



MEDIA RELEASE **PSA urges employers to embrace employment of persons with disabilities**

DATE 7 May 2024

EMBARGO None

ENQUIRIES communication@psa.co.za

The Public Servants Association (PSA), as part of commemorating Workers' Month, encourages the inclusivity of persons with disabilities and women in the workplace.

The statement by the Minister of Women, Youth, and Persons with Disabilities, calling for the protection of the rights of persons with disabilities is supported. Disabled persons face barriers to enter the workplace and are often prejudiced and discriminated against. They often do not have access to opportunities abled-bodied persons enjoy and are hampered by inadequate provision of proper infrastructure.

Gaps preventing disabled persons from entering the mainstream economy must be closed. Legislative framework such as the *Employment Equity Act*, the *Promotion of Equality Act*, and the *Prevention of Unfair Discrimination Act* must be enforced to protect the rights of disabled employees in workplaces. Employers are urged to employ more persons with disabilities and afford them equal treatment.

There should be an active drive to empower persons with disabilities that allows for skilled disabled workers to contribute to the economy. Skills development must be implemented to enhance economic growth and employers are encouraged to create an environment of acceptance, cooperation, and goodwill for people with disabilities. As the South Africa celebrates 30 years of democracy, persons with disabilities must be active participants, which will serve as an investment in the country's economic growth. Employers must improve accessibility for persons with disabilities in the workplace with reasonable accommodations to allow them to perform their duties, including infrastructure and facilities. Decisions taken in workplaces must include issues that affect persons with disabilities.

Stereotypes and ignorance against disabled persons emerging in workplaces must be discouraged and support programmes must be implemented. The PSA advocates for the rights of disabled persons through various platforms, including bargaining forums to ensure that through development disabled persons enjoy equal rights and opportunities.

END

