

RECOMMENDATIONS



“What role can the mining and mineral sector play in incorporating people with disabilities?”

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CHAPTER 12

12.1 What can the mining and minerals sector do?

The sector:

- can comply with international legislation and adhere to national regulatory frameworks in order to ensure that people with disabilities do not have their rights violated during the mining process due to unsafe conditions
- can aim to meet the 4% NSDS target or put plans in place to implement disability over a period of time
- can take responsibility of the people who become disabled as a result of their affiliation to the sector
- needs to respect and uphold policy positions on disability as major partners in the national development of South Africa
- should take stock of the devastating effects caused by occupational hazards and the impact on the lives of people with disabilities
- should find sustainable solutions to the challenges of people who end up incapacitated at mining operations
- should take effective and appropriate measures, including peer support, to enable people with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life
- should promote the availability, knowledge and the use of assistive devices and technologies, designed for people with disabilities.

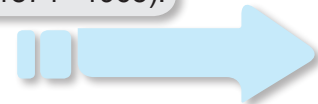
Ideas for action

- Companies in the sector could:
 - **Establish** a disability committee to commence engagement
 - **Develop guiding policy and strategies** describing how to mainstream disability within the operations, mandates and core business of the company. Usually these documents set out the objectives, outputs and budgets related to disability mainstreaming.
 - **Ensure that corporate social responsibility (CSR)** for the company includes people with disabilities and their families as outlined in this toolkit.
 - **Ensure that skills development programmes** are inclusive of people with disabilities.

12.2 How can the MQA assist the sector

- **The MQA needs to establish an integrated sector strategy** that will ensure that skills training and development, work placement and exposure of people with disabilities is encouraged in the mines.
- **Take people with disabilities into consideration** when developing qualifications and unit standards.
- **The MQA can assist by designing and implementing an awareness campaign** in order to develop capacity building programme on disability. The purpose of this campaign will be to assist the mining companies to come up with economic empowerment and social development programmes for their employees, survivors of mine accidents and their family members.
- **The MQA should incentivise learning programmes for learners with disabilities:** These are learning interventions or training programmes that can be implemented as different projects with project planning and project management. Such interventions will include learnerships, artisan, non-artisan programmes, skills programmes, internships, bursaries, work readiness and bridging programmes.
- **Illiteracy within the mining and minerals sector's labour is still prevalent. Levels of illiteracy are even higher for persons with disabilities.** The MQA needs to provide leadership to the sector by creating awareness of available training programmes meant to up skill the work force with disabilities. The training will be simplified and be implemented through the use of local languages. It is very important that the mining and minerals sector equip employees with disabilities with skills and information on identifying hazards, risks and practical ways of preventing them as well as how to address them when they happen.

'The empires of the future are the empires of the mind'. Sir Winston Churchill, Speech at Harvard University, September 6, 1943 British politician (1874 - 1965).



- The MQA should facilitate engagement on empowerment, socio-economic development system that will replace or supplement the current compensatory system. This must be developed taking into consideration the immediate family members of survivors and their communities.
- Initiate a comprehensive exit strategy involving the sector for learners with disabilities in order to prepare trained learners to:
 - Participate in business development incubators that will provide various services to the mining and minerals sector as part of the on-going procurement processes.
 - Establish business teams, register, own, control and manage their businesses.
 - Prepare for integration of trained people into the business interventions.

IN ADDITION:

- Prepare the MQA to serve as a Work Placement Agency in order to create a database or resource pool of skilled and appropriately empowered people with disabilities in the mining and minerals sector and use it as a feeder and supplier of resources to the sector.

Ideas for key role players

- The Department of Mineral Resources (DMR)

- DMR to assess and prepare employers within the broader mining and mineral sector including the MQA in order to ensure that there is compliance with all relevant policies and regulatory frameworks for the integration of disability issues in the workplace.
- Establish an integrated monitoring, evaluation, review and licensing strategy backed by coordinated systems to support beneficiation for people with disabilities.
- Develop the capacity of skilled professionals in the department to ensure that all the national economic and empowerment development initiatives are effectively implemented.
- Include a target for individuals with disabilities benefiting from opportunities in the mining sector.

- Companies Intellectual Property Commission (CIPC)

- Ensure that people with disabilities are capacitated, equipped to be effective and empowered to contribute as shareholders/ directors in companies,
- Address the long standing issue of fronting of people with disabilities.

- Department of Trade and Industry (DTI)

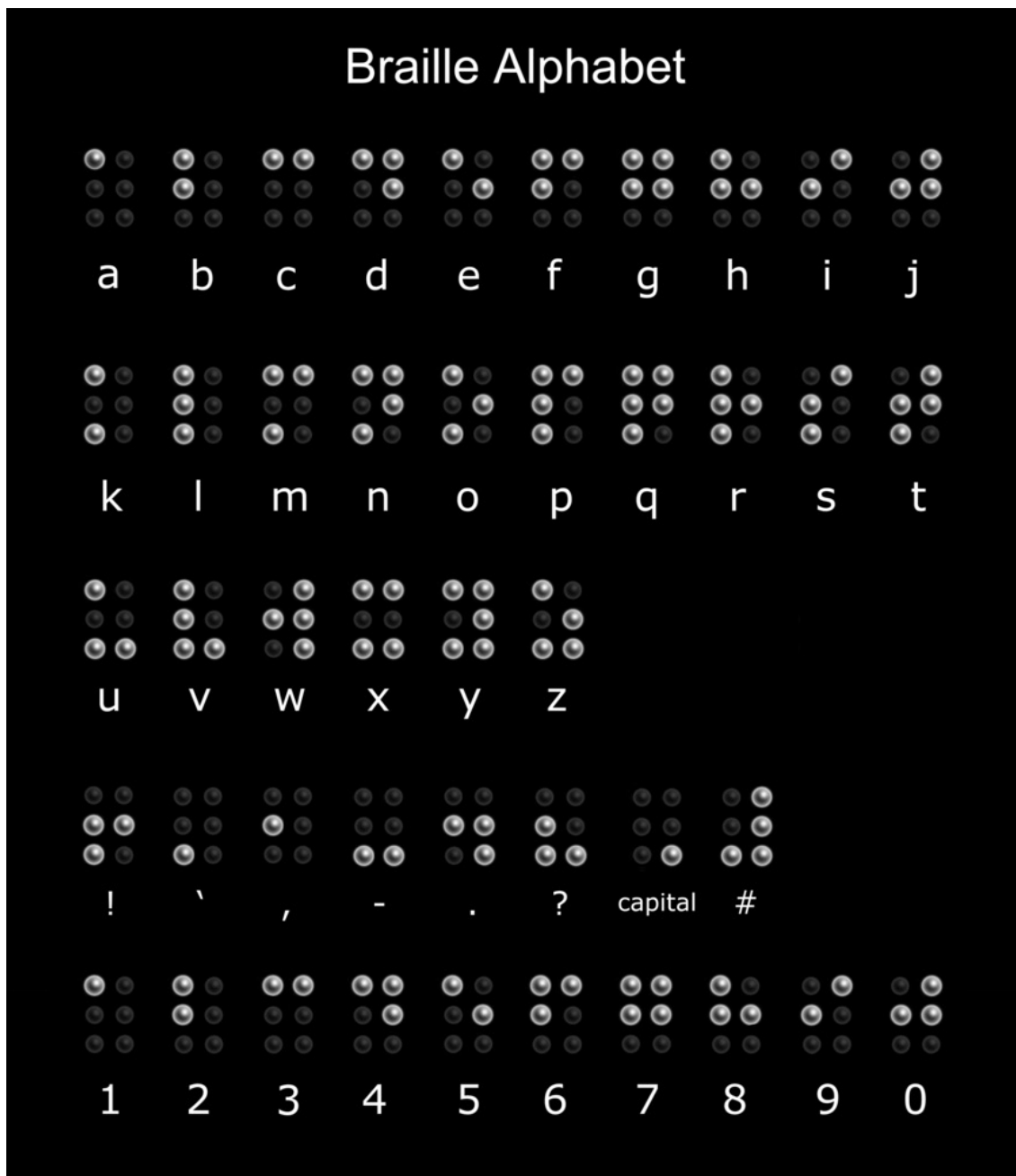
- In collaboration with national funding companies such as the National Empowerment Fund (NEF) and economic development companies such as the Industrial Development Corporation (IDC), the DTI must establish sector related empowerment programmes where people with disabilities can be prepared, mentored and incubated.

- The Mining and Minerals Sector (MMS)

- The mining and minerals sector must create an enabling environment to allow survivors of mine accidents to be able to continue to generate a sustainable income when they are boarded on medical grounds.
- Survivors must be trained in basic business skills and provided with mentoring and coaching facilities to ensure that their businesses thrive when they leave the mining sector.
- As an example the individuals can be encouraged to set up cooperatives to ensure that they have a supportive environment to work with. Government is currently promoting the formation of cooperatives and the survivors would be able to access the vehicles and opportunities that government has instituted to ensure a sustainable economic empowerment opportunity.
- The mining and minerals sector can further provide leadership in developing coordinated strategies to meet the national socio-economic, development and empowerment goals. These strategies have elements of integration inclusive of:
 - recruitment, retaining and developing the target group
 - corporate social responsibility
 - economic empowerment opportunities

- The Department of Higher Education and Training (DHET)

The DHET is responsible for the implementation of the 4% NSDS target for people with disabilities. In the pursuance of this, the DHET must establish an integrated monitoring and evaluation plus a review strategy backed up by coordinated system supported by well trained staff. The skilled professionals will ensure that all the national skills development and national equity priorities are effectively implemented. This strategy must serve as a pinnacle for all the main stakeholders in the sector.



“A journey of a thousand miles begins with a single step” - Confucius

Industry needs to
improve its own
ability to address the needs
of **business and employ**
people with
disabilities