

# Welcome to the Dreamcatcher Foundation South Africa's Workplace and Skills Empowerment Policies, Duty of Care and Due Diligence Profile

## Dreamcatcher's profile

---

**Dreamcatcher addresses poverty and inequality through enterprise development and skills transfer. 'Going truly Local', our expertise is in social innovation and inclusive enterprise development. Addressing barriers to sustainability, we enable a new generation of entrepreneurs, focussing on women and youth, to develop enterprises in creative, environmental regeneration and tourism services. We are guided by the UN Sustainable Development Goals and actively pursue activities to address and deliver on the goals.**

## Our policies guiding our activities at a glance

---

**The Dreamcatcher Foundation is an intra-cultural, inter-denominational and a-political organization. We will not discriminate in any way, shape or form against any person(s) as a result of their membership of a specific cultural, religious or political orientation. We act in cognisance of the Bill of Rights in the Constitution of South Africa, UNep in terms of Sound Environmental practices and are also aspired to address the UN Sustainable Development Goals.**

### **1. Employment Equity and Inclusivity:**

The Dreamcatcher Foundation aims to achieve equity and inclusivity in our workplace by actively promoting equal opportunity and fair treatment in the employment of staff, training and skills transfer and enterprise development programmes. We eliminate unfair discrimination and we have implemented affirmative action measures to redress the disadvantages in opportunities which have been experienced through the legacy of the Apartheid system. In particular we focus on women, those with physical challenges living in recurring poverty through unemployment, low employment income, lack of access to leadership roles and appropriate training to purpose and empower them to actualise to higher employability or entrepreneurship. We are guided by the **Employment Equity Act**, No 55 of 1998.

### **2. Basic Conditions of Employment:**

The Dreamcatcher Foundation will not involve itself in unfair labour practices and we will ensure social justice by functioning under the basic standard of employment with regards to working hours, leave, payment, dismissal and dispute resolution in terms of employment and our training programmes. In this

regard the health, safety and wellness of our employees, trainees and interns are a cornerstone of our employment ethos. We will be guided by the **Basic Conditions of Employment Act** No. 75 of 1997: as amended by No.11, and we will ensure appropriate training of employees, interns and trainees to ensure they are empowered with the skills to eliminate unfair labour practices which put them and Dreamcatcher at risk. The working hours are 5 days a week for a maximum of 9 hours a day. Due to the nature of the activities Dreamcatcher which drives our socio-economic development programmes, in this regard tourism services, product development and training which could result in working longer or different hours if needed under specific circumstances or employment category, such extended hours will be discussed and negotiated with the employee, trainee or intern and take place with the full co-operation and consent of the employee, intern or trainee. (Tourism could mean working after 5pm., or over weekends. These hours would be negotiated. The following however is not allowed in the Dreamcatcher Foundation:

- Employing children under the age of 16 years \* (the legal allowable employment age in South Africa). However, to facilitate purpose to task employment growth, in such instances the employee and trainee will be incorporated into an internship programme) until their 18<sup>th</sup> or 19<sup>th</sup> year depending on the specific circumstances of chosen employment.
- \* Youth under the age of 16 but in their 15<sup>th</sup> and 16<sup>th</sup> year could be included into skilling and knowledge transfer projects and practical training with the view of empowering them to achieve a level of employability, with the consent of their parents and provided that they have not absconded from school under the legal school leaver age limit
- Limiting family responsibilities
- Annual leave of less than 2 weeks paid leave
- Forced Labour
- Inhibiting the health and safety of employees, trainees and interns
- Legal and /or negotiated study
- Sick leave, maternity or annual leave will be in accordance with the Act.

## **Gender Equality Women's Empowerment and Access to Business Opportunities**

Though South Africa has an enabling inclusive Constitution that protects the rights of all, accompanied with a statutory and policy architecture for gender empowerment and equality. However, despite the enabling policies and laws there is a significant large challenge in ensuring that the legal and regulatory frameworks that have been put in place are effectively implemented, enforced, monitored and evaluated. Furthermore, in practise it is still difficult and a significant challenge in terms of achieving gender equality, the empowerment of women in terms of employment, leadership in employment, and access to business opportunities for women in South Africa. Particularly in rural or country regions of South Africa, women are by and large still involved in menial l-w paid work as servants and have not made the transition from servant to owning their own service. Dreamcatcher's ethos and duty of care it to assist women into leadership as enactors of and producers and job creators in their own communities.

In this regard Dreamcatcher over the past 25 years has consciously pioneered and initiated models and scaled up our activities to enable gender equality and women's empowerment programme. We support the South African and Local Governments of South Africa and Civil Society organisations to achieve gender equality and we actively promote women's empowerment in social and economic development.

Since our founding and particularly since the launch of the UN2000 Millennium Goals, Dreamcatcher has viewed the empowerment of women and youth in communities across South Africa as a pathway to achieving the UN Sustainable Development Goals. We do not only view gender equality as a human rights issue as taken up in the Constitution of South Africa. Dreamcatcher views women and the mothers in the communities (Kamammas) as key change makers and leaders. The Dreamcatchers where they live.

As significant opportunities exist within the Tourism industry in South Africa, as well as the making (creative manufacturing) and educational sector which has not managed to secure gender equality and empowerment adequately, we bridge this divide and actively work to address the UN Sustainable Development Goals. To achieve this Dreamcatcher will actively seek to partner with local and international funders and enablers committed to work together to achieve measurable results. Dreamcatcher's goal is to turn aspiration into measurable results.

**JOIN US TODAY – ITS THE DREAMCATCHER WAY = RISE WITH US!!**

## **UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS.**

