



SOUTH AFRICAN EMPLOYERS 4 DISABILITY

Chairman's Remarks

Breakfast Workshops

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19 February 2015

Context

- Constitutional democracy for all
- Rights Dispensation
- Marginalization a reality
- Impact of socio-economic conditions
- Equality – ‘united in our diversity’

UN Report - over 2 billion people affected by disability in the world

Source: Disabilities: Handbook for Parliamentarians No.14 – 2007, The United Nations Organization

SAE4D - Who we are

- A body constituted by **like minded employers**
- From across the **different sectors** of the economy
- Committed to the **integration** of people with disabilities in the **workplace**
- **Share** experiences and develop best practices
- **Develop solutions** to realize the potential of people with disabilities to business and society
- **Open to learning** from others:
 - Practitioners & DPOs
 - International organizations
 - Empirical research

Our mission

- To help employers create an enabling environment in which people with disabilities suffer no discrimination and are integrated in human resources strategy and practices of companies.
- **Open dialogue** is key in attaining our mission:
 - with employers, people with disabilities, their representatives and other relevant stakeholders.

The business case

- Corporate reputation enhanced
- Productivity and engagement
- Increased customer base and satisfaction
- Return on investment
- Community empowerment

Strategic actions

- **Empower and grow membership** - deliver a members' service offering of shared best practices and practical tools
- **Tackle recruitment** – better understand the talent pool /pipeline through research
- **Positioning of profile** – proactive voice of and among employers. Show case best practices
- **Generate operating income** – members' fees, products and services

Membership categories

- **Employers** – Listed, non-listed, large and medium sized businesses, educational institutions and government departments in South Africa
- **Associates** – NGOs, consultants active in the disability sector, employers associations: e.g. BUSA, BLSA, SAPIA, SACI, etc
- **Preferred suppliers** – active and in good standing in disability space:
 - recruitment; access auditing; sensitisation and awareness courses; training institutes, assistive devices and needs suppliers, etc.

Members' charter

- Members Charter:
 - A series of commitments and targets
 - Statement of overarching members' commitment
 - Adoption of the SAE4D Standards of Best Practice
 - Specific targets including:
 - Recruitment, training and development, retention and advancement of employees with disabilities
 - Accessibility of facilities/buildings
 - Sensitization and equipping of line managers
 - Members' supply chains & BBBEE scorecards

SAE4D distinctives

- Saves members money
- Sets high expectations for employers & employees
- Owned by employers & employer community
- Builds direct relationships - employers & people with disabilities
- Enables business to business exchange
- Provides a safe yet challenging environment for employers and service providers
- Addresses and removes barriers faced by employers & people with disabilities
- People with disabilities are advisors, allies, experts and stakeholders



Members' services

- **Preferred suppliers**
- **Applicants database**
- **Access to like minded employers**
- **Website**
 - **Members'only section**
 - Best Practice Standards
 - Members meetings
 - Preferred suppliers list
 - Publications and reports

4 Critical Transformations

We will have achieved our vision when:

- ✓ **Disability moves** from being a charity/cost issue to economic empowerment, business and investment in human capital
- ✓ **Employers move** from unwilling and unable to willing and disability confident
- ✓ **Employers move** from not hiring and not retaining people with disabilities to freely hiring and retaining – and valuing people with disabilities as customers and stakeholders
- ✓ **Business moves** from problem to valued customer, potential partner and stakeholder





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THANK YOU