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SAE4D video highlights workplaces challenges for people with disabilities

A video which highlights the many challenges faced by people with disabilities in their everyday lives but specifically within the workplace or business environment has been launched by South African Employers for Disability (SAE4D).

The video also shows how some companies in South African are addressing these challenges.

SAE4D is a non-profit employer organisation that is committed to addressing issues of the full integration and inclusion of people with disabilities in the workplace.

The organisation was set up to promote the recruitment, retention and development of people with disabilities in the workplace and for practitioners to share experiences, develop best practices, and develop ways of effectively confronting and tackling prejudices that act as barriers to the integration of people with disabilities in the workplace.

SAE4D is also focused on forming a common understanding of the challenges and solutions required to fully develop the potential of people with disabilities so that they contribute meaningfully to their employers or in particular and to society in general.

The video features real people – South Africans with disabilities – telling their stories: the type of obstacles they face every day which range from finding a job; getting to and from work; and dealing with covert and blatant discrimination in the workplace itself. They share how they cope as well as overcome these obstacles, often with the help of their employers.

According to Dr Jerry Gule, Chairman of SAE4D, some of the biggest obstacles to the employment of people with disabilities are fear and ignorance on the part of employers, managers and work colleagues.

“Despite the Employment Equity Act and the Broad Based Black Economic Empowerment (BBBEE) Act requiring that companies prioritise the employment of people with disabilities – they are part of the designated groups requiring affirmative action – many employers are under the uninformed and mistaken notion that employing people with disabilities is expensive, dangerous and inconvenient.

“However, as one of the people featured in the video states: ‘people with disabilities simply want an opportunity to show and utilise their abilities’. This means employing and providing reasonable accommodation for people with disabilities does require a change in attitude.” Dr Gule says.

“We produced this video to demonstrate that people with disabilities are just people who want to and can make a valuable contribution to their organisations. We also wanted to show that by working together and sharing knowledge and experience, we can make it easier for more people with disabilities to be employed in the formal sector,” Dr Gule concludes.

View the video here: http://youtu.be/w_9Mk2L6kW4

or on SAE4D’s Facebook page <https://www.facebook.com/pages/South-African-Employers-For-Disability/1495561477332551?fref=ts>;

or website: www.sae4d.co.za

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About SAE4D

SAE4D members are South African companies who are signatories to the Constitution of the SAE4D, its principles and values.

Current SAE4D members include: ABB; Absa; Anglo American; Barloworld; Bowman Gilfillan; Edcon; Ernst & Young; Eskom; GlenrandMIB; KPMG; Lorimar; Nedbank; PPC; SAB and Total.

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