

**INCLUSION OF PERSONS WITH DISABILITY IN THE SOUTH
AFRICAN MINING INDUSTRY**

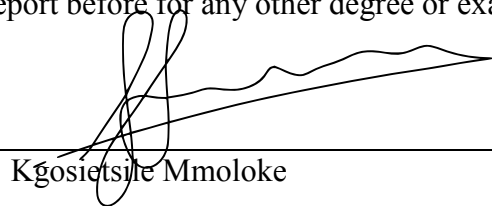
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**Thesis presented in partial fulfilment for the degree of Master of Business
Administration to the Faculty of Commerce, Law, and Management,
University of the Witwatersrand**

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D ECLARATION

I Kgosietsile Mmoloke declare that this research report entitled 'INCLUSION OF PERSONS WITH DISABILITY IN THE SOUTH AFRICAN MINING INDUSTRY' is my own unaided work. I have acknowledged, attributed, and referenced all ideas sourced elsewhere. I am hereby submitting it in partial fulfilment of the requirements of the degree of Master of Business Administration at the University of the Witwatersrand, Johannesburg. I have not submitted this report before for any other degree or examination to any other institution.



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Signed at Johannesburg on 28th February
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ABSTRACT

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Thesis title: Inclusion of persons living with disability in the South African mining industry

The South African Mining industry remains one of the key economic drivers in the country's economy. There has been a lot of progress made in transforming the industry by the inclusion of black people and women, however persons living with disabilities remain underrepresented in the industry. This study aimed to investigate the means that could increase the representation of persons living with disabilities by answering the following questions

- i. How do perceptions towards people living with disabilities impact their representation in the mining industry in South Africa?
- ii. What is the impact of the legislative framework on the employment of people with disabilities in the mining sector?
- iii. What are the main barriers to the inclusion of people with disabilities in the mining sector in South Africa?

12 participants were part of the interviews, which were put through a thematic analysis, and the main findings highlighting the perceptions of persons with disability in the industry, and the challenges & barriers that they face. The findings further give recommendations on how these barriers & challenges can be overcome.

Johannesburg, February 2020

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DEDICATION

I dedicate this paper to my wife & daughters, and to each and every person living with a disability, your dreams are valid.

CHAPTER ONE

INTRODUCTION

1.1 Context and Purpose

The World Health Organization (WHO) report on Disability stated that over a billion people in the world live with some form of disability, of whom 200 million experience considerable difficulty in functioning. This is mainly due to the global increase of chronic diseases which include among others, cardiovascular diseases, diabetes, mental disorders, and cancer (WHO 2011). The report states that this has resulted in the rising number of people living with a disability. to the international labor organization. People living with disabilities are most likely to experience unemployment than non-disabled people, and when employed, they are more likely to have low paid jobs with poor career prospects (ILO 2015). However, there is hope as some industries and the mining sector being one of them, is trying to harness the potential that exists in people with disabilities (Creagh, 2017, so as to improve the levels of diversity in the workplace.

In the case of Australia for instance, the initial understanding of diversity by the mining companies focused on the inclusion of women and indigenous people, but not much attention was given to people with disabilities (Creagh, 2017). Subsequently, changes occur that led to the inclusion of people living with a disability with the aim to fast-track transformation in their workforce (Creagh, 2017). The expectation is that more jurisdictions are set to follow in the footsteps of the Australians.

In South Africa, the conversation on transformation in the workplace has mainly been centered around the inclusion of women and black people. For instance, a study that investigated

the perceptions of women working in core mining environments found that changes were made to accommodate women, and this has led to a degree of progress being achieved in the industry, (De Klerk 2015). A study by (Mudimba n.d.) agreed with De Klerk (2015), however, she identified gaps for improvement on the situation of women in mining. Unfortunately, the courtesy afforded to women seems not to have been extended to people living with disabilities.

The government and the mining industry in South Africa, being aware of the general discrimination against people living with disabilities in the sector, decided to regulate their inclusion. The South African mining charter (2018, as amended), mandates mining companies to have a minimum of 1.5% of their workforce being people living with a disability (Government of SA 2018). Studies show that disabled people can be a strategic resource in any business (Kulkarni, Bohm, and Basu 2016). Increased earnings and labor productivity, tax rebates, improved individual and family well-being are some of the benefits that accrue to a company and society at large when people living with a disability are employed (Rohwerder 2015). This study assessed the levels of inclusion of people living with disabilities in the South African mining industry, in light of the recommendation from the mining charter.

1.2 The Problem Statement

South Africa has progressive labor laws, like the Labour Relations Act of 1998 (as subsequently amended); the Employment Equity Act of 1998 (as subsequently amended) or the Skills Development Act 2002 (as subsequently amended) that speak to the inclusion of people with disability in the workplace. The South African Mining Charter of 2002 (as subsequently amended), as well as the Mining Qualifications Authority (MQA) framework addresses both the inclusion of people with disabilities in the South African Mining industry, by setting up specific targets for the

employment of people living with disabilities within the mining industry (Mining Qualification Authority 2010). The problem is that the mining industry has been implementing the employment requirements set by including people with disabilities. This has resulted in the underrepresentation of people with disabilities, but also a workforce that is undiversified (Mining Qualification Authority 2010; Potgieter, Coetzee, and Ximba 2017). The aim of this study was to investigate the factors that affect the inclusion of persons with disabilities in the South African mining industry.

1.3 The objectives of the study

The overarching objective of this study was to investigate the means that could help increase the representation of people living with disabilities in the mining industry in South Africa. The secondary objectives were:

- i. To investigate how perceptions of people living with disabilities impact their representation in the mining industry in South Africa.
- ii. To establish whether the legislative framework has had an impact on the employment of people with disability in the mining sector, and
- iii. To investigate the main barriers to the inclusion of people living with disabilities in the mining sector of South Africa.

1.4 Research questions

Based on the above objective, the study sought to answer the following questions:

- iv. How do perceptions towards people living with disabilities impact their representation in the mining industry in South Africa?
- v. What is the impact of the legislative framework on the employment of people with disabilities in the mining sector?
- vi. What are the main barriers to the inclusion of people with disabilities in the mining sector in South Africa?

1.5 Significance of the study

This study adds to the debate on the transformation of the mining industry in South Africa. More especially the workforce diversity with regard to the inclusion of people living with disabilities in the workplace.

The study is important as it probed the differential contribution of cognitive, legislative factors that could have an impact on the inclusion of people living with disabilities in the workforce. Ultimately, it could serve as a framework to amend current practice or even legislation on how to improve the representation of people living with disabilities in the workplace.

2.0 LITERATURE REVIEW

2.1 Introduction and Background

Worldwide people living with disabilities have organizational, individual, and structural barriers to employment (Schur et al. 2009; Schur, Kruse, and Blanck 2005). According to the South African Human Rights commission the disabled population in South Africa have experienced high levels of unemployment, and often remain in low-status jobs and earn lower than average salaries. In 2002, the South African Mining Charter was instituted to address both the imbalances and the barriers that existed in the mining industry (AngloGold Ashanti Annual Report to Society, 2007). This chapter will explore the corporate social responsibility concepts to understand the theoretical relationship between organizations and society as a whole, and how organizations align their values with the expectations of society (Amponsah-Tawiah and Dartey-Baah 2011).

2.2 Corporate Social Responsibility

Corporate Social Responsibility (CSR) is the foundation of a tripartite relationship between companies, society, and the nation (Joseph, 2009). Although the concept of CSR dates back to the 1970s, there is no one universally accepted definition of CSR. The European Union (EU) defines CSR as a concept whereby companies essentially volunteer to contribute towards a better society by not just being compliant to a set of legislative requirements, but by going beyond the requirements (Martinuzzi, Krumay, and Pisano 2011).

In South Africa, CSR is referred to as Corporate Social Investment (CSI), with commentators suggesting that corporate South Africa is not comfortable with the term ‘responsibility’ due to the negative perception associated with it, furthermore, evidence suggests that the South African legislator is not comfortable with CSR either, and uses CSI (Kloppers 2014). The EU Strategy recognizes the hiring of persons with disabilities as a major philosophy of

corporate social responsibility (CSR) and a critical dimension in achieving workforce diversity (European 2012). This is because the employment of persons with disabilities is considered to be very pivotal in achieving social inclusion, especially in the mainstream labor market. However, in most developed and developing countries, the unemployment rates for persons with disabilities of working age is reported to being twice as high as that of persons without disability (UN 2014) A study that evaluated the argues that people living with a disability are internationally recognized as a key component for the promotion of diversity in the workplace, thus their employment is not only a matter of business imperative but also part of CSR (Fasciglione 2011). In this study, we have to use the term CSR and CSI interchangeably.

2.2.1 Stakeholder theory

Different scholars have defined the word stakeholder differently. For example, Freeman, (1984) defined it as an individual or group of people who are affected by the operations, goals, or activities of an organization or the behavior of such an organization (Freeman 1984). Organizations are viewed as a grouping of stakeholders, and their purpose is to manage the interests, viewpoints and the needs of all (Friedman and Miles 2006). Furthermore, these groups are vital in the survival of the organization in the long-term

The stakeholders' theory by Friedman & Miles mentions that these groups include but are not limited to shareholders, employees, customers, local communities, and suppliers (Friedman and Miles 2006). There is however a school of thought that suggests a more organized approach to the stakeholder theory, according to (Donaldson and Preston 1995), there are three approaches to stakeholder theory from an organization's perspective:

- Descriptive stakeholder theory, which is the manner in which the organization is managed, which describes what the organization is and what it does, including the perception of

managers towards managing the corporate constituencies (which are often regarded as stakeholders)

- Normative stakeholder theory, this is regarded as the core of the stakeholder theory, and it identifies stakeholders as individuals with an interest in the substantive and procedural aspect of the organization, with the fundamental aspect of the theory being underpinned on an ethical basis.
- Instrumental stakeholder theory, which establishes the connection or lack of connection between the traditional reasons of why an organization exists (to achieve growth and profit), and the practice of stakeholder management.

Management researchers have also acknowledged the importance of the stakeholder theory, with an interesting school of thought by (Clarkson 1995), referring to stakeholders that engage in formal contractual relationships with an organization such as employees, shareholders, and customers as primary stakeholders. These primary stakeholders have influence in organizations, and it is widely acknowledged that the existence of organizations relies on them, and organizations should pay attention to their needs. However, there are stakeholders who are not directly involved in the day-to-day running of the organization, which are known as secondary stakeholders, such as non-government organizations (NGOs), religious organizations community groups (Clarkson, 1995). Furthermore, Clarkson (1995) emphasizes that secondary stakeholders do have the ability to force organizations to pay attention to their needs and should not be neglected.

Another scholar is of the view that an organization's main purpose is to create wealth, furthermore, wealth creation should happen within the context of all stakeholders, arguing a framework that places all stakeholder relationships within the context of an organization's industry setting, resource base and broader socio-economic arena (Buono 2003). When applying this view, one cannot ignore the reality that organizations have limited resources, and consequently may prioritize stakeholder claims on the basis of a cost-benefit assessment (Thijssens, Bollen, and

Hassink 2015). This school of thought introduces the theory of stakeholder identification and salience, also referred to as the stakeholder salience theory. It uses a framework that analyses how stakeholders' characteristics concerning the stakeholders' claims influence the decision-making process of an organization's management (Mitchell 2013). This study takes the view that people living with disabilities have a stake in what happens in society in general and in the mining sector in particular and their voice and aspirations need to be considered by decision-makers in that industry.

2.2.2 The social cognitive theory

The social cognitive theory tells us how vital the ability to categorize is to normal cognitive functioning (Chabot 2013). Chabot, 2013 further argues that categorization is the mechanism, which individuals use to simplify the processing, perception, and retention of information about others, by allowing us to identify objects, make predictions about the future, infer the existence of hidden traits, and attribute the cause of events. Stereotyping is a form of categorization that is like a schema in this context, which is a mental prototype for a typical category manager.

Another study says that stereotypes bias judgment, and decision-making by acting as implicit theories that alter perception, interpretation, retention, and remembering information about others. It operates without any intention to favor or disfavor, by biasing the decision-maker for that moment of decision, in other words, stereotypes bias the way we see evidence and then work on the evidence and not the stereotype itself (Chablot, 2013).

A study that describes implicit theories or attitudes as beliefs that can be activated without the believer being aware and when activated, influence decisions and actions (Quillian 2006). Quillian, (2006) mentions that the core idea behind stereotypical beliefs exist in the mind and are triggered automatically even when the person is not aware of what triggered the association to the

stereotype, this effect has been identified by psychologists even on people who score low on measures of prejudice (Chablot, 2013). Chablot (2013) further elaborates that evidence that contains beliefs can be changed through introspection and exposure to the target group.

A successful effort to accommodate employees with disabilities will not only require adjustments of the employee's needs but also adjustments within the organization (Granger 1996). The attitude-based model explains that the most important adjustment in an organization is not an adoption of programs and policies, but rather a change in the organizational culture and employee attitudes. Attitudes are essential and important for effective, successful practices, and understanding and values influence attitude (Granger, 1996). Diversity programs can be an appropriate means to accomplish these ends, and by applying this approach, employers may find the act to be a benefit rather than a burden (Granger, 1996).

Another study defined 'Attitude' as "a learned predisposition to respond in a favorable or unfavorable manner with respect to a given subject" (Fishbein and Middlestadt 1995). Attitudes thus have a huge influence on behavior and employee attitudes towards employees with disabilities will likely have an impact on how the employer deals with issues of disability in the workplace (Granger, 1999).

Stereotypes tend to negate people's individuality and have a destructive dysfunctional impact, although people assume that disabilities can be seen and recognized, individuals with a history of epilepsy, mental illness and cancer can be stigmatized as well (Granger, 1996). Examples of stereotypes against people with disabilities include:

- Physical impairment equals intellectual impairment,
- People with disabilities are charity cases, and are fortunate to have a job,
- People with disabilities cannot carry their own load.

Such stereotypes can lead to a significant misinterpretation of abilities, with those who are average in every aspect of life being treated abnormal (Loden and Rosener 1990). Due to limited experience, many people are unaware of what the differently-abled can do (Granger, 1995). According to Freedman & Keller (1981), people with disabilities have been proven to be cost-effective, and in general, they are proved to be more committed and loyal to their company, with less absenteeism and turnover, the differently-abled worker has been found to make an excellent employee without the expected difficulties (Granger, 1995).

2.2.3 The benefits of having people living with disabilities in the workplace

Studies indicate that environmental and individual factors such as person-environment fit affect the severity of the symptoms of the person living with a disability (Catty et al. 2008). These competencies of the employment specialist accommodation and workplace support are important determinants for the wellbeing of people living with disabilities in the workplace. However, employees with disabilities tend to be less satisfied with their workplace environment, which leads to them not to pursue opportunities for advancement than their counterparts in the organization (Rutigliano and O'Connell 2016).

In addition, to the above-mentioned benefits, research work indicates that inclusive workplaces do not just create positive feelings and make employees happier. Inclusive environments contribute to business outcomes that include improved productivity; increased identification and worker commitment with organizational success; increased worker investment in the organizations' performance, and lastly reduced expenses that reduce employee turn-over (Disability Case Study Research Consortium, 2011).

2.3 People Living with Disabilities

There are various schools of thought regarding the definition of people living with disabilities. However, for the purpose of this study, a person living with a disability is one who is seen by society as non-functional in a specific environment based on medical assessments on the individual. The medical assessments often mistaken disability for disease and employees with disabilities are often placed on sick leave and later are medically boarded based on this misinterpretation of disease and disability. The different theories and models that are used to define disability are discussed below.

2.3.1 The medical model of disability

The Medical model views disability as some form of physiological impairment due to a disease process or some sort of damage (Llewellyn and Hogan 2010). The framework of this model stems from the disease model used in medicine, predisposing practitioners to think of a 'condition', that requires an appropriate 'treatment' (Llewellyn & Hogan, 2010). The medical model is rooted in an emphasis on clinical diagnosis, and this leads to a very inhibiting and partial view of the individual who is disabled (Brisenden 1986). However, the article further mentions that to understand disability as a lived thing and as an experience; one needs more than just medical facts. This is necessary for determining medication, but also trying to determine the type of life the person with a disability has to live (Brisenden, 1986).

Brisenden, (1986) mentions that the word 'disabled' is used as a blanket to cover several people who have nothing in common with each other, except the fact that they do not function the same way as those who are said to be 'normal'. He further says that many of these people are referred to as 'abnormal' because they are different, and are considered as problem people, who cannot be integrated into society.

There has been a lot of emphasis placed on dependence and a focus on the nature of impairment thus, meaning that all interventions based on the assessing, diagnosing, and labeling of the individual, with the therapy programs developed separately using alternative services (Office of the Presidency 1997). The social attitudes developed from the perception that disability is a social and welfare issue has led to the isolation of people living with disability and their families from mainstream activities (Office of the Presidency 1997). The medical model disempowers people with disabilities and isolation reduces their confidence and prevents participation in economic activities (Office of the Presidency, 1997).

One of the issues with the medical model is that the medical practitioners do not take into consideration what the person with disabilities want or value, and rather create categorizations and labels based on the individual's bodily function thus, resulting in people with living disabilities to think that they have limited options (Haegele and Hodge 2016).

Criticisms that underlie this model include that even though the medical personnel is experts in diagnosing, treating, and curing illnesses, they do not have the authority over the social perception or lives of people with disabilities. The second critique is that this model is based on the negative perceptions associated with disability in this model, as the medical model conflicts the people with disabilities with the diseases and the sick role, discussing disabilities in a deficit model orientation (Haegele and Hodge 2016).

2.3.2 The social model of disability

The social model posits that not all the adverse circumstances and discrimination that people with disabilities face stem from their impairment but rather from the social environment (Hurling 2008). The social model suggests that the collective disadvantage of people living with disabilities is due to a complex form of discrimination, which is fundamental to the way society

thinks and operates (Office of the Presidency, 1997). The social model believes that the circumstances, and discrimination that the disabled encounter has nothing to do with their impairment, but is due to socially created phenomena, and this model implies a paradigm shift in how we construct disability. Thus:

- It is the inability of ordinary schools to deal with diversity in the classroom that forces disabled children to attend special schools
- People with communication disabilities are excluded because of society's lack of skill and acceptance of alternative ways of communication
- It is defects in the design of everyday equipment that causes difficulty, not the ability of the people using it
- The stairs leading into the building disable the wheelchair user and not the wheelchair (Office of the Presidency, 1997).

The social model puts emphasis on the capabilities and abilities of people with disabilities themselves, and the shortcomings of society in respect of disability (Office of the Presidency, 1997). The social model centralizes the person with the disability, and their human dignity and does not focus on their impairment (Hurling, 2008). Disability of the person was regarded as the individual's problem in the medical model becomes the society's problem, and the society must change to fit the person with the disability and not vice versa.

There have been critiques leveled towards the social model. The first critique argues that the social model fails to see an impairment as an observable attribute of an individual that is a very important aspect of their lived experience and calls for a more comprehensive and inclusive social theory or disability model (Haegele and Hodge 2016).

The second critique is that the social model neglects the difference between the different types of disability. This critique suggests that the social model cannot understand the experiences of the disabled individual independently from the individual's attributes like sexual orientation,

race, and gender (Haegele and Hodge 2016). The concept of intersectionality suggests that other measures such as the prejudices to sexism, homo-negativism, and racism, as people with disabilities may also exude attributes that are because of oppression by society (Haegele and Hodge 2016). The third critique offers a perspective by the social creationists' who suggest that the issues of sexism, disability, and racism are real and are socially created by sexists, and racists (Haegele and Hodge 2016).

However, scholars suggest that the use and subscription to such models may have not emphasized the relationship between the individual's impairment and the barriers that exist in society (Hedge & Hargele, 2016). This study focusses on the social model stance of addressing disability in society more especially in the mining industry.

2.4 Relationship between Disability and the Mining Industry

The president of South Africa announced the New Economic Growth Path, established to create 5 million new jobs and hence reduce unemployment from 25% to 15% by the end of 2021. With the mining sector, being one of the industries that will be part of the implementation process in reducing unemployment; including people with disabilities should be considered (Mining Qualification Authority 2014). The transformation process of the Mining and Minerals sector will be achieved through the Broad-Based Black Economic Empowerment (BBBEE) charter incorporating the Mining Charter (Mining Qualification Authority 2014).

In South Africa, the Skills Development Act No.97 of 1998, through the national and local workplace strategies provides a framework for improving the skills of the South African workforce, specifying that skills development is mandatory for all individuals from historically disadvantaged backgrounds including people living with disabilities.

The Code of Good Practice to the Employment of persons with disabilities of the Ministry of Labour in South Africa supports fair treatment and the promotion of equal opportunities as supported by the Employment Equity Act. The code aims to reduce disputes and ensuring that people with disabilities can enjoy and exercise their rights at work by helping employees and employers understand their rights/obligations and promoting certainty (Government of SA 2015). It also helps in creating awareness on the contributions that people with disabilities can make, encouraging employers to utilize fully the skills of such people.

The Mining Qualifications Authority, (2014) further mentions that reasonable accommodation requirements apply to employees and applicants with disabilities who are suitably qualified for the job; this reasonable accommodation may be required:

- During the recruitment and selection process
- In the working environment
- In the way work is usually evaluated, done and rewarded, and
- In the privileges, and benefits associated with employment.

The Mining Qualifications Authority, (2014) advises that when retaining disabled employees on the job, employers should consider the following:

- Employees, who become disabled, should be re-integrated where reasonable into the workspace, and employers should seek to minimize the impact of the disability on the employee.
- The employer should consult the employee when the employee becomes disabled to see if the disability can be accommodated
- The employer should maintain contact with the employee when they become disabled, and where possible encourage an early return to work, and this might require transitional work programs, vocational rehabilitation programs, and where applicable permanent or temporary flexible working times

- If the employee is frequently absent from work due to illness or injury, the employer must consult the employee to determine whether the reason for absence from work is due to the disability, and assess if this requires reasonable accommodation
- An employer should explore the option of offering reduced work, flexible work, or alternative work placement so that employees are not compelled to terminating their employment. The (Employment Equity Act, 1998) states that “the state may not unfairly discriminate directly or indirectly on anyone on one or more grounds including race, gender, sex, ethnic or social origin, marital status, pregnancy, color, age, conscience, culture, belief, religion, language, birth and disability” (Employment Equity Act, 1998, p. 14).

The Employment Equity Act, 1998, further aims to achieve employment equity at the workplace by:

- Promoting fair treatment and equal opportunity in the workplace by eliminating unfair discrimination and,
- Ensuring that the disadvantages experienced by designated groups are redressed by implementing affirmative action measures, to ensure equitable representation in all occupational levels and categories in the workplace.

The Employment Equity Act, 1998 clearly prohibits:

- Discrimination based on disability
- Medical testing, unless it is justified in the light of employment conditions, medical facts, the fair distribution of employee benefits or inherent requirements of the job, or legislation requires or permits the testing.

The Employment Equity Act protects people with disabilities against discrimination and directs employers to redress discrimination by implementing affirmative action in the workplace.

3.0 RESEARCH METHODOLOGY

3.1 Introduction

The problem identified by this study was to suggest the means that could help increase the employment of people living with disabilities in the mining industry in South Africa. To address this problem, research questions were developed to act as a guide. This chapter details the research methodology and design used to address the research questions, the population relevant to this study, the sampling methods, the limitations, as well as the ethical considerations submitted at the beginning of this research project. This project involved face to face semi-structured interviews with senior representatives involved with the hiring of employees in the South African mining industry.

3.2 Research Design

The research design followed principles outlined by Serfontien, Basson, & Burden, (2009), which outlines the three fundamental research design features as research strategy, approach and research methodology.

3.2.1 Research approach

The researcher used credible academic literature to gain an in-depth understanding of the business issue. The researcher also used inductive reasoning as there were other broader theories or conclusions framed. According to Saunders & Lewis, (2012) deductive reasoning is a research approach that involves the testing of theoretical prepositions. Defined to perform the test, therefore the researcher used deductive reasoning to explore and test the different theories on disability

3.2.2 Research Strategy

This phase refers to the plan that the researcher will use to answer the research questions identified. Amis (2011) refers to this as a methodological link between the research philosophy and the subsequent choice of the method. The strategies that can be used include, interviews, case study, experimental, action research, surveys grounded research and ethnography (Zikmund, Babin, Carr & Griffin, 2013). The interview method was selected, which according to Bryman, (2015) is more suitable for this type of qualitative research.

3.2.3 Research methodology

Understanding the construct of disability is a very complicated and multi-facet topic that is interpreted differently by different people. This makes studying the subject difficult, and hence tricky for organizations to understand and therefore to incorporate disabled people into their work environment. For this reason, this research adopted a qualitative research design. Qualitative research allows for an interpretive research strategy because it is concerned with words (Bryman 2015). Furthermore, there are different forms of qualitative research methods that can be applied to research such as the qualitative analysis by a collection of text, interviewing, discourse or conversation analysis, focus groups, and participant observation (Bryman, 2015).

The qualitative research method accepts that there are multiple interpretations of reality that can change with time (Tisdell and Merriam 2015), and thus this type of method is more suited for this study. This method uses open-ended questions to allow the respondents to have the freedom to express their views and construct their meaning on how they view the topic at hand (Creswell 2013). Qualitative research methodology approach to social research uses an inductive view where theory is generated from research. This means that once the data is collected it will be up to the researcher to draw meaning from it (Bryman 2015).

3.3 Population and Sample

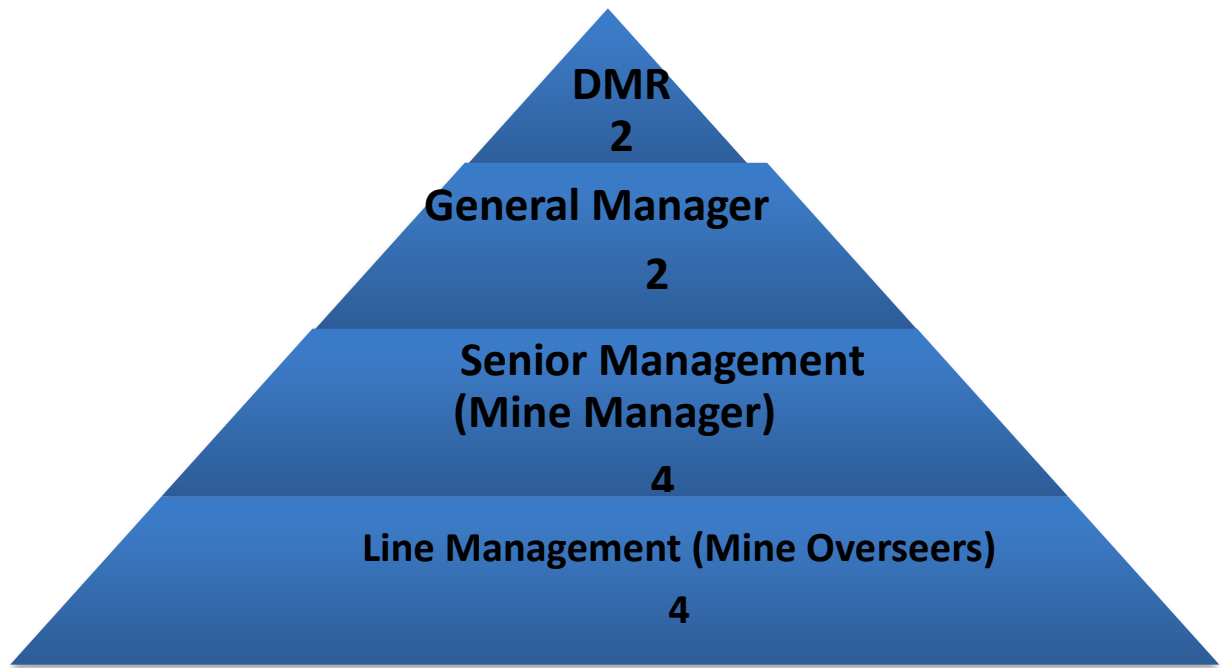
3.3.1 Population

The geographical location of the study was spread over mining towns consisting of different types of commodities including, platinum, coal, gold, manganese, and iron ore. The population consisted of mine management, from line management level up to the general managers. It also included the Department of Mineral Resources (DMR) in the form of the Medical Inspector and Chief Inspector of Mines.

3.3.2 Sample selection method

Purposive sampling was used by selecting participants that are in line management and senior management, as their job roles and expertise would allow for the right data to be obtained about this topic. The inclusion of the DMR as the law enforcement agency was helpful. Only 12 respondents were chosen. This was in qualitative studies, data saturation is reached once 12 interview transcripts have been revised (Bruce, Guest, and Johnson 2006). Literature highlights that the findings might be related to the homogeneity narrow scope of the research, with the sample being considered as homogenous in this study, and from a narrow scope with all respondents having knowledge on disability in the workplace in the mining sector (Bruce, Guest, and Johnson 2006). Figure 1 below shows the targeted population of the respondents.

Figure 1: Targeted population of respondents



3.4 The research instrument

An interview schedule was used as a tool for data collection in this research. This schedule was semi-structured, this allowed for as much flexibility as possible and to obtain as much information from the respondent, as well as allowing for self-expression on this topic.

3.5 Data collection

A face-to-face individual semi-structured interview is the preferred methodological approach for this study. These interviews were recorded with the respondent's consent, and there was note-taking during the interview to establish follow up questions.

Face-to-face interviews encourage honest responses that are based on knowledge and facts from the interviewee allowing the interviewer the opportunity to better interpret non-verbal communication which may be helpful in seeking more information through follow-up questions

(Dumay and Qu 2011). According to Tisdell & Merriam (2015), the flexibility in conducting open-ended and semi-structured interviews is that it allows the interviewees to express themselves fully leading to a great quality of data in comparison to telephonic interviews. Bryman, (2015) also mentions that semi-structured interviews allow for the interviewer the flexibility to ask immediate follow-up questions that may give more clarity to critical questions.

Dumay & Qu, (2011) highlights that an advantage of the semi-structured interview approach is that it provides the ability to obtain additional details from the interviewee and be able to adjust and modify and adjust the interview to suit the interviewee while ensuring that critical information and facts. There are a few disadvantages of interviews as mentioned by (Bryman, 2015), one being that the interpretation of data may be vulnerable to the bias interpretation of the interviewer, as well as the likelihood of geological spread and availability of resources like time. Another disadvantage may be the protocols involved in scheduling the interviews as mine management are constantly busy, as well as the process of entering a mine.

The initial contact with the interviewee was to be made via email and telephone to schedule an appointment for the interview. At the start of every interview, the interviewee's consent was requested for the recording of the interview. There was also be note-taking during the interview.

3.6 Data analysis & interpretation

A thematic analysis was used as advocated for by (Braun and Clarke 2006) with the data being collected from semi-structured interviews, using open-ended in-depth questions. The system used to analyze such data should reduce the data, display it, and draw conclusions (Miles and Huberman 1985).

3.7 Credibility and trustworthiness

Bock & Sargent (2002), describe the four elements to credibility and trustworthiness as conformability, credibility, transferability, and dependability. Twelve interviews were conducted for this study, which achieved the required saturation. The data was translated into findings using the process explained above in the data analysis section. Conformability and objectivity was achieved through these analysis steps, and to achieve credibility and internal validity, the participant's raw data was not manipulated in any way, therefore the findings of this research article are a true representation of the views of the respondents.

Based on the findings of the study, which came from the empirical data from the 12 purposively selected participants, the research questions can be answered. However, before these questions are answered, it is noteworthy to address the threat to validity of the study. The validity of the study would have been threatened by three aspects if they were not addressed. These are theory (alternative explanation), description and interpretation. The data validation process was undertaken by sending back the interviews to confirm the context and content for the interviews

3.8 Limitations

The following methodological limitations were identified when the study was conducted and contextualized:

- a) **Lack of generalizability** – Purposive sampling was used in this research which meant that there was inadequate generalizability. However, this was not a problem as purposive sampling strives to maximize information and not facilitate generalization. Despite this, the researcher ensured that saturation was reached as recommended by Bruce, Guest, and Johnson (2006}.

- b) **Interviewee bias** – might result as a result of the external influences over the interviewee's thinking on the subject, and as a result of their views on the subject.

4.0 DISCUSSION AND INTERPRETATION OF FINDINGS,

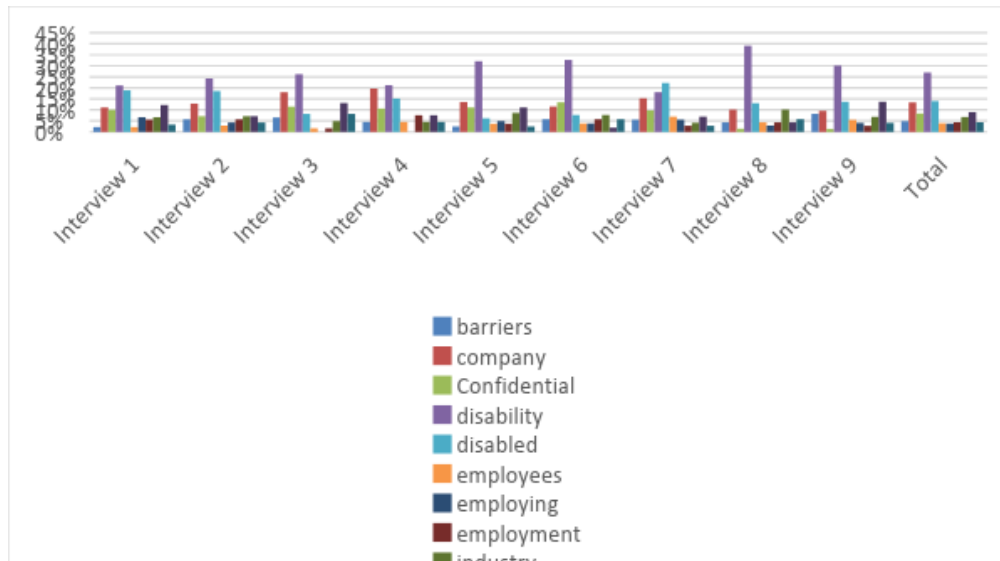
4.1 Introduction

This chapter discusses the research findings and gives an interpretation of the same findings. In addition, it presents the interpretation of the findings.

4.2 Keywords from the interviews

The total word count from the word cruncher document from the interviews comprises of 4398 words. The word cloud shows that the content of the interview was aligned with the purpose of the study with the most dominant word, which indicates a very high level of frequency of use were, disabled, confidential, disabilities, mining and industry see figure 2.

Figure 2 Word cloud for the relevance of the study



4.3 Findings from empirical data

The empirical data collected was analyzed using six phases thematic analysis proposed by Braun and Clarke (2006) with Atlasti 8.0. After understanding the content of the interviews and transcribing them verbatim, line online coding was done. This process yielded 163 codes, and these are presented in Appendix I. During the initial coding, there were no filters that were applied and there were possibilities of code duplication from similar words. Flowing from this was the development of X consolidate codes which lead to the five themes of the study (Table 1)

Table 1 Themes with the consolidated codes

Theme	Consolidated codes
Understanding and perception of disability	Inability to execute work
	Physical impairment
	Perception of disability
	Medical fitness
Company co-identity	Company values
	Company objectives
	Company mission

	Company vision
	Company slogan
Opportunities for employment	Dependent on the nature of the disability
	Capability to do work
	Ensure equality
	Relevant opportunities
	Less effort made
Barriers to employment	Too much physical work
	Inadequate knowledge of disability
	Unconducive environment
	High-risk area
	Not being on the main streamline
	Not pro-technological
Legislative framework	Accommodation to disability
	Alternative placements
	Compliance check
	Indiscriminate policy

Q1 How do perceptions towards people living with disabilities impact their representation in the mining industry in South Africa?

The theme used to investigate this question was *understanding the perceptions towards disability*. Disability is understood differently by the interviewees, from the discussion with the interviewees it was noted that there were two key aspects on which disability was defined by the interviewees. The first one was *being a physical impairment but still has the capacity or capability to do work* while the second aspect was *when a person is just regarded as being disabled and thus incapable to do work*.

The consolidated codes used in investigating this question are *inability to execute work, physical impairment, and perception of disability*

Inability to execute work

Three participants were noted on how their companies defined disability. According to their responses to the question, disability was the inability to execute work by the given candidate that meant anyone who did not have the capacity to do the work assigned to is referred to as being disabled.

Physical impairment

However, some of the participants indicated that their companies had viewed this disability issue as a person who has physical impairment disregarding the fact that the person can be able to do some other work. A participant's definition of disability is impairment from a physical form from the natural state of the person who we would consider as a disability any form of impairment on a physical form of a natural state of a person.

"Wow, I think anything impaired that would render a person unable to do a certain type of a job that would be a disability" Int5

"I would say an impairment from a physical form from the natural state of the person who we would consider as a disability any form of impairment on a physical form of a natural state of a person."
Int3

"Look I think they define it as someone who has an impairment with whatever form which is outside of what is transcribed as a normal person." Int4

However, with this said, affiliated scholars "rejected a firm distinction between impairment and disability because they viewed biology and culture as impinging upon one another" (Goodley 2014). Looking back over the last decade it is possible to recognize the emergence of critical disability studies that are less centered around the materialist imperative and open to a host of theoretical developments including post-conventionist (Shildrick Danger)

Medical fitness

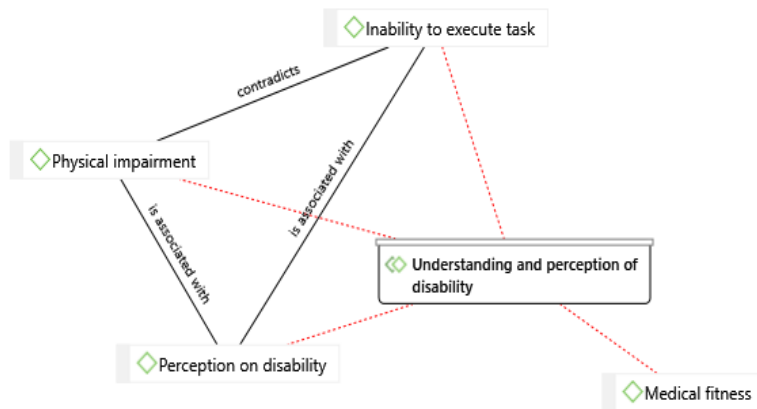
Two participants indicated that in their company they define disability based on medical fitness. If a candidate has been declared unfit by the medical results they are disabled.

"By the kind of work, you have to do; they will test so it is based on medical fitness and the kind of job you have to do so mostly on strength and maybe more in relation to the first school of thought. More to do with the environment? the process of declaring medical fitness if you don't meet certain tasks or you do not as you go through a medical fitness clinic if you are declared medically unfit you cannot perform the task"
Int8

“There is a medical practitioner at the end who will give “the final result to say yes, you are fit or unfit. They try to build in both worlds to say the environment and bring in the practitioner to certify” Int9

This understanding of disability is in line with the minimum standards of fitness to perform work in a mine, (2016) set out by the DMR which clearly sets out the threshold for medical fitness in the workplace. There is evidence that the understanding of disability in the mining industry according to the interviewees gravitates more towards a medical model, this is in line with the definition by Llewellyn & Hogan (2010). What was evident was that the understanding of disability was associated with the subsequent perception about the disability (Figure 4).

Figure 4 Map on understanding and perception of disability



Perception of disability

Interviewees were given a question to give out their perceptions of disability. Throughout their discussions on this question, some raised a point of fairly treatment, equality and capable employees. A participant's perception is that everyone is capable on an intellectual basis they might have physical challenges that prevent them from doing what other normal people if I can say normal can do however form an intellectual space they are equally able and competent like everybody else

“Look I am of the view that depending on the type of impairment, disabled people can contribute greatly towards an organization solely because I believe impaired people I don’t like using the word disability by the way. When they become impaired on one part of their body it sharpens another sense, which translates in this person being hypersensitive in another regard, in my view is a skill if used correctly can be beneficial to an organization. For this individual, they need to reach a state of equilibrium to compensate for the employment you have to enhance a certain skill, so they are at equilibrium but if that skill is understood or that sense by an organization that can contribute greatly to an organization” Int4

“It depends on what we define disabled as there are people who may not have a certain capacity for certain jobs but they will have the ability to do other things but if their abilities are not aligned with what they need to do then they will be defined as disabled and in my opinion disabled is relative to what you need to do if your job requires you to speak and you cannot speak then you are disabled” Int8

“They are equal we are all equal whether a person has a disability or not, I will speak about myself in a way I have a disability since I am wearing glasses, you know” Int5

“We are the same I take it, for me whether you are black, white, and short, disabled or not it is the same” Int9

“I think they deserve a treatment like any other person does, what we would normally say normal people, if you think about it today I can get into my vehicle and be in a car accident and be disabled in terms of not being able to work tomorrow and have to use a wheelchair for example and I don’t think that would mean that I can’t do what I do at work now because I don’t work with my body I normally do reports, use a computer so they deserve to be treated like abled persons and companies should put more effort to ensure disabled people get comfortable wherever they are” Int7

These responses resonate with a study conducted in China by Zhijiang, (2009), that mentions the four reasons why society has evolved from the rejection of the disabled to acceptance and accommodation. The study further mentions that society’s standard of judgment of a person’s ability is no longer based on physique but has rather evolved into multi-standards with intelligence being the most important (W. Zhijiang, 2009).

Two participants were of the view that they don't consider them being disabled but due to them not being able to do the work they are disabled in that particular part of work or environment,

"I wouldn't say they are disabled but they are disabled for the environment or for the work that they would be doing or hired for. The term disabled I wouldn't want to make it a fixed work. Just for the job that they are employed for not to say they would not work anywhere else but just for the work they were employed for" Int1

"Well, it is the latter where they look at the environment and create a standard to say if you are not at this standard you cannot function safely in this space, in the mining space that is my experience. Those standards I believe they have been investigated" Int9

The other raised a point that the disabled candidates were being side-lined, meaning they are not given the opportunities.

"They are side-lined; they are not fully embraced especially on operations as the mining environment. It is not really conducive for people who are considered disabled" Int2

This point is confirmed by the Technical assistance document by (The Department of Labour, 2017) which mentions that due to historical discrimination, persons living with disabilities face disproportionately high levels of unemployment, are employed in low-status jobs and earn below-average incomes. Consequently, opportunities for persons living with disabilities are scarce due to the fact that a disability discredits an individual's perceived ability to take part in the economic arena Department of Social Development White Paper on the Rights of Persons with Disabilities (2016).

Q2 What is the impact of the legislative framework on the employment of people with disabilities in the mining sector?

The second question is aimed at investigating the impact of the legislative framework such as the Employment Equity Act, Labour relations Act, and the Basic Conditions of Employment Act on the employment of persons with disabilities. This challenge/proposition used the theme

Legislative framework and had the following consolidated codes: *accommodation to disability; alternative placements; compliance check; and in-discriminate policy.*

Accommodation to disability

Accommodating disability speaks to organizations employing and empowering people with disability, three interviewees agree that their organization does give support and accommodate the disabled by appointing them to do work to their ability. Four interviewees mentioned that their organizations have a transformation department and are targeting women and persons with disabilities on their recruitment strategy.

“I believe the organization is doing fairly well in that department we have a transformation department that does or ensure compliance on those guidelines and requirements and they have certain tasks or jobs they are targeting in ensuring they accommodate people with disability. For instance, if a job arises they will target people with disabilities and encourage everyone to apply. There isn’t any discrimination because of disability” Int8

This view is in line with a finding from a study by Tlhalosi (2010), who studied the application of the employment equity act and diversity in the South African Mining industry. The findings from the primary data showed significant progress in changing organizational culture with the majority of the respondents giving positive perceptions towards disability and the language used, however, there are opposing views as the study did also identify negative barriers experienced by women and persons living with disabilities such as unfair labor practices in recruitment, promotions, training and development, and insufficient knowledge on EEA and diversity. These views were reflected by two of the interviewees who mentioned that

“Honestly speaking I have not experienced a guy who came disabled into the company and being employed, I haven’t. It is people who get disabled within the company and get accommodated by us where we can fit them” Int1

Alternative placements

The interviewees further mentioned that alternative placements are associated with accommodation to disability because the organization accommodate the disabled employees by situating them in a field where it will best suit their ability and skills,

“In fact, if it was found that you could not fully carry out that task you were taken off and put where you are considered suitable” Int²

“They are incapacitated further, and the company will find alternative placement for them” Int⁸

Compliance Check

From the discussion, two participants mentioned that their company had made efforts in making sure that they follow or comply with employment equity (EE) requirements when recruiting to make sure everyone is accommodated. They further mentioned that this was coupled with the use of external consultants that are brought in to measure compliance.

“I must say specifically with the company that I am with they have made an effort, they brought in an external party in a form of a consultant to check and do a compliance check to check whether they comply with EE requirements and EE requirements which includes people with disabilities so they have done that exercise long before a decision was taken by the mining charter” Int⁹

According to KPMG (2012), a BEE compliance study covering multi-nationals and JSE listed companies mining companies included found that 90 percent of the companies utilized BEE compliance agencies for monitoring compliance. However, with this said, the DMR reported that only 37 percent of the companies had audited reports, and only 11 percent had mentioned that they had submitted their progress reports to the DMR (Mitchell, 2013). This view is divergent to that of the chamber of mines, which claims that its members have as far as they can ascertain submitted reports to both the Chamber and the DMR, however, the DMR does admit that it does not have a system to enforce compliance (Mitchell, 2013).

Indiscriminate policy

The indiscriminate policy is also associated with compliance check, with an indiscriminate policy the interviewees stated that their policies are created in such a way that they are accommodative to every candidate if they have the ability to do the work. With people that do not meet the requirements, they also offer rehabilitation.

“On their policy, we don’t discriminate on people with disabilities and we offer rehabilitation where people do not meet minimum requirement required for their roles” Int8

“For instance, we do have in our Human Resource department, they accommodate people with disabilities; the business goes out of its way. Well, not go out of its way but they do accommodate them in terms of infrastructure and resources” Int8

Q3 What are the main barriers to the inclusion of people with disabilities in the mining sector.

The third question was divided into two themes with the first theme investigating whether the disabled people were given opportunities. The consolidated codes from the first theme are *Less effort made; Capability to do work; Relevant opportunities; Dependent on nature of disability; and Ensure equality*. In response to this question the interviewees gave out their views and supporting reasons. They all seemed not concerned as long the person can do the job they are required to do there was no discrimination. However, the issue was the environment of the mining business being nor disability-friendly. Figure 5 shows a map of opportunities for employment.

Figure 5 Map on opportunities to employment



Dependent on the nature of the disability

One of the interviewees had pointed out that for disabled people to be given opportunities it mainly depends on the nature of their disability. Some people get disabled through work and they get allocated to other workspaces according to their qualifications or ability. It becomes unfortunate when the company had run out of roles to give to those candidates.

“It becomes a bit of a challenge most of the people we find with disabilities where they are not able to fulfill their roles what we do with them usually we usually take them to other areas where they can do other things. Let’s say for instance you were a mining operator, but you also have a good educational background. Maybe you had a tertiary education or matric or skills to work with a computer, you have proper English we would shift you to another place. Let’s say the control room and we know you will capture breakdowns and still be able to communicate with the people. Or we take you to the secretary or we take you to be the tea maker. Eventually, what happens we run out of these roles what do we do with you, we run out of these roles then it becomes a problem in this sense” Int1

“I would love to accommodate people have different capabilities; you may be disabled to do one thing but have full capacity to do one thing, so it has to be measured on what you have it is like measuring a fish across the bridge” Int8

As the mining environment had no much accommodation for disabled people it depends on what kind of disability is being referred to.

“For mining especially, the production line, we don’t have much area to accommodate disabled people and again like I said it depends what kind of disability we are talking about” Int1

Capability to do work

This interviewee had the view that if the candidate possesses the qualities for the job then they must be given the opportunity if they can do the job.

“I am not if they are capable of the job, they should be given the opportunity to display their capability I term of completing the task” Int6

Ensure equality

These two interviewees stated that they ensure equality meaning they do not discriminate but the only issue would be to what degree of disability or is the candidate able to do the work required.

“I would say I am very much well I play my role to a certain extent; I play my role in ensuring that there is equality this is through my personal experience. I don’t know if that did not happen if I would play that role, but I do play my role” Int2

“I am concerned because solely because I believe every individual whether they have been clustered as disabled or not have impairments. The issue here is to what degree, now, I believe each and every individual is impaired with some regard that does not give me a reason why I should discriminate against them their case is that theirs is more civil than a normal persona and I will use your example and mine. I cannot see properly but yours is much worse than mine that does not have to make my case any different from you” Int4

Interviewee 10 raised a point that there should be fairness aligned to demographics.

“You know I will answer this question fairly I am a fair believer in let’s say you have a miner in the Northern Cape it is important to consider the demographics. The demographics if you have 40% Black people, 30% Indian, 2% colored people and the rest maybe is white. Employ according to your demographics the

same for abled and disabled. Having said that 95% of people are what we consider abled and 5% is disabled we need to employ. Your employees need to represent your province demographics that is my take on the whole thing” Int9

Relevant opportunities

They should be given opportunities that are relevant for their disabilities, meaning that you can't employ someone in a wheelchair in a working space where they must stand. Despite their physical disability, they can add value to the companies due to their intellectuals.

“My only concern would be having them in relevant position and relevant places and not setting them up for failure considering their disability for argument sake I would not expect someone in a wheelchair to be working on the phase, so opportunities need to be relevant to their physical barriers and should offer them equal opportunities to add value within the company and within the operation” Int3

“They also accommodate, they have special tasks or jobs that are accommodative of people with certain disabilities” Int8

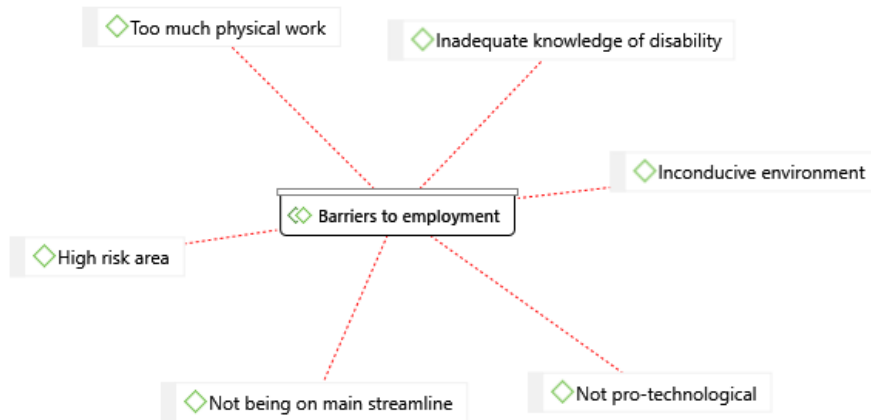
Fewer efforts made

Participant no.7 indicated that in their company he doesn't recall them employing a disabled person.

“I would say that in my current mine or company I don't see them putting much effort or them employing a disabled person” Int7

The second theme on the third question focused on the barriers to employment of people with disabilities. This theme had the following consolidated codes *inadequate knowledge of disability; too much physical work; High-risk area; Not being on mainstreaming; Not pro technological; inconducive environment*. The interviewees had pointed out that the mining environment limits opportunities being given to disabled people. However, they recommended that there should be ways of adjustment so that the disabled candidates can be accommodated. Figure 6 below depicts the map of barriers to employment.

Figure 6 Barriers to employment



Too much physical work

The type of work being too physical was a barrier for people with a disability or physical impairments. So it is not easy to employ people who cannot use their hands as an example of someone with one eye for drilling. A participant alluded that the problem in the mining industry is still too manual, and the technology world where other industries are, you need a person to do manual work or job and where your physical abilities are really required. A participant further mentioned that

“In terms of mining, the unfortunate part is that the bulk of the labor is quite physical. So the bulk of the job that needs to be done includes walking around, standing around, being in uneven workplaces and, and, and...it inherently limits or rather disadvantages a disabled person to come and function”⁴³

“The first barrier is the nature of the job, it is physically demanding. If you are physically impaired, you may not be able to carry out some of those”^{Int8}

In a conducive environment

The environment is not conducive for people with disabilities, as people with wheelchairs and those who are not physically able. They are not fully embraced especially on operations as the mining environment is not really conducive for people who are considered disabled. The

workspace is not wheelchair friendly most of the time even offices are not wheelchair friendly, you don't find ramps and it is a very heavy-duty industry if you are not physically able it is a challenge.

The mining industry especially the core departments is extremely risky even for an able person so imagine in this case maybe the disability is someone in a wheelchair and putting them in a space like that and expecting them maybe to produce that is not practical will not work.

Not being on the main streamline

The second barrier that stood out in this study is that if an employee is not on the main streamline (core mining) you may not relate with the people like women we always say there are women in the mines and women in mining so you may not have the experience in another industry where people are not competing or physical capacity or whatever you are disabled to do. The literature considers underground conditions as being harsh and requires a high level of overall fitness (Wynn, 2002), thus could pose as a challenge for persons living with disabilities.

High-risk area

The mining environment is a high-risk area and it becomes dangerous for people with disabilities. A participant mentions that the mining industry especially when you are in core mining is extremely risky even for an able person so imagine in this case maybe the disability is someone in a wheelchair and putting them in a space like that and expecting them maybe to produce that is not practical it will not work. Another participant shifted the focus to the companies and mentioned that,

“There hasn't been much traction the other thing the mining companies have a lot of excuses if you understand what I mean they will tell you no, the way we are located it is difficult for people with disabilities to get there to and from and then remember they also have a thing of saying a mine is a high-risk area” Int5

A participant argued that more work would have to be done in terms of accommodating a disabled person at the mine, there might be a certain risk that exists at the mines that would be too risky to have a disabled person at the mine but again the perception not all disabled people are challenged the same way.

Not pro-technological

South Africa is still lacking in the use of technology in the mines where it will be able to accommodate people with disabilities. Two participants felt that mining was not pro-technological especially in South African operations but if you go to Australia it is a different ball game.

Inadequate knowledge of disability

One other barrier is inadequate knowledge about disability. The company management need to equip them with knowledge about this disability aspect. A participant mentioned that the people who can bring about the change, or who are at the front end of the line should equip themselves with enough knowledge to be able to deal with the disability aspect by that I mean our understanding should be very broad.

This situation corroborates research indicating that employers lack knowledge of disability and the requirements around it (Wehman, 2011). Crowther (1999) further argues that the barriers experienced by persons with disabilities may vary from social barriers (perceptions and behaviors), organizational barriers (organizational legislation, and policies, economic factors and practices), to mental barriers (inaccessible structures and information).

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

The aim of this study was to investigate the means that could help increase the representation of people living with disabilities in the mining industry in South Africa. The data was gathered through both telephonic, and face-to-face interviews. Data were analyzed using thematic analysis in answering the following research questions:

1. How do perceptions towards people living with disabilities impact their representation in the mining industry in South Africa?
2. What is the impact of the legislative framework on the employment of people with disabilities in the mining sector?
3. What are the main barriers to the inclusion of people with disabilities in the mining sector?

The results of this study demonstrate that the understanding of disability in the mining industry of South Africa is not unanimous, and this was evident in that there are two aspects to understanding disability with the first one being “a physical impairment but still have the capacity or capability to do work” while the second aspect was “when a person is just regarded as being disabled and thus incapable to do work.” These conflicting views may result in some people being accommodated, while some are medically boarded out-right without exploring any alternative employment opportunities.

The literature review further highlighted the advancement in legislature pertaining to persons with disabilities in the workplace.

Further, the results of the study indicate that companies are taking measures in implementing legislative requirements, and are auditing their progress, however, there was

evidence of a lack of knowledge of legislative requirements amongst key decision-makers, which could impact the inclusion of persons with disabilities due to poor application of the legislation.

The results of the study further highlighted that persons living with disabilities experience the following barriers:

- *An in-conducive environment*, the results highlighting that the mining environment is generally not suitable for persons living with disabilities, and little effort is taken to re-engineer the environment which leads to the second barrier
- *High-risk area*, the inherent risk of mining makes it difficult to have and accommodate persons living with disabilities, and this may be a barrier for persons living with disabilities
- *Non-pro technological*, the industry does not use technology that can eliminate the above-mentioned barriers and create an inclusive environment for persons living with disabilities
- *Inadequate knowledge on disability* A lack of knowledge on disability amongst key decision-makers in the industry is a barrier for persons living with disabilities and can impact their participation in the industry.

5.2 How to reduce barriers to employment

To overcome the barriers to employment of disabled people, mining companies should look at the organogram and earmark positions that will accommodate people with disability, then companies should have a serious guide to ensure that they staff those people with the people or caliber that has been earmarked, and not just have a total approach to it saying we need to have a certain amount of people in the workplace who are disabled for us to have an inclusive workplace and these are the positions that we see they can function best according to their disability.

Developments on the technology which will assist people with disabilities to be offered opportunities, further we can look at technology and have technology that is inclusive, to make the mining environment safer for persons living with disabilities.

There must be educational awareness programs where people are educated about the term ‘disability’ what it means and how people with disabilities can be accommodated. There should also be new ways of making sure that the disabled candidates are prioritized and offered opportunities, get rid of the old mindset of discriminating disabled people. This should be coupled with prescriptive legislation on the charter stating how many disabled persons should be represented at each level of management, just like the requirements of the mining charter for the employment of women.

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LEGISLATION AND OTHER LEGAL INSTRUMENTS

1. The Constitution of South Africa, 1996.
2. The Mine Health and Safety Act, 29 of 1996.
3. The Mineral and Petroleum Resources Development Act, 28 of 2002.
4. The Minerals Act, 50 of 1991.
5. The Employment Equity Act, 55 of 1998.
6. The Labour Relations Act, 66 of 1995.
7. The Basic Conditions of Employment Act, 75 of 1997.
8. The Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000.
9. The Mining Charter for the South African Mining and Minerals Industry, 2002 (and related Amendments)
10. The Skills Development Act of 2002
11. AngloGold Ashanti Annual Report to Society (2007)

APPENDICES

Appendix A: Interview Questions

MBA Research Article

Interview Questionnaire

Format: Semi-structured interviews, and open-ended questions

Disability

1. How does your company define disability? Do they use the medical or social model?
2. What is your perception of people with disabilities as employees and colleagues?
3. Does the underrepresentation of people with disabilities concern you? Is it something that your performance is measured?
4. What percentage of your employees are currently disabled?

Vision and overall Policy of the company

1. Can you briefly describe your company's vision, mission, aims, and objectives in terms of inclusion and transformation?
2. To what extent does the company try to implement the provisions of the EEA, CoGP, TAG, MQA, Mining Charter?

Barriers

1. With respect to the underrepresentation of people with disabilities in the workplace, what is your opinion on the importance of providing employment opportunities for persons with disabilities?
2. What do you see as barriers/challenges to employing people with disabilities in the mining industry? (what do you recommend to overcome them?)

Is there anything else relating to this subject that you would like to share?

DISABILITY IN THE SOUTH AFRICAN MINING INDUSTRY

Appendix C: Definitions

Disability

For the purposes of this research article, the ICF's definition of disability, which states that disability is a complex relationship between function and impairments, body structures, activities and participation, and contextual circumstances in which a person lives, (The World Health Organisation, 2011), will be adopted.

Employment

In this research article, employment refers to having work that one gets paid for (Oxford Online dictionary, 2018).

Employment Equity

(Employment Equity Act, 1998, p. 9) quotes employment equity as *“Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels in the workforce”*

The Mining Industry

The process of the industry of obtaining mineral ore or coal from a mine (Oxford Online dictionary, 2018).

Reasonable Accommodation

Alterations or modifications made to the way essential functions of a job are normally performed, making it possible for suitably qualified persons to perform like everybody else (The Department of Social Development, 2015)