



FOR PSA MEMBERS: **DEPARTMENT OF WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (DWYPD)**

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21-08-2026

## What's happening at DWYPD?

### **Social Cohesion, Cultural Inclusion, and Employee Wellbeing Guidelines**

The employer submitted a draft Social Cohesion, Cultural Inclusion and Employee Wellbeing Guidelines to the Policy Task Team for review and consultation. The employer indicated that the Guidelines seek to support work-life balance, encourage a constructive workplace culture, and enhance interpersonal relationships through employees' voluntary participation in social interaction. The Guidelines are intended to promote healthy workplace relations whilst preserving employees' right to choose whether, and how, they engage socially with colleagues. The Guidelines will further give effect to substantive equality by acknowledging employees' varied cultural, religious, disability-related, health, family, caregiving, and socio-economic circumstances, and by allowing reasonable differentiation and accommodation where justified. The Guidelines will apply to all DWYPD employees, including part-time and fixed-term contract employees.

As part of the consultation process, members are requested to peruse the *attached* draft Guidelines and submit their comments and inputs to [tumelo.ngoben@dwypd.gov.za](mailto:tumelo.ngoben@dwypd.gov.za) or [patricia.hamese@psa.co.za](mailto:patricia.hamese@psa.co.za) on or before **24 August 2026**.

To join the PSA, visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka  
GENERAL MANAGER