

# Dispelling the myths of people with disabilities and employment.

## NID Training Disability Diary

- Compiled by Dr Jean Mitchell



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other workers, and perform as well as other employees. In addition, workers with disabilities are no more likely to be injured at work than other employees, however, safety could be compromised in emergency situations. Safety can be promoted if emergency measures are designed to suit the needs of all employees, and if all employees are aware of the needs of their colleagues.

### Conclusion

When workplaces are inclusive and employees are appointed because of their abilities, the morale of among colleagues tends to be high (Bonaccio et al., 2020). Employers are encouraged to give more persons with disabilities the opportunity to enter the workforce, as there seems to be more advantages than disadvantages to this endeavour.

For further information about this article contact  
[lientjievansburg@nidtraining.org.za](mailto:lientjievansburg@nidtraining.org.za)

### Introduction

South Africa, like most countries, needs every skilled worker to contribute towards the prosperity of the country. Good business practice is conducted in line with statutory requirements, is socially responsible, altruistic and pragmatic while working to achieve business goals and financial success. This can create a psychologically safe and thriving workplace.

### Discussion

People with disabilities can make a positive contribution in the workplace. It is generally found that in an atmosphere

of acceptance, a disabled person can develop into a well-adjusted, productive worker (Janse van Rensburg-Welling & Mitchell, 2022). Contrary to some beliefs, people with disabilities want to work, and even though some disabilities might prevent a person from doing physically strenuous or demanding tasks, Bonaccio et al (2020) report that many employees perform jobs that actually exceed what might have been expected of a person with mobility disabilities.

Bonaccio et al. (2020) also found that people with disabilities are reliable, and productive. When people with disabilities are in the right job, they tend to take fewer days off, take less sick leave, stay in jobs longer than

### References

- Bonaccio, S., Connelly, C.E., Ian R. Gellatly, I.R., Arif Jetha, A., Martin Ginis, K. (2020). The participation of people with disabilities in the workplace across the employment cycle: employer concerns and research evidence. *Journal of Business and Psychology*, 35:135-158. <https://doi.org/10.1007/s10869-018-9602-5>
- Janse van Rensburg-Welling, J.C. & Mitchell, J.E., 2022, 'The development of a suitable training model for students with disabilities at a training institution in South Africa', *African Journal of Disability* 11(0), a949 <https://doi.org/10.4102/ajod.v11i0.949>