

# PARAQUA DYNAMICS

**“STRIVING FOR EQUALITY AND REDRESS THE  
IMBALANCES OF THE PAST”**

*Promoting a comprehensive training and awareness-raising education campaign in the workplace to enhance all employees' understanding of disability-related issues and the effective management thereof*

PRESENTED BY MUZI NKOSI CEO – DISABILITY INDABA

# INTRODUCTION

- The majority of people with disabilities [pwds], in South Africa, has been excluded from the mainstream of society and has been prevented from accessing fundamental social, political and economical rights.

# INTRODUCTION

- The low level of understanding of disability as a human rights and development issue by policy makers and service providers lead to the exclusion of pwds from developmental process despite the political will to redress the abuse of human rights the disabled community faced in the past.

# Medical vs Social

- Medical model
- Stages of evolution
  - Curse [Death]
  - Hidden
  - Institutionalization
- Social - Organization 'for' and 'of' = movement
- Equal opportunities - employment

# APPROACHES

The five [5] approaches to disability will assist Departments / Companies in their attempt to address disability issues with the view to support and increase the intake of people with disabilities in the work place in line with equity legislations.

# APPROCHES

- Sensitization workshop
- Workplace profile
- Policy and Strategy
- Access audits
- Recruitment

# DISABILITY SENSITIZATION

- To conduct disability sensitization workshops for all personnel. The aim is to assist all staff to have a better understanding of disability issues and be able to view disability as a human rights and developmental issue.
- Secondly, the workshop will assist your organization with disability disclosure, whereby people will easily disclose their disability without fear of being discriminated.

# SENSITIZATION

- Legislation
- Definition of disability
- Different kinds of disabilities
- Reasonable accommodation
- Terminology
- Communication / Negative attitude
- Changing the mind set
- In my shoes [industrial theatre]
- Disability charter



# WORK PLACE PROFILE

- A workplace profile gives a brief understanding of how a organization, division and the units are constituted. That is, it clearly outlines the total number of employees including employees with disabilities, types of disabilities; it stipulates clearly the issue of rank, race, gender and disability.
- It also outlines the occupational categories and different kinds of services rendered and also give an insight of how the organization manages its staff turn over, promotion, retention, career development, recruitment, disciplinary action and skills development.

# **POLICY AN STRATEGY**

- ❑ Human Resource strategy and a disability policy that is in line with your organization's internal policy and also with equity legislations. The development of a disability management strategy document and its objectives being:
  - To ensure that people with disabilities have equal opportunities in the workplace
  - To improve employment prospects for people with disabilities by facilitating recruitment, return to work, job retention and opportunities for advancement

# POLICY AND STRATEGY

- To promote a safe, accessible and healthy workplace
- To assure that employer costs associated with disability among employees are minimized – including health care and insurance payments, in some instances
- To maximize the contribution which workers with disabilities can make to the company

# DISABILITY ACCESS AUDITS

- Review of job requirements and possibilities for reasonable accommodations, such as the office furniture and space for moving around in offices or other workplaces.
- Review of existing accommodations implemented taking into consideration different kinds of disabilities and how these could be reasonably accommodated

# DISABILITY ACCESS AUDITS

- Review of all facilities on location such as administration offices, canteens, toilets and bathrooms, health centre, recreation facilities, entrances and inside of buildings, meeting places [e.g. halls], and access to the location by different means of transport. Some of the specific aspects that will be assessed include corridors, lifts, door handles, stairs, handrails, door width, use of revolving doors, high counters, parking space, accessibility of public telephones and other office equipment, and so on.

# DISABILITY ACCESS AUDITS

- Review the whole area of work in terms of slopes or steep hills and if the need for ramps
- Review emergency exits and fire drills (e.g. flashing fire warning lights for Deaf persons) and proper signage
- Review of the safety committee and their training and plan regarding safety of disabled people. This will include fire marshals, first aid personnel, and so on.

# RECRUITMENT

- The principle of non-discrimination should be respected throughout the recruitment process, to ensure maximum benefit to the employer and equitable opportunity for candidates with and without disabilities.

# RECRUITMENT

- Employer could, for example, include a statement about commitment to equal opportunity in their recruitment procedures and in job advertisement,
- Use a logo to signal that such a policy is in force within the organization, specifically invite applications from people with disabilities, and
- State that candidates will be considered solely on the basis of their abilities.



**THANK YOU**

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