

ABSTRACT

Globally, persons with intellectual disabilities (PwID) within the workplace are seen as employees at risk due to the numerous stereotypes and myths held about them. Within South Africa as a country, there is a lack of evidence-based publications on persons with intellectual disabilities which then makes it difficult to draw upon valid and reliable contextual sources. Therefore, the following study aimed to understand and document the workplace experiences of people who have the severity level of mild to moderate intellectual disabilities, how they coped and adjusted within the workforce among fully-abled individuals, and what were some of the restrictions or contributing factors which may hinder them from functioning at their potential within the workplace. These participants were sought out from The Hamlet Foundation in Johannesburg. Eight participants, males and females were sought out to form the sample of this study. A semi-structured interview schedule was utilised in order to gain in-depth answers. The sampling used was non-probability sampling as the study was specifically targeting adults with intellectual disabilities (ID). The form of data analysis that was used in the study was the technique of thematic analysis. The value of findings in this study is that it will help us understand the realities of individuals with disabilities in the workplace. The main findings of the study indicate that PwID experience a productive and encouraging workplace in Johannesburg while working among fully functioning people. There are very few limitations reported however a common concern was the salary obtained.

Keywords

Persons with intellectual disability, stereotypes and myths, employees at risk, workplace experiences.