



**TOPIC OF THE MONTH:
Disability framework and Employment Equity.**

People with disabilities make up a significant portion of South Africa's productive workforce. When it comes to ensuring that workplaces are inclusive of the skills and talents of people with disabilities, not all employers may know where to start, what to do or what the implications are for them as employers.

Defining disability is not a simple process. This can lead to different approaches and solutions when attempting to address or act on the topic.

HOW DO WE DEFINE DISABILITY IN SOUTH AFRICA?

Disability is the loss or elimination of opportunities to take part in the life of the community, equitably, which is encountered by persons with physical, sensory, psychological, developmental, learning, neurological or other impairments which may be permanent, temporary or episodic in nature, thereby causing activity limitations, and participation restriction, within the mainstream of society. A disability may be present from birth, or occur during a person's lifetime.

WHAT IS THE IMPACT ON EMPLOYMENT EQUITY

Direct unfair discrimination is easy to identify in the workplace because it makes a direct distinction on the basis of one or more of the prohibited grounds.

The Constitution requires employers to move beyond formal equality to substantive equality by acknowledging the differences between employees and treating them differently on the basis of those differences.

It is necessary to ensure that all employees are treated fairly. Equity therefore

invokes the requirement of "fair" treatment in order to achieve substantive equality as an outcome in the workplace. Equal treatment and equal opportunity, like equality, subjects everyone to the same rules without distinction.

Mezs Consulting can help you with Employment Equity by:

- Establishing an Employment Equity Committee (EEC)
- Conducting workplace analysis
- Doing EE awareness in the workplace
- Consulting with the EEC
- Drafting of EE Plans and annual EE Reports

Contact us on +27 (12) 993-0266 if you have any questions regarding the disability framework and Employment Equity in your Workplace.

What distinguishes MEZS from the competition, is our inherent expertise in managing human capital, and the use of best practice principles in doing so. We aim to provide best practice solution through the medium of outsourcing.



Mezs Consulting offers an outsourced human resource management service, assisting our clients to simplify their employment practices, from selection and recruitment to managing labour relations, performance improvement, employee benefits, employment termination and dispute resolution. Let us assist you with your training & development requirements from classroom training to learning theatre and training process outsourcing.

You are guaranteed professional advice and support on an around-the-clock basis - saving you the hassle and freeing up your time to focus on what is important - your business.





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Consultation and Advice Support Service
for your Business**

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