

State of Economic Development of Persons with Disabilities in South Africa

Access to economy

Where do we start as a municipality

Database

There are ward councillors

Check directly to check businesses registered for PwD

Statistical information on people with disabilities

We move from what we know into the unknown

Needs analysis of persons with disabilities in the local office

Focal person within the municipality/administration

Focal person to unlock other opportunities

Each municipality must have a disability **policy**

Focal person to participate in all forums **Belong to fora**

Focal person to participate in IDP

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Participation in Local Government Processes eg. IDP

Performance agreement of MM must reflect targets of 3 groups and the Focal person

Focal Person

Regular outreach programmes to reach PwD

Nurture relationships with other stakeholders

NYDA; SEDA; SEFA

Municipality is a connector/enabler/co-Ordinator

Job description must be institutionalised

Recruitment process must be properly implemented

It must be Job Graded and job evaluated

Functions/Responsibilities

Performance agreements

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Safety and Security of Spaces Provided

Disability must be a standing item on the agenda of ward councillors

People are tired of capacity building – they are tired of being labelled.

Capacity building must be seen/framed as knowledge sharing

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What should **Local Government and SALGA** do to enhance the lives of vulnerable groups

Capacity building

Constraint to participation was skills

Partnership with Dept Women PwD and Youth

Partnership with Dept of Women

There are organisations dealing with disability such as APD and others

Those organisations lack capacity /project management/

There are no reports to municipality from APD/other organisations.

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What should **SALGA** do to enhance the lives of vulnerable groups

Provide oversight to influence disability policy

Constraint to participation – skills

Skills development interventions

Partnership with Dept Women PwD and Youth

Partnership with Dept of Women

There are organisations dealing with disability such as APD and others and they can serve as disability resources

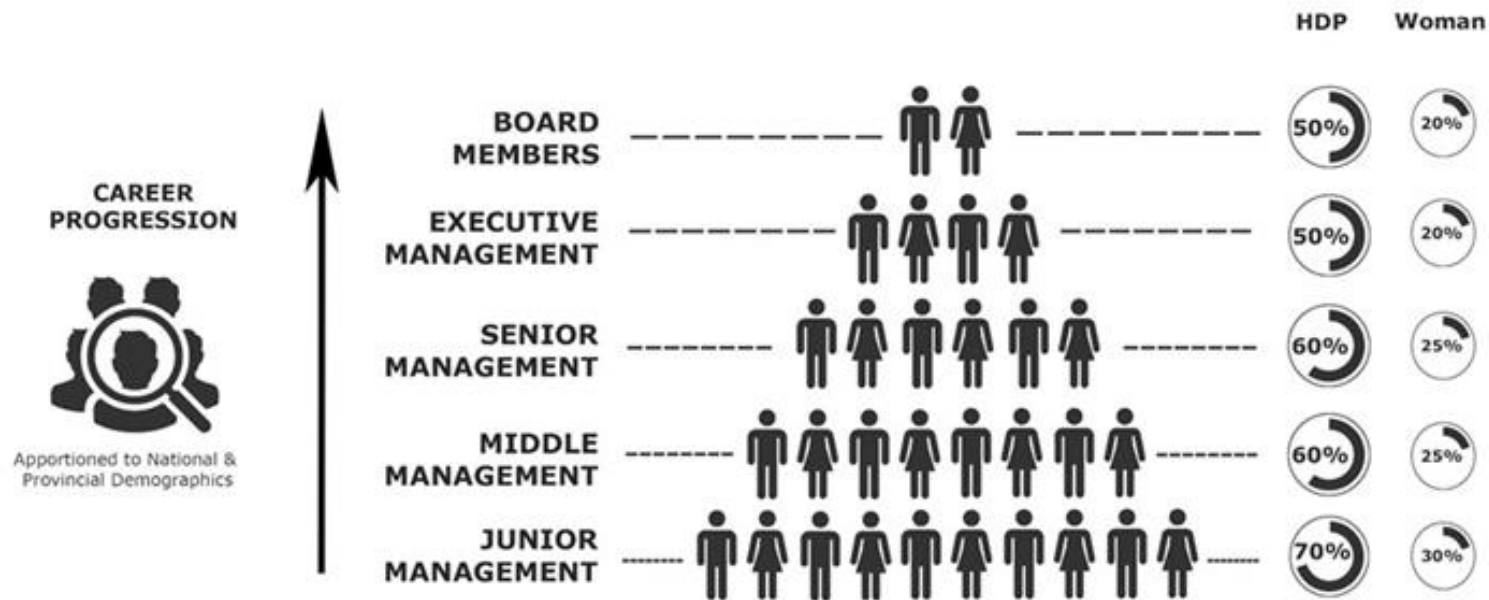
Those organisations lack capacity /project management/

There are no reports to municipality from APD/other organisations.

There is a need for oversight for DPOs.

THE MINING CHARTER 2018

EMPLOYMENT EQUITY



60% HDP are represented in core & critical skills

- Science
- Engineering
- Mathematics
- Technology

EMPLOYEES WITH DISABILITIES 1.5%

Challenges to employment of persons with disabilities

Research (e.g. Dube, 2005) has been conducted to shed some light on the failure to achieve the 2% employment target.

Some of the findings of this research point to:

Low priority given to disability at senior management levels within companies.

Poor championing of disability in companies.

Poor education and low levels of skills among persons with disabilities.

Poor recruitment strategies.

Inaccessible public transport.

B-BBEE Act and Disability

The BBEE Act – Employment

To be awarded full BBEE points for the zero-to-five-year period, the measured entity needs to have employed 2% of its total workforce as black people with disabilities.

To be awarded full BBEE points for the six-to-ten-year period, the measured entity needs to have employed 3% of its total workforce as black people with disabilities. The incentive/value of reaching these targets is two BBEE points.

B-BBEE Act and Disability

The BBEE Act

Skills development expenditure on learning programmes, as specified for black employees with disabilities as a percentage of the leviable amount, is 0,3%.

This, in effect, means that to receive maximum BBEE points here, the measured entity must use 0,3% of its leviable amount on (so specified) learning programmes for black employees who have disabilities.

The incentive/value of reaching these targets is three BBEE points.

SKILLS DEVELOPMENT

Major Changes in the 2015 Amended Codes

- ✓ Generic scorecard **SD target has doubled** from 3% to **6% of annual payroll**
- ✓ Reference now made to **black people** as opposed to black employees
- ✓ The targets and points are based on demographic representation of black people (except for persons with disabilities).
- ✓ Skills Development is a **priority element**. Failure to achieve 40% of the total points will result in discounting by one level

CREATING DISABILITY INCLUSIVE PROGRAMMES

Step 1 Commitment

- Establish a long term commitment from leaders, managers and disability champions to buy into targets, goals, resources etc. the task becomes easier if the disability stakeholders have some knowledge or understanding of disability.

Step 2 Assessment- Conduct a workplace audit

- Conduct a physical audit of the environment according to universal access principles. Conduct a numerical audit and culture assessment to identify numbers, practices, trends and progress. Review records relative to the accident/illness history and current return-to-work practices. Integrate the disability audit with the Employment Equity Act's Section 19 analysis plans and use the results of the profile analysis to set targets in the Employment Equity Plan.

Step 3 Secure Resources

- Dedicated resources are critical for the success of any Disability Management Programme. Selecting appropriate human resources with input from the implementation team is often helpful and it is encouraged. Financial resources should also be identified and allocated.

CREATING A DISABILITY INCLUSIVE WORKPLACE

Step 4

Develop a framework

- A framework will outline the organisation's approach to disability management. Specifically, it should outline policies and legal obligations, define clear roles and responsibilities, and clarify programme expectations, targets, time frames and resource allocations.

Step 5

Integrate with other people processes

- A disability strategy should align to and integrate with other people strategies such as workforce planning, employment equity and skills development—plans and processes

Step 6

Build Capacity

- Management, employee and committee training is essential. Promoting ongoing awareness for general and specific disability-related topics can assist the employer to acquire the skills and knowledge to manage risks and improve outcomes.
- Internal departmental mechanisms need to be in place to gather timely, relevant and reliable information for the tracking of progress and the continuous improvement of the disability workplace plan's outcomes.

CREATING A DISABILITY INCLUSIVE WORKPLACE



EXAMPLES OF DIVERSITY

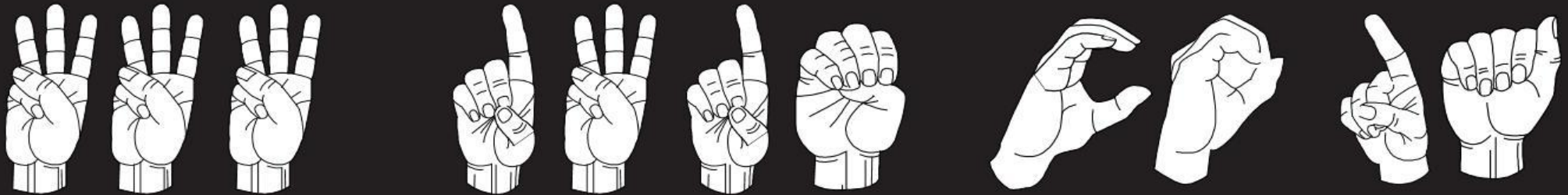
- ETHNICITY
- GENDER
- RELIGION
- DISABILITY
- THINKING STYLE

This new way of thinking about D&I focuses on **meeting the needs of the individual**; today, it's not only about having diversity within a company but **leveraging that diversity to produce better products and services.**

Until we can manage diversity, we can manage nothing else.



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