



'Consolidate and Accelerate Rights of Persons with Disabilities into the Future'- Linking ESG with Disability Management

South Africa celebrates National Disability Rights Awareness Month annually between **3 November and 3 December**. 3 December is the **International Day of Persons with Disabilities** and is also celebrated as National Disability Rights Awareness Day.

The theme for this year is '**Consolidate and Accelerate Rights of Persons with Disabilities into the Future**'.

During the month, the country recognizes the immense contributions of people with disabilities, and we recommit to delivering the full promise of equal dignity, respect, and opportunity for every South African.

Disability is the consequence of an impairment that may be physical, cognitive, mental, sensory, emotional, developmental, or some combination of these. A disability may be present from birth or occur during a person's lifetime.

The Disability Awareness Month offers an opportunity for all of us to remove these barriers and to improve the quality of life of people with disabilities through concrete action.

The Department of Women, Youth and People with Disabilities is responsible for driving the government's equity, equality, and empowerment agenda in terms of those living with disabilities.

ESG And Disability Management

ESG (Environmental, Social, and Governance) refers to a set of criteria that shareholders use to evaluate a company's sustainability and ethical practices. Disability management on the other hand focuses on supporting employees with disabilities in the workplace and ensuring their inclusion and well-being. The relationship between ESG and disability management lies in the social aspects of ESG. Companies that prioritise disability management demonstrate a commitment to social responsibility and inclusivity, which aligns with the social criteria of ESG.

By implementing disability management practices, companies can improve their ESG performance by fostering a diverse and inclusive work environment. Furthermore, disability management can also have implications for their governance aspect of ESG. Effective disability management requires policies and procedures that ensure fair treatment, equal opportunities, and compliance with legal requirements. These governance practices contribute to a company's overall ESG performance.

In summary, disability management is an important component of a company's social responsibility and can positively impact its ESG performance by promoting inclusivity, diversity, and fair governance practices.

At **Ciyandza Consultancy Services**, we are dedicated to fostering **Diversity and Inclusion** through our specialized services. Our focus extends to managing Disability campaigns for corporates, aiming to raise awareness and educate employees on disability-related matters. We guide organizations in achieving Employment Equity targets while ensuring that they also provide reasonable accommodation for employees that have disclosed/declared their disability status. We conduct onsite environmental assessments and audits to ensure compliance with the Department of Labour's guidelines.

Contact us for ESG (Social Responsibility) and Disability Management advisory on info@ciyandza.co.za or louise@ciyandza.co.za