



Defining disability

An estimated 1.3 billion people experience significant disability. This represents 16% of the world's population, or 1 in 6 of us. The Employment Equity Amendment Act (EEAA) defines a person with a disability as a person with a physical, mental, intellectual or sensory impairment which is long-term or recurring and which in the interaction with various barriers, may substantially limit their prospects of entry or advancement in employment.

According to the World Health Organization (WHO), disability has three dimensions:



Impairment in a person's body structure or function, or mental functioning; examples of impairments include loss of a limb, loss of vision or memory loss.



Activity limitation, such as difficulty seeing, hearing, walking, or problem-solving.

Participation restrictions in normal daily activities, such as working, engaging in social and recreational activities, and obtaining health care and preventive services.



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