholder relationships (e.g. Edmans, 2021). Empirical evidence suggests that a growing share of firm value is embedded in such intangible assets (e.g., Ocean Tomo, 2026). From a normative perspective ("The Right Thing to Do"), sustainability reflects ethical considerations, including the exclusion of socially and environmentally undesirable practices (e.g. Pless, Maak & Waldman, 2012). A third perspective ("Do the Right Thing") emphasizes risk management and compliance (De Colle, Henriques & Sarasvathy, 2014), currently particularly relevant in light of evolving EU regulation such as the EU Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD). Finally, a distributive perspective ("Sharing the Pie") highlights the tension between shareholder and stakeholder value, questioning whether profits are generated through the externalization of social and environmental costs (e.g. Maon, et al., 2019).
The urgency of this topic increased significantly as many organizations prepared for the implementation of the CSRD in 2024.

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Despite this regulatory momentum, limited empirical insight exists into companies' primary sustainability objectives, their underlying motivations, their level of ambition, the specific tools they employ, the degree of integration of sustainability into planning and control systems, and the evolving role of finance professionals in sustainability practices.

Design/methodology/approach: This study aims to address these gaps. The research followed a three-step approach. First, a literature review was conducted on corporate sustainability and the role of the finance function. Second, semi-structured interviews were held with 15 finance and/or CSR professionals from a diverse group of companies relatively advanced in their CSR management. Insights from the literature review and interviews were used to develop a structured survey instrument. The survey was distributed to members of the VRC (Association of Register Controllers, The Netherlands) between November and December 2024. In total, 5,451 survey links were sent, of which 3,313 were successfully delivered. The survey was opened 310 times (9.4% response rate). After excluding incomplete (137) and otherwise unusable responses (6), the final usable sample consisted of 167 respondents (5.0%).

Findings: The results provide insight into the dominant sustainability goals within organizations, the relative importance of strategic, ethical, and compliance-driven motivations, and the extent to which sustainability is embedded in management control systems. The findings also shed light on the growing involvement of finance professionals in sustainability reporting, measurement, and integration into the planning and control cycle.

Originality/Contribution: Overall, the study demonstrates that sustainability is increasingly moving from a peripheral CSR activity toward a structurally embedded element of corporate governance and financial management, although differences in ambition levels and implementation maturity remain substantial across organizations.

Keywords: Control, CSR management, management accounting

Paper 18: Are Accountants Ready for Circular Economy Reporting: Evidence from Professional Competency Frameworks

Sylvia Banda
sylvia.banda@ul.ac.za

ABSTRACT

Purpose: Effective transition to a circular economy requires continuous measurement and reporting of circular economy activities. However, sustainability and circular economy principles rarely appear in accounting curricula, indicating a significant competency gap. Also, the current accounting systems face challenges in measuring circular economy indicators, including natural resources, waste flows and sustainability impacts. Hence, there is an urgent need for accountants to adapt to support sustainable development and environmental accountability. Moreover, accountants should acquire risk assessment, reporting and assurance competencies for the circular economy. This study assesses whether competencies relating to circular economy reporting, assurance and risk assessment are incorporated in professional competency frameworks and the extent of emphasis.

Methodology: The study will apply a comparative document analysis to examine how circular economy and sustainability competencies are framed in competency frameworks and evaluate their level of significance. The analysis will include competency frameworks for accounting professional bodies in multiple jurisdictions. The study will apply purposive sampling to select influential professional bodies based on the global coverage, jurisdictional diversity and availability of data. The current competency frameworks will be obtained from the respective official websites of the professional bodies. Circular economy and sustainability principles used in the analysis of competencies present in competency frameworks will be derived from existing literature. A content analysis of selected frameworks from various jurisdictions will be performed to identify whether competencies are present, what level of development they are awarded, and the types of competencies emphasised.

Findings from the various frameworks will be compared to identify cross-jurisdictional variances. To ensure reliability of findings, the coding rules and framework will be documented. Moreover, the interpretation of findings will be applied consistently across the different frameworks.
Expected findings: The study will clarify whether competency frameworks have adapted to incorporate the competencies required for circular economy risk assessment, reporting and assurance. Furthermore, it will clarify the level of emphasis placed on these competencies and thus highlight any expectation gaps.

Contribution: Prior research has mainly focused on the integration of sustainability principles in university curricula; this study extends this to professional training and the circular economy.
Research limitations: The study relies on publicly available documents, which may have limited information that does not fully reflect the actual professional training. Also, the interpretation of competency statements may involve judgement.

Practical implications: The study will provide evidence on whether professional accounting bodies have adapted their competency frameworks to incorporate circular economy reporting, risk assessment and assurance expectations. Furthermore, results will show the level of emphasis placed on competence relating to the circular economy. Also, it will provide insights for curriculum developers and accounting educators on competencies that may need further attention. Finally, the study will highlight best practices that may be adopted based on the findings for the comparative analysis.

Social implications: The study will strengthen the role of the accounting profession in supporting the transition to a circular economy.

Keywords: Circular economy, professional competency frameworks, sustainability reporting and assurance

Paper 19: Integrating Circular Economy and Environmental Management Accounting in Smallholder Tobacco Production Systems: A Conceptual Framework

Isaac Mabhungu
isaac.mabhungu@gmail.com; imabhungu@buse.ac.zw

Paul Mukucha

Divaries Cosmas Jaravaza

ABSTRACT

Purpose: Tobacco production remains central to Zimbabwe's economy, generating export earnings and supporting the livelihoods of more than 150,000 smallholder farmers. Yet its reliance on wood fuel for curing has accelerated deforestation and increased carbon emissions, deepening the country's climate and sustainability challenges. This study develops a conceptual framework that demonstrates how circular economy strategies can be embedded into the tobacco value chain and operationalised through environmental management accounting. The purpose is to show how these two perspectives can be combined to balance rural livelihoods with ecological responsibility, providing both a practical and measurable pathway to sustainability.

Design/methodology/approach: The study adopts a conceptual design based on insights from sustainability transitions, circular economy applications in agriculture, and environmental management accounting practices in resource-intensive sectors. The framework brings together CE as a guiding approach and EMA as the measurement and accountability mechanism. It proposes three interconnected dimensions: (i) cleaner production technologies such as renewable curing and biomass energy; (ii) regenerative practices including reforestation and closed-loop water systems; and (iii) EMA tools that capture and report the environmental costs and benefits of these CE strategies.

By linking these dimensions, the framework illustrates how CE interventions can be tracked, quantified, and translated into decision-relevant indicators at farm, cooperative, and policy levels.

Findings: The conceptual analysis highlights that the integration of CE and EMA produces stronger sustainability outcomes than either perspective alone. CE strategies such as waste-to-energy innovations and reforestation initiatives reduce resource pressure, while EMA makes their impacts visible through cost savings, carbon accounting, and sustainability performance indicators. For example, reduced use of wood fuel can be recorded as both financial savings and avoided emissions; reforestation can be translated into environmental assets and long-term carbon sinks. Even in contexts where smallholder farmers lack formal bookkeeping, simplified EMA indicators can be used by farmer associations and regulatory bodies to monitor progress. This combination ensures that CE practices are not just adopted, but systematically managed and reported.

Originality/Contribution: The originality of this study lies in explicitly connecting CE and EMA in the context of smallholder-based tobacco production. It demonstrates that CE provides the sustainability strategies, while EMA supplies the tools for measurement, accountability, and reporting. Together, they create a framework that enables sustainable management of cash crops in developing country contexts where livelihoods and ecological sustainability must be pursued in tandem. The study contributes to debates on measuring circular economy contributions in supply chains, the use of sustainability indicators, and the alignment of agricultural practices with the Sustainable Development Goals. It offers a conceptual roadmap that can be applied not only to tobacco but to other resource-intensive crops in the Global South.

Keywords: Circular economy, Climate change, Deforestation, Environmental management accounting, Poverty alleviation, Supply chain sustainability, Tobacco farming, Zimbabwe

Paper 20: Framing Disabilities within Business and Society: International Perspectives – A Literature review, Legislative Analysis and Research Agenda

P.H. (Paul) Ongenae PhD Candidate
Ongenae@ese.eur.nl

Prof. Dr. Karen Maas
Maas@ese.eur.nl

ABSTRACT

Purpose: Employment is crucial in enhancing individual well-being and promoting the social and economic inclusion of people with a greater distance to the labour market within business and society. This issue is increasingly important as the global working-age population declines, particularly in developed countries such as Europe, Australia, and America. In contrast, individuals in less developed regions, such as in Africa and Asia, face even more significant challenges to full societal participation. Addressing the barriers that people with a greater distance to the labour market encounter daily is vital to recognising their value as an integral workforce resource and equal participants in business and society. This paper explores the current state of research on disability and work inclusion within business and society literature and focuses on projects in Africa. Instead of focusing on a single group with a greater distance to the labour market the focus is manly on people with disabilities. Disability is defined according to the World Health Organization's International Classification of Functioning, Disability, and Health (ICF). Key issues examined include: the complexities of social inclusion, the legal context of workforce participation for people with disabilities, and the various barriers and enablers affecting employment. For each topic, we highlight key findings from the existing literature and identify areas that require further investigation. The paper concludes with a research agenda on disability and employment, offering recommendations for further research within the context of business and society.

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Design/methodology/approach: This systematic literature review aims to critically appraise and synthesise the peer-reviewed evidence on people with greater distance to the labour market especially people with disabilities in business and society, identifying research gaps and areas for future investigation. Utilising peer-reviewed literature ensures the quality, relevance, integrity and reduces the risk of bias in the information presented. Thus, Peer–reviewed sources are fundamental for evidence-based discussion, identifying research gaps and shaping future research agendas.

Findings: The main focus in the academic debate about people with greater distance to the labour markets and a specially disabled people, is focused on Europe and North America. Asia and Africa are underrepresented in the current debate. Also, in the current literature there are gaps about how the impact can be addressed and what it means to the involved stakeholders.

Originality/Contribution: In line with the 2030 agenda from the United Nations Sustainable Development Goals, equality is a cross-cutting principle and addressing inequalities in all their forms, whether they are economic, social or environmental. Therefore, policies and legislation play a crucial role in enhancing the inclusion of people with disabilities in society and business a specially in Africa. In our study we address various barriers, that include social-, individual-, organisational-, institutional-, cultural- and contextual barriers to promote more equitable opportunities for disabled people within society.

Keywords: Africa, Barriers, Disability, Impact, Labour-market, Literature review, Work Integrated Social Enterprises

Paper 21: Accounting Methods and Economic Viability of Small, Medium, and Micro Enterprises: Insights from Thulamela Local Municipality, Limpopo Province, South Africa

M. J. Nenngwekhulu
nenngwekhulumulalo@gmail.com

G. Ramavhea

G. Nyirenda

ABSTRACT

Purpose: Small, medium, and micro enterprises (SMMEs) play a crucial role in job creation and value generation in South Africa; however, their survival rates are jeopardised by liquidity challenges and inadequate daily financial controls, especially in non-metropolitan municipal economies. In environments where businesses rely on a mix of cash and credit, poor or inconsistent bookkeeping can obscure the cash conversion cycle, undermine trade credit relationships, and delay necessary decisions about pricing, inventory replenishment, and payment obligations. This article explores the relationship between three aspects of bookkeeping practice, cash management routines, debtor (accounts receivable) collection, and creditor (accounts payable) payment discipline, and perceived financial sustainability among SMMEs operating in Thulamela Local Municipality (Vhembe District, Limpopo Province). The study is informed by the Resource-Based View (considering bookkeeping routines as capability-like resources) and Trade Credit Theory (viewing credit terms as relational finance).

Design/methodology/approach: A positivist, quantitative, cross-sectional survey design was utilised, with a structured questionnaire distributed to a simple random sample of owner-managers, managers, and in-house accounting personnel (n = 50). The instrument exhibited strong internal consistency (Cronbach's alpha = 0.892).

Data analysis was conducted in SPSS using descriptive statistics, Pearson correlations, and multiple regression to evaluate both bivariate associations and the collective predictive impact of the three bookkeeping domains.

Findings: Descriptive results indicate an inconsistent adoption of fundamental routines. Although a significant number of firms reported using electronic payment or POS tools (54%) and frequently engaging in banking transactions, the practices of reconciliation exhibited considerable variation: daily (30%), weekly (32%), and monthly (30%). Furthermore, cash-flow forecasting was generally performed over extended periods (annual 34%, semi-annual 26%), implying that forecasting is often regarded as a compliance task rather than a tool for short-cycle management. On the receivables front, most firms indicated that they collect payments within 30 days; however, the prevalence of bad-debt write-offs suggests deficiencies in customer screening and enforcement. Supplier credit was extensively utilized (80%), yet over half of respondents experienced challenges obtaining favorable terms, highlighting the significance of credibility and consistent payment behavior.

Inferential findings reveal that cash controls focused on capabilities are most closely linked to sustainability indicators. The segregation of duties in cash handling demonstrated a strong, positive correlation with sustainability ($r = .475$, $p < .001$), while theft-prevention strategies, such as surveillance, also showed a positive relationship ($r = .368$, $p = .009$). Confidence in financial stability, associated with effective cash management, showed a moderate correlation ($r = .306$, $p = .031$). Items related to creditor payments showed weaker, more indirect associations, aligning with the perspective that the discipline of payables is constrained by inflows from receivables and the power of negotiation. Additionally, regression analyses suggest that the combined bookkeeping domains are predictive of sustainability, with cash management having the most significant positive impact, debtor collection providing additional explanatory value, and creditor payment practices having lesser effect.

Originality/Contribution: This research provides context-specific evidence from a non-metropolitan municipality in South Africa, illustrating that cash management practices are more closely linked to the perceived sustainability of SMMEs than the practices related to debtors and creditors.

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Practical Implications: The study concludes that, in practice, municipal enterprise support should prioritise routine-building interventions; these results matter in practice: independent reconciliations, frequent banking, short-cycle (e.g., 13-week) cash forecasting, documented credit policies, and systematic aged-debtor follow-up rather than generic financial-literacy messaging.

Social implications: Enhancing bookkeeping skills in small, medium, and micro enterprises (SMMEs) can socially contribute to improved business sustainability, job preservation, better household incomes, and foster more robust local economic activities in economically disadvantaged municipal areas. Evidence of these routines can also strengthen SMME credibility with lenders and suppliers.

Research limitations/implications: Limitations include reliance on self-reported practices and perceived sustainability. The results must be understood in light of the limitations of the study, which include a limited sample size, a cross-sectional design, a focus on a single municipality, and reliance on self-reported bookkeeping methods and perceived indicators of financial sustainability rather than objective measures. Future research should incorporate objective financial outcomes and longitudinal designs across comparable municipalities.

Keywords: Accounts Receivable; Bookkeeping; Cash Management; Internal Controls; SMMEs; South Africa; Sustainability; Trade Credit

Abstracts

Paper 22: Impact of Broad-Based Black Economic Empowerment on Return on Investment and Dividends policies

P Muhashela
Phindulo.muhashela@ul.ac.za

ABSTRACT

Purpose: This study investigates the impact of Broad-Based Black Economic Empowerment (B-BBEE) on corporate financial performance, with a particular focus on Return on Investment (ROI) and dividend payouts policies among firms listed on the Johannesburg Stock Exchange (JSE). B-BBEE is a transformative policy designed to promote broader economic participation and address historical inequalities in South Africa. Its influence on corporate financial outcomes remains an evolving area of research. Profitability is one of the primary determinants of a dividend payout policy. This means firms with higher earnings capacity are more likely to distribute dividends to shareholders. Profitability, in turn, is influenced by corporate governance structures, as these shape strategic decision-making and resource allocation. Therefore B-BBEE compliance directly affects firms' ownership structures, board composition, management control, and procurement practices, thereby influencing governance mechanisms. These are the channels through which B-BBEE may have indirect but significant effects on both firm profitability and dividend payout decisions.

Design/methodology/approach: The study will adopt a quantitative panel data approach using a purposive sample of approximately 240 JSE-listed firms. These are companies with publicly available B-BBEE compliance scores over the ten years period from 2015 to 2025. Fixed-effects regression models will be employed to analyse the relationship between B-BBEE scores, ROI, and dividend payout ratios. The analysis will control for other determinants of financial performance within emerging markets such as firm-specific characteristics, including firm size, leverage, and industry classification, as well as macroeconomic factors.

The post-2015 period is particularly relevant due to the implementation of revised B-BBEE codes, which introduced stricter compliance requirements.

Findings: Although the precise outcomes of the analysis are not yet known, it is anticipated that higher levels of B-BBEE compliance scores may be positively associated with improved ROI and more stable dividend payouts. This expectation is based on the premise that enhanced governance structures and broader stakeholder alignment may reduce agency conflicts and promote long-term value creation. Such findings would suggest that transformation initiatives can contribute to long-term financial sustainability while simultaneously advancing socio-economic objectives.

Originality/Contribution: By linking socio-economic empowerment policies to corporate financial performance, this research contributes to the growing body of literature on strategic resilience and corporate governance in emerging markets. This study extends the existing B-BBEE literature by simultaneously examining the relationship between transformation compliance, internal performance (ROI), and corporate payout policy within a unified framework. Prior studies on B-BBEE have primarily focused on its effects on external market-based measures. Research on internal performance has largely examined individual indicators, including revenue, profitability, productivity et cetera. Limited attention has been given to the influence of B-BBEE on corporate payout decisions with the link to financial performance. This study therefore provides firm-level insights into how transformation initiatives shape capital allocation decisions in the post- 2015 revision regulatory environment. It contributes to the literature on corporate governance and financial decision-making in emerging markets and offers practical insights for policymakers, investors, and corporate managers seeking to balance transformation objectives with financial sustainability.

Keywords: B-BBEE, Dividend Policy, Return on Investments, Sustainability, Transformation, Corporate Governance

Abstracts

Paper 23: Convenience vs sustainability? Insights into the baby diapering mothers' preference for disposable over reusable diapers

Paul Mukucha
paulmukucha@gmail.com

Divaries Cosmas Jaravaza
divariescjaravaza@gmail.com

Isaac Mabhungu
isaac.mabhungu@gmail.com

ABSTRACT

Purpose: The introduction of disposable baby diapers to the markets in developing countries brought with it many negative externalities such as environmental pollution. This led to the advocacy for reinvigorating the return to the use of reusable baby diapers. This study therefore sought to determine the reasons behind the less preference for reusable diapers.
Design/methodology/approach: A phenomenological study was conducted through in-depth interviews with 30 baby diapering mothers. The baby diapering mothers were recruited from Bindura town in Zimbabwe. Data was analysed thematically.

Findings: The results indicated that the downsides of reusable diapers are lack of convenience, health concerns, and sustainability shortcomings. More importantly, contrary to the prevailing sentiment, the results in this study revealed that reusable diapers were associated with their unique forms of unsustainability, such as high maintenance costs and disquieting social norms. The study recommended that the manufacturers should address the concerns raised by the baby diapering mothers.
Originality: This study is the first to identify the challenges with eco-friendly reusable baby diapers and suggest how they can be improved to increase their adoption rates.

Key words: Baby diapering mothers, disposable baby diapers, product adoption, reusable baby diapers, sustainability

Paper 24: A Guiding Framework for the Adoption of Material Flow Cost Accounting in the Gold Mining Sector: The Case of Zimbabwe

Linda Maidei Mabwe
62114077@mylife.unisa.ac.za

Huibrecht M van der Poll
vdpolhm@gmail.com

Chekani Nkwaira
Nkwairc@unisa.ac.za

ABSTRACT

Purpose: Material Flow Cost Accounting (MFCA), first developed in Germany, is effective in waste reduction and utilising resources efficiently. Its impact is evident from the better understanding of waste costs and apportioning production costs to the intended output and unintended output. However, despite its benefits, literature provides evidence of organisations' low adoption of MFCA, particularly those in developing countries. In Africa, there is a research gap in the adoption and application of MFCA in various sectors, particularly the mining sector. The mining industry's contribution to the global economy is undisputed, as most nations have been continuously engaged in this industry due to its wealth. However, research has revealed that this industry negatively impacts the environment. The paper establishes how MFCA can assist in the operations of organisations in the gold mining sector. Furthermore, it explores the internal and external factors influencing the attitude towards adopting MFCA by gold mines.

Design/methodology/approach: The paper made use of the qualitative approach by engaging in an extensive literature review which is systematically reviewed from past research on embracing technology and the application and adoption of MFCA.

Abstracts

The paper made use of four theories namely Technology Acceptance Model (TAM), The Chocolate Model of Change (CACAO), Technology-Organisation-Environment (TOE) Framework and Sustainability Transition Theory (STT).

Findings: Through the literature review was found that a guiding framework for the adoption of MFCA by gold mining organisations is absent. This will be followed up with interviews to enhance the framework and a focus group to validate the framework.
Originality/Contribution: The contribution of this research is the development of a guiding framework for the adoption of MFCA by organisations in the gold mining sector to promote its use. The framework might promote the better utilisation of resources by gold mining organisations and reduce wastage, thereby enhancing organisations' economic performance and environmental performance. Finally, the research proposes that future research validate the developed framework in the gold mining industry in Zimbabwe.

Keywords: Environmental Management Accounting; Gold Mining; Innovation; Material Flow Cost Accounting; Technology; Technology adoption

Notes

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