



women, children &
people with disabilities

Department:
Women, Children and People with Disabilities
REPUBLIC OF SOUTH AFRICA

GENDER PARITY: WOMEN/ MEN WITH DISABILITIES

CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD)

South Africa ratified the Convention on the Rights of Persons with Disabilities (CRPD) and its Optional Protocol without reservation in 2007. Article 6 of the CRPD places an obligation on states parties to recognise that women and girls with disabilities are subject to multiple discrimination, and that they will therefore take measures to ensure the full and equal enjoyment of all human rights and fundamental freedoms by women with disabilities, including taking measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of the human rights and fundamental freedoms set out in the present Convention.

The Baseline Country Report on the implementation of the Convention of the Rights of Persons with Disabilities notes, among others, that it is a fact that women and girls with disabilities still do not enjoy all human rights and fundamental freedoms on an equal basis with boys and men with disabilities. Black women with disabilities in particular bear the brunt of inequality based on race, disability, gender, socio-economic status and class.

NATIONAL DEVELOPMENT PLAN

The NDP: Vision 2030 directs that “any programme to attain social cohesion in society should narrow the inequality divide between men and women with measures in placed to ensure that women. Girls and people with disabilities and any other group at risk of discrimination, are able to enjoy their rights enshrined in the Constitution.”

2011 GENERAL HOUSEHOLD SURVEY

5,2% of South Africans aged five years and older were classified as disabled. Women (5,4%) were slightly more likely to be disabled than men (5,0%).

ON EMPLOYMENT

Public Sector

Representation by Gender and Disability at SMS

Table 4: Representation by gender and Disability at SMS Levels for 2012/13

Race	Gender				Total
	Female		Male		
	Av no	%	Av no	%	
African	1387	26.91	1950.33	37.84	3337.33
Asian	55.33	1.07	86	1.67	141.33
Coloured	168	3.26	287	5.57	455
White	508	9.86	712	13.82	1220
Total	2118.33	41.1	3035.67	58.9	5154

DPSA: PERSAL

- Of the total number of 9113 SMS members in the Public Service; women with disabilities who are senior managers only constitute 0.23%.
- The total representation of people with disabilities at the SMS level is approximately 0.56%.
- Of the 5154 people with disabilities in the SMS level, women with disabilities make up 41.1%.
- The table above replicates the trends observed for the representation of women overall in that the representation of the different population categories of women with disabilities is always lower than that for men with disabilities in that population category. This highlights the increased inequality experienced by women with disabilities both in terms of disability and gender.

2012/13 Commission for Employment Equity Annual Report

The 2012/13 Commission for Employment Equity Annual Report notes that only 20,9% of the total disabled workforce of designated employers in both the public and private sector is constituted by women with disabilities –

- Black women with disabilities constitute only 8,8% of the total disabled workforce

- Women with disabilities constitute 29% of the disabled workforce at **senior/top management level**:
 - The Electricity, Gas & Water sector (42,2%) and the Finance & Business Services Sector (40,9%) perform best, and the Mining and Quarrying Sector worst (10,7%)
 - Women with disabilities at top management level constitute 20,9% compared to 79,1% men with disabilities. Best performers are national government departments with 60%, and Not-for-Profit Organisations with 42,2%. Worst performers are educational institutions with only 8%, parastatals with 12,5%, and the private sector with 19,8%.
 - Women with disabilities at the senior management level constitute 29%, compared to 71% men with disabilities. Best performers are national government departments with 50,6%, and Not-for-Profit Organisations with 42,4%. Worst performers include educational institutions with only 6,1%, and the private sector with 31,1%.
- Women with disabilities constitute 35,8% of the disabled workforce at the **professionally qualified level**:
 - The Catering, Accommodation and other trades sector (46,1%), the Finance and Business Service Sector (43,7%) and the Wholesale Trade, Commercial Agents and Allied Services Sector (42,4%) perform best, and the Mining and Quarrying Sector worst (9,8%)
 - Women with disabilities at the professionally qualified level constitute 34,9% compared to 63,1% men with disabilities. Best performers are Not-for-Profit Organisations with 62,9% and Provincial Government Departments with 42,4%. Worst performers are the private sector with 33,1% and municipalities with 35,4%.
- Women with disabilities constitute 39% of the disabled workforce at the **skilled level**:
 - The Finance and Business Sector (54,1%) and the Catering, Accommodation and other trades Sector (53,3%) perform best, and once again the Mining and Quarrying Sector worst (9,6%)
 - Women with disabilities at the skilled level constitute 38% compared to 62% men with disabilities. Best performers are the Not-for-Profit sector with 56,1% and government as a whole with 46,6%. Worst performers are the private sector with 34,5% and parastatals with 34%.