

SUPPORTED EMPLOYMENT ENTERPRISES

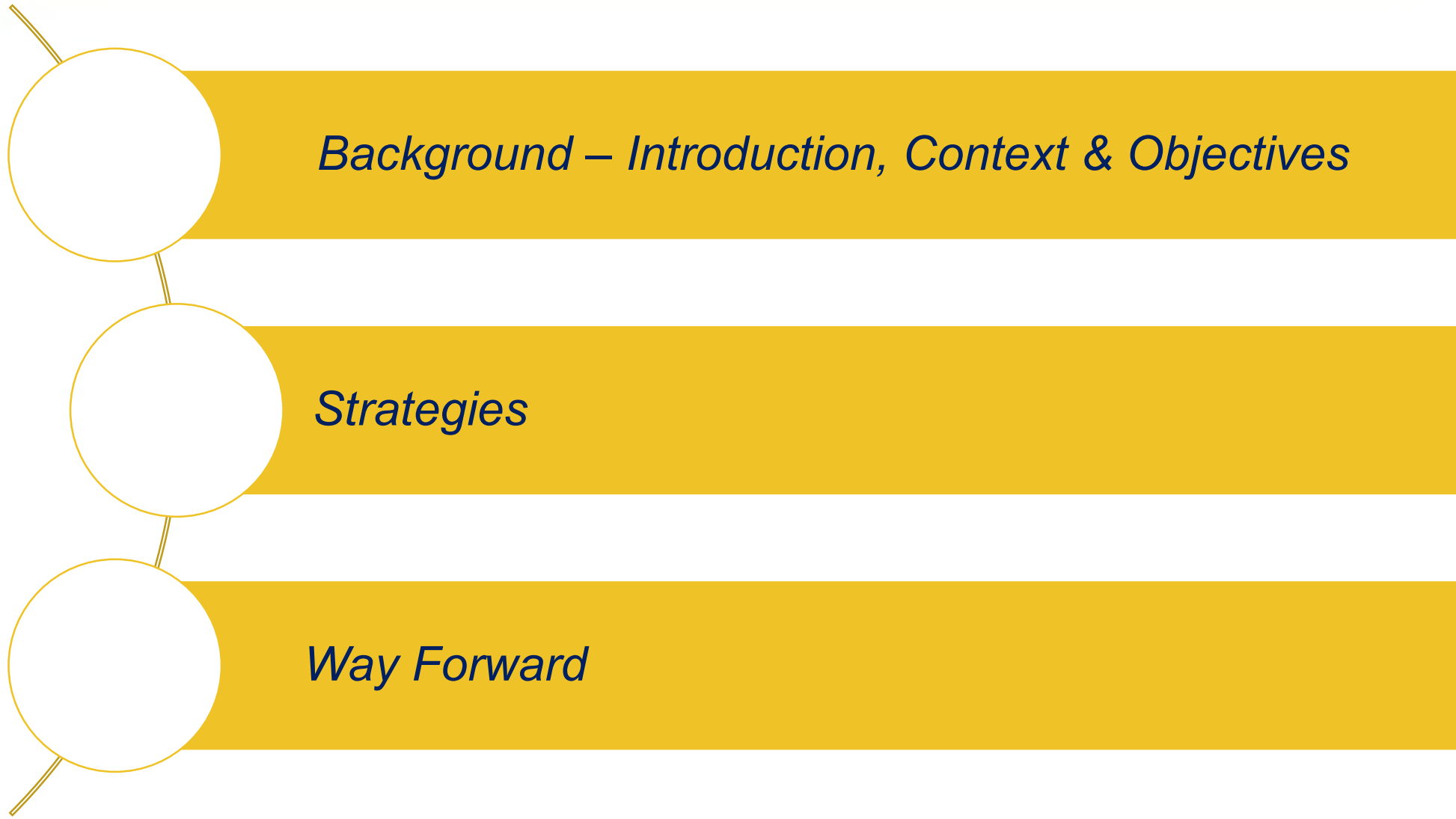
POSSIBLE STRATEGIES TO SUPPORT

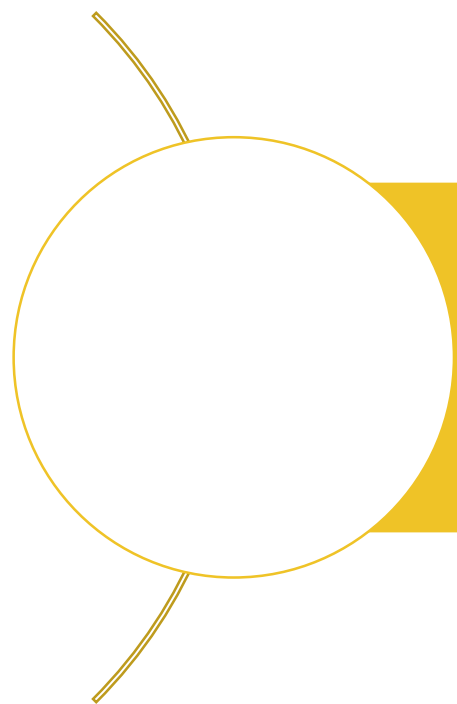
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Background – Introduction, Context & Objectives



Introduction

- People living with disabilities are engaged in employment on a far smaller scale in comparison with persons without disabilities.
- The right to work/employment of persons with disabilities goes hand in hand with a reassurance of just and favourable working conditions, non-discrimination and equality in wages.
- There is a Constitutional necessity of providing inclusive employment of persons with disabilities.
- Access to employment must also mean adequate remuneration which is the major step towards fighting poverty and social exclusion and towards achieving self-reliance.
- Many obstacles stand in the way of people with disabilities – legal, infrastructural, attitudinal (prejudice), inaccessibility, and other barriers.
- It is important to not only create employment opportunities for people with disabilities, but also ensure that those workspaces enable them to perform on an equal level (so access to work and reasonable accommodations).
- Efforts such as SEEs provide an important intervention in addressing inequality and a significant step towards self reliance and inclusive society.

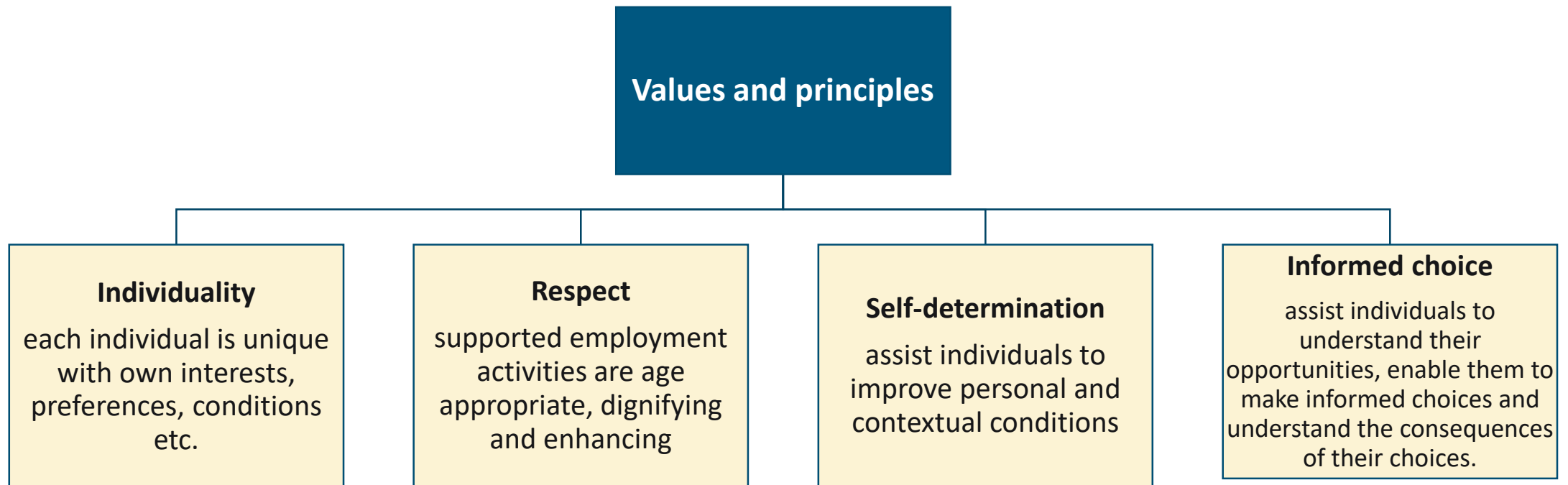
- Broad reality of people living with disabilities and employment:
 - People with disabilities are less likely to be in full time employment than non-disabled persons (particularly those with mental health difficulties and intellectual disabilities).
 - The employment rates of people with certain disabilities – in particular those with mental health difficulties and those with intellectual disabilities - are reported to be particularly low.
 - Women with disabilities are reported to be less likely to have a decent job than either non-disabled women or men with disabilities.
 - When they are employed, people with disabilities are more likely to be in part-time, low-paid jobs with poor promotional prospects and working conditions.
 - The unemployment rate of disabled persons tends to be higher than that of non-disabled persons.
 - The participation rate of persons with disabilities in the open labour market tends to be lower than that of others.

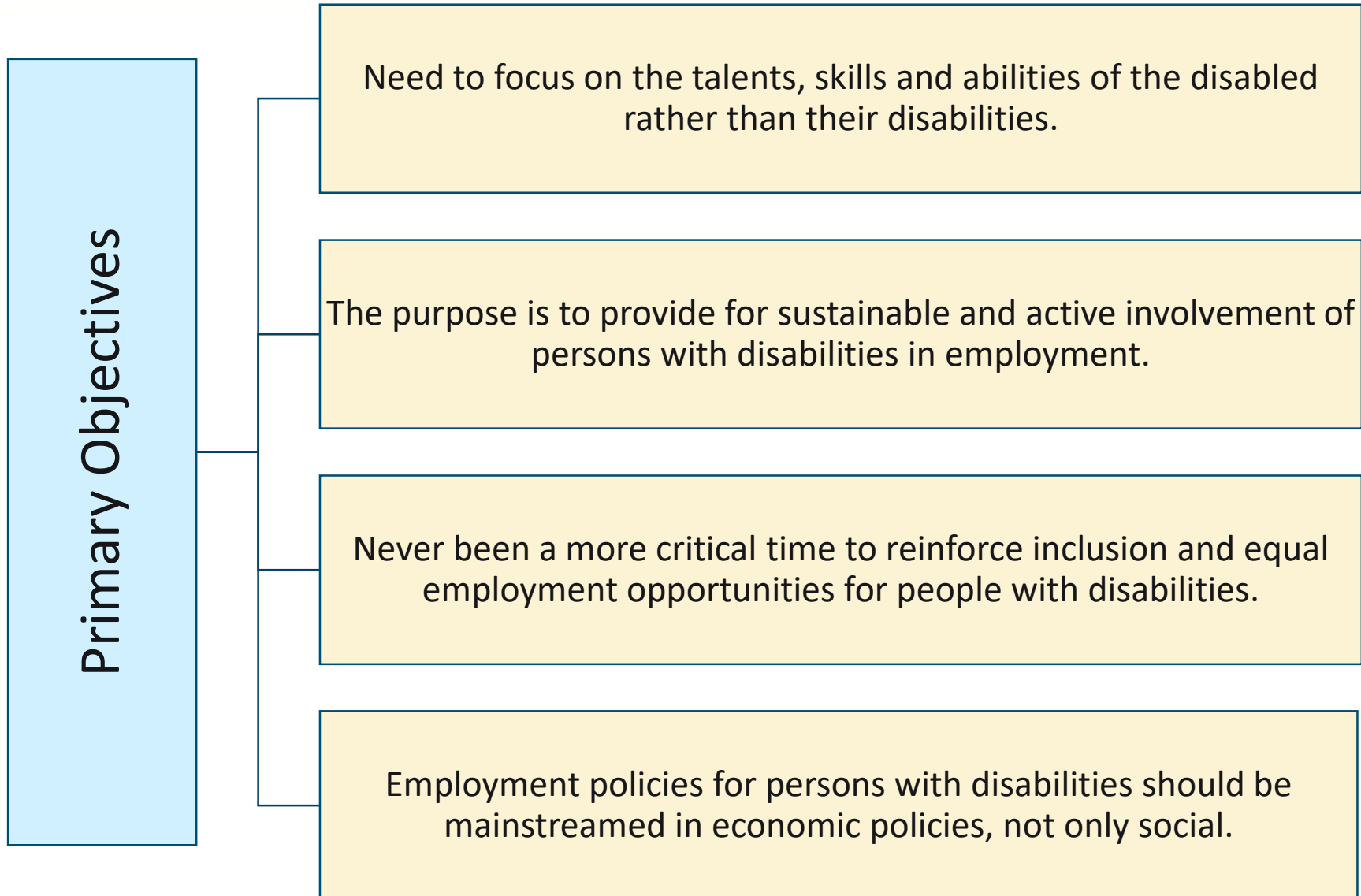
- The **South African Constitution** contains a Bill of Rights:
 - “enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom” (Act No. 108 of 1996, Ch. 2, clause 7).
 - Clause 9 – Equality, which forms part of the chapter on the Bill of Rights, states that equality includes the full and equal enjoyment of all rights and freedoms, and that no person may be discriminated against directly or indirectly on the ground of disability or on any of the other grounds specified. Clause 9 also states that national legislation must be enacted to prevent or prohibit unfair discrimination.
- Other Measures to facilitate work and employment:
 - The **Employment Equity Act** (No. 55) passed in 1998 to promote the constitutional right of equality, eliminate unfair discrimination in employment, ensure the implementation of employment equity to redress the effects of discrimination.
 - The Act also requires all employers to eliminate unfair discrimination, direct or indirect, in any employment policy or practice, on the basis of disability or other specified grounds (Ch. 2, section 6).
- South Africa is a signatory of the UN Convention on the Rights of Persons with Disabilities. Since ratification in 2007, not effectively incorporated into legal frameworks yet.



Supported Employment – Values and Principles

Supported employment is consistent with the concepts of empowerment, social inclusion, dignity and respect for the individual



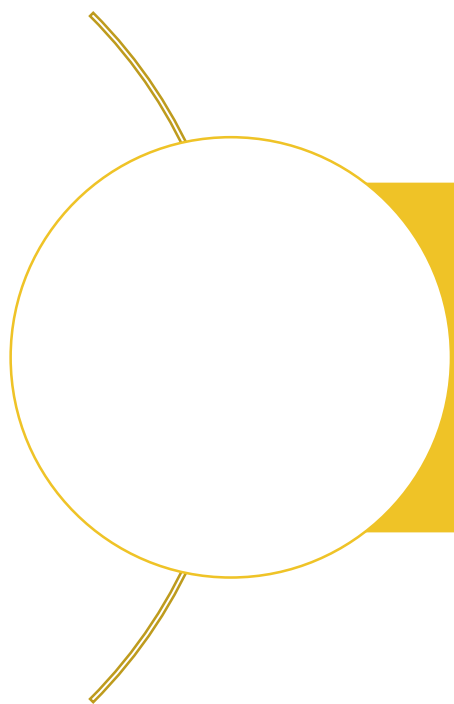




Reasons for Low Employment

Reasons for low employment rates among persons living with disabilities, include:

- access to opportunities;
- recruitment methods exclude people with disabilities;
- not making adequate “reasonable accommodations” to accommodate disabled in workplace;
- low level of education and training;
- declining demand for unskilled labour;
- reductions in the workforce of large enterprises and the public service;
- concern about accidents and insurance costs;
- reluctance to register as having a disability;
- lack of information on work opportunities;
- lack of awareness among employers of needs and abilities of persons with disabilities;
- “benefits trap”;
- fear of losing welfare benefits;
- inadequate technology and technical/personal support, and
- discouragement due to experiences of failure in obtaining jobs and/or internalized negative images.



Strategies



Supported Employment Enterprises (SEEs)

- SEEs established in 1948 to provide employment opportunities to persons with disabilities returning from World War 2.
- Currently 12 factories in 7 provinces (Mpumalanga and Limpopo not catered for).
- SEEs currently employ 1250 persons, generating sales of R60m
- Largely wood-working, metal-working and textiles (sewing)
- *Purpose:*
 - To facilitate supported employment;
 - To provide work opportunities for people with disabilities; and,
 - To develop and implement programmes that promote employability of persons with disabilities in the light of their evolving needs in a changing economy.



Supported Employment Enterprises (SEEs)

Current Broad Strategy

- Supported Employment Enterprises provides employment opportunities for people with disabilities who would otherwise be without employment due to the lack of access and exclusion by market conditions.
- Supply quality products to the health and education departments ensuring value for money saving the departments and taxpayers money in the long term.
- Largest employment creator for persons with disabilities dedicated to ensuring their participation in the economy.
- Provide employment for disabled and in return the State ensures their continued employment by procuring from the workshop/factory.
- Develop and implement programmes that promote the employability of persons living with disabilities.



SEEs - Pros and Cons

Pros



- Safer environment
- Less demanding and stressful
- Opportunities for fostering social connectivity (friendships)
- Provides structure and routine
- Provision of work commensurate to capabilities of individuals (makes allowances for specific needs)

Cons



- Conditions of employment and worker protections/rights
- Limited ability to transition into open employment
- Lack of self-determination
- Perpetuation of narrative that says disabled cannot advance into traditional employment eg. Does little to address structural exclusion of people with disabilities



Other Strategies for Supported Employment

Open Employment and individual Job Placement	Cluster/Enclave	Mobile Crew
<ul style="list-style-type: none">• Open employment (mainstream employment) within the broader community offers the best outcomes for people with disability.• Placement should not be seen as the end-point but a step in successful training, supporting the employee being taught a specific job, in a specific workplace• Unfortunately, reality is usually no jobs, accepting employers.• Employers making reasonable accommodations being subsidized by the state, so that businesses are encouraged to employ people with disabilities	<ul style="list-style-type: none">• A group of individuals working together in close proximity often performing same work.• Continuous training and support provided.• Usually located within a community-based business.	<ul style="list-style-type: none">• Group of supported individuals providing specialized contract services throughout a community.• Services generally provided “from a van” and may include janitorial, cleaning and grounds-keeping services.• Training and supervision provided by on-site work supervisor.

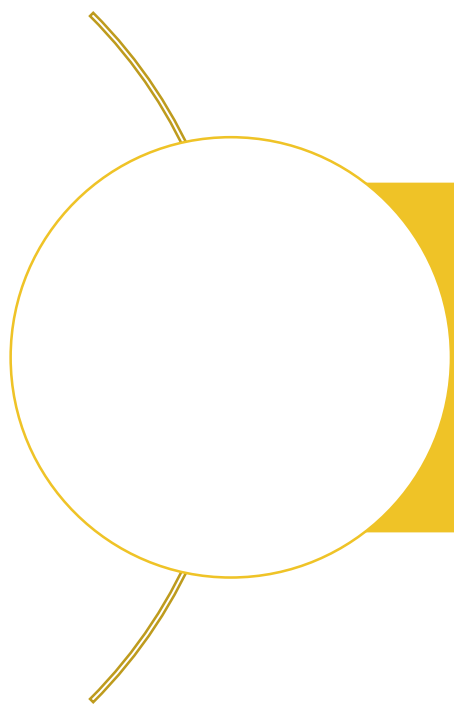


Entrepreneurial Approach (micro-enterprise and self-employment)

- Providing support to individuals to establish own micro-enterprises
- Where individuals have mastered necessary skills and capabilities both technical and personal mastery
- Provide mentorship and coaching on an on-going basis
- Advantages:
 - Respects capacity and assets of the individual, focusing on strengths and can be more flexible
 - Pursues equality
 - Additional income earned and enables individual to be more active in community
 - Moving from client to citizen

Social Enterprises (Social Economy)

- Social Enterprises apply business solutions to social problems. The ultimate goal is to achieve sustainability by enabling them to support themselves financially in innovative ways, instead of relying solely on grants and donations. The majority of any surpluses generated through such initiatives are reinvested in the work and mission they pursue.
- Good examples of social enterprises include : GreenAble, Oasis, Dream House
- Advantages of a social enterprise
 - Genuine empowerment
 - Development of sense of community
 - Belief in mission enhances worker participation and promotes organizational success
 - Builds a sense of purpose
 - Increase life experience, self-esteem and satisfaction and difference in knowledge of employment rights
 - Better training, inclusion and likelihood of transitioning to future employment



Way Forward



Broad Trends and Opportunities

New technologies and IT provide new tools to improve the quality of life and employment for persons with disabilities

White Paper process on Social Economy:

- Encourages support to organisations that have social outcomes such as employment and training of people with disabilities
- Access and reasonable accommodations to encourage employment is easily measured
- Draft policy recommends structures that support organisations such as SEEs through finance mechanisms and connecting products to markets through the Buy Social mechanism

Establishment of Social Partnership arrangements

Blended finance opportunities and other creative social finance mechanisms

Social procurement by government

- Public Procurement Bill: inputs have been made in support of set-asides for social economy organisations



Support Options to SEEs

Leveraging Philanthropy and CSI

- for not-for-profit initiatives and charitable causes

Leveraging Statutory Obligations

- SED (corporates, local business), Social and Labour Plans (mines), supplier development and local content
- SETAs

Supporting Strategic Partnerships for social impact and inclusion

- Social enterprises grant funding
- Social Economy eco-system development and support, including business advice and assistance and grant funding
- Building social partnerships – mission- and solution-driven initiatives for social impact outcomes; seek to facilitate partnerships between key stakeholders (public, private, community and civil society); and, driving collaboration to bring SEE operations into supply- and value-chains within the formal economy.
- Blended finance, social impact bonds, crowd-funding and other innovative social financing mechanisms

Conventional finance

- SMME business finance opportunities
- Contract financing
- Business-in-a-box concepts (franchises – social and commercial, replication, scaling)



Potential Areas of IDC Support to SEEs

Assistance from the IDC may include (on approval as per relevant decision-making processes) the following:

Direct support to SEEs:

- CSI grants for training and capacity building;
- Social Economy grant funding to maximum of R5m per project; and,
- IDC conventional/commercial IDC financing

Indirect:

- Supporting socially driven enterprises and organisations (Social Economy and CSI) that support and facilitate the “transitioning” and seamless pathway of individuals out of SEEs to alternative employment i.e. social enterprises, cooperatives, eco-system stakeholders, social partnerships etc.

Arms length:

- Where “transitioned” enterprises may qualify for IDC conventional funding where commercial enterprise exists.

Commercial Partnerships:

- To facilitate potential partnership opportunities with Corporates to achieve desired outcomes on a commercial basis. These may be in specific sectors and subsectors of the economy (i.e. wood, metal and textiles)



Some Specific Options

Some Potential Strategies for Assistance

- Supporting structures and business models that facilitate social and economic inclusion ie. social enterprises, not-for-profits, cooperatives.
- Enabling Social Economy Ecosystem: supportive and sustainable social economy eco-system building.
- Place-Based: supporting the creation of an enabling physical environment.
- People-Centred: supporting efforts to create self-reliance, social justice, and participatory decision-making through training and capacity development.
- Inclusive Business: facilitate inclusion and participation into supply- and value-chains (public and private).
- Workshops/ Incubators/Accelerators: Supporting Institutional arrangements that facilitate skills development with the aim of business venture development
- Project Development and Support: Providing support for capacity and management to bring initiatives into full realization, sustainability and .
- Pilots and Proof of Concepts: Piloting social innovation initiatives that show high development impact potential.
- Circular economy: facilitating opportunities and partnerships (ie. GreenAble – Green Office)
- Developing and establishing appropriate business-in-box concepts.
- Supporting Ownership: empowering ownership opportunities.
- Business Retention and Expansion: supporting opportunities to grow, scale and replicate.



Outcomes

Outcomes to be achieved in respect of participants (people living with disabilities)





Policy and Support Recommendations

- Ensure socially inclusive workplaces that are safe and supportive
- Seamless pathways into and out of supported employment
- Support strategies than allow “graduation” or “transitioning” of individuals from SEE to employment or enterprise
- Ensure SEEs operate on a commercially sound basis.
 - Government procurement encouraged to buy goods and services from SEEs and/or businesses employing disabled persons
 - Marketing strategy encouraging general public to buy such goods and services
 - Provision of appropriate business advice and training to SEEs
- Incentivise businesses to provide employment and to make reasonable accommodation for the individual
- Support an ecosystem that:
 - Encourages use of innovative technologies that facilitate inclusion (affordable and available), as well as appropriate skills and training
 - Builds partnerships between all stakeholders (public, private, civil society)
 - Shares information
 - Tests and encourages innovations and new approaches (pilots and proof-of-concept)
 - Invests in the services provided by disabled people
 - Helps businesses to be viable and grow (scalability and replication)



Conclusion

SEEs as policy instruments and strategy

Provide safe working environments to people with disabilities.

Highlight the need for an integrated and coordinated response through partnerships (public, private, civil society and community) to ensure their effectiveness and success.

Have the potential to be replicated and scaled for greater impact.

Have the potential to be replicated to address other marginalized communities and groups i.e. youth, rural communities and veterans.

Need direct and indirect support from a variety of stakeholders.



THANK YOU