



INTERNET ARTICLE

Transformation a must in the workplace

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Today the Department of Water and Sanitation in the Eastern Cape, led by the National Office, held a workshop on transformation to empower the staff in the region. Transformation is about change.

“Generally speaking, most people want to see change around them but only a few want to change”, the Director of Transformation, Mr Curtis Mabena said.

Several presentations were made by different speakers, namely on Broad-Based Black Economic Empowerment which seeks to address the imbalances of the past in the economy. Other presentations were made on gender and disability, which seeks to level the playing fields between physically-challenged and the abled, youth development whose aim is to empower young people.

Regarding disability, a number of proposals were made in order to address the inequality in the workplace. “The adverts should state that a woman and or person who is physically challenged is targeted to fill the advertised post/s. If we fail to do that in the advert then we will not reach the target of 7% representation of people with disability in the workplace. Transformation should be a standing item in management meetings where it’s discussed to show seriousness in achieving the target. When a physically challenged person vacates a post, it should be filled by another physically challenged person,” said Mr Zingisile Zake.

High unemployment rate remains a key challenge in South Africa. In the third quarter of 2016 the rate was estimated at 27.3% and it’s even higher amongst young people.

“Inclusive growth should include young people both in urban and rural communities. Our systems need to be strengthened up so that they can drive the empowerment of the youth”, Deputy Director of Transformation, Mr Clive Mhlana, said.

The staff also raised their challenges and frustrations concerning youth development in the workplace. “We are losing interns due to expiring contracts instead of absorbing them and yet we are expected to mentor, coach and develop young people as mandated by the government”, said Ms Zikho Gcilitshana.

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