Empowering the Economy: Embracing Disability Inclusion
Inclusive Practice Africa's workplace programme

UCT's IPA programme consists of a vibrant team striving to lessen disability-caused social inequity. They engage with disabled individuals, diverse organizations, and interested community members.

The current picture: A pathway to exclusion

Persons with disabilities comprise **15%** of the global population

South Africa's registered disability inclusive employment target is **2%**

In 2021, persons with disability made up only **1.3%** of the workforce in South Africa

What Inclusive Practices Africa does:

Inclusive Practices Africa (IPA) addresses the inclusion of persons with disabilities. It does this by providing research, practice, and influencing support to organisations so that they can become more inclusive.

The IPA's work is organised into streams addressing the economy, education, and health.

IPA's Inclusive Economy stream focuses on how persons with disabilities can be included in the economy.

How IPA can partner with you

We can work with your company or SETA to achieve the following outcomes:

- An increase in the number of persons with disabilities being employed in your workplace

- Good retention of persons with disabilities in your company

- An inclusive approach that values and caters to persons with disabilities as customers

- Learnerships that position persons with disabilities for workplace success

Inclusion is the practice of providing everyone with equal access to opportunities and resources.

Inclusion in the workplace gives traditionally marginalised groups, like those based on disability, gender, and race, a way of interacting and contributing equally to others in the workplace.

Corporate sector and SETA partnerships with IPA

Disability employment services

Our disability employment services are driven by bespoke research that distils local and global best practices.

We work with companies and SETAs to tailor interventions in the following areas:

- ❑ Developing a disability inclusion policy and strategy
- ❑ Understanding disability and discrimination, and creating an inclusive organisational culture
- ❑ Processes for the recruitment and interviewing of persons with disabilities
- ❑ Workplace modifications and accommodations
- ❑ How to include persons with disability in everyday social and work environments
- ❑ Performance management and support
- ❑ Monitoring, evaluating, and refining inclusive practices in the workplace.

Including persons with disabilities in your business offering

This component addresses:

- ❑ How to design your services and products with disability inclusion in mind

- ❑ e.g. how a blind person will use the cell phone you have developed
- ❑ How to include engagement from persons with disabilities in your business process
    - ▪ advertisements
    - ▪ customer services
    - ▪ consumer feedback.

Learnerships that include learners with disabilities

This sub-stream addresses:

- ❑ How to structure learnerships to include learners with disabilities
- ❑ How to create an inclusive environment for learners with disabilities on learnerships.

Our contact details

Project Lead

Adele Ebrahim
Senior Lecturer
Inclusive Practices Africa
Tel: +27 21 406 6404
e-mail: adele.ebrahim@uct.ac.za

Donor Relations Manager

Stafford Bomester
Senior Fundraising Manager:
Corporates and BBBEE
Development and Alumni Department
Tel: +27 21 650 4498
e-mail: stafford.bomester@uct.ac.za