



South African
EMPLOYERS 4 DISABILITY

YEAR-END MESSAGE

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YEAR-END NEWSLETTER

SOUTH AFRICAN EMPLOYERS 4 DISABILITY

Festive Greetings colleagues

As we consolidate the year, we acknowledge our shared experiences and reflect on them all, this spans across illness; loss of loved ones; loss of income; mental wellness and trauma to name a few.

United by our humanity we continue to remain resilient and observe the Covid protocol implemented by our leaders both locally and internationally; broader society and the work place.

Unfortunately for many, the festive season can take a big strain on wellbeing and mental health, for those around us and ourselves. I want to encourage you to know that its okay not to be okay!

If you are experiencing symptoms of a mental illness, addictions or have suicidal thoughts, or if know someone who is struggling with these symptoms, it is important to get professional help. Your doctor can refer you to a specialist or you can contact one of the several organisations that support people with mental illnesses such as The South African Depression and Anxiety Group (SADAG) | www.sadag.org | 0800 567 567 | or Lifeline | www.lifeline.co.za | 0861 322 322

Do not turn a blind eye to any type of abuse in society let us educate our children and family - it is okay to speak up. Emotional; psychological abuse can be just as harmful as physical abuse. Trauma can also have a significant impact on our mental wellbeing.

The Good News for Persons With Disabilities in South Africa - EE Amendment Bill of 2020
Sixteen months ago, the Employment Equity Amendment Bill of 2020 was introduced in Parliament. This is an important first step towards the amendments in the current Employment Equity Act being passed into law.

One of the amendments proposed in the Bill is in relation to the definition of persons with disabilities. The current definition is myopic in at least two ways:



1. It strictly recognizes persons with a physical or mental impairment as having a disability
2. It assumes that any such impairment automatically limits the persons' prospects of entry into or advancement in employment.

The Bill effectively proposes the following changes to the definition:

- a. Repositioning that the definition includes (and therefore is not limited to) persons with a physical or mental impairment
- b. Recognition of an intellectual or sensory impairment in addition to the physical or mental
- c. Acknowledgement that the impairment may, in interaction with various barriers, limit the persons' prospects of entry into or advancement in employment.

On 16 November 2021 the National Assembly, being the one House of Parliament, adopted the Bill. That took it a step further towards being passed into law. What remains now is for the other House, namely the National Council of Provinces, to hopefully agree to the amendments, after which it may then be sent to the President to sign into law.

As we take time to reconnect with ourselves and loved ones please remember the vulnerable members of our workforce and larger society. It is important to note that every action produces a positive contribution that impacts and uplifts our own spirits and those around us.

Let's continue to practice consideration towards persons with disabilities especially whilst at shopping malls and other public areas. Avoid utilising parking spaces that are dedicated to persons with disabilities.

Practice kindness and look for ways to serve, "Martin Luther King said: Not everyone can be famous but everyone can be great because greatness is determined by service." An effective and holistic wellness tip is service, look for ways to "SERVE" your family; community; colleagues; more vulnerable people in society such as PWD and the elderly. **A small act of kindness goes a long way!**

I want to acknowledge my committed and self-less Exco team for giving their time so generously as volunteers to support the initiatives of the organisation despite all their other responsibilities.

Kindly note that we will be closing from the 15 December 2021 - 12 January 2022 for the festive season.

Thank you to you our valued members for your commitment and efforts to the SAE4D during this year. We look forward to co-creating further opportunities to uplift and advance the lives of persons with disabilities in the new year ahead.

On behalf of our Executive team we wish you, your families and employees a very blessed, safe and restful holidays, please remember to observe all Covid protocol.

Festive wishes and enjoy your holiday.

Ms Losh Pather (Chairperson) and Executive Committee

(Compiled by Lwandile Ngendane)

