



# Left Behind: The Employment Crisis Facing Persons with Disabilities in South Africa

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COLLECTION EDITED BY Damian Mellifont

COLLECTION  
Disability Studies

EDITION  
1st edition

MARKET  
College/higher education  
and Professional and  
scholarly

## This course reading...

- Presents original nationwide data using a mixed methods approach that blends statistical rigor with lived experience.
- Uncovers how disability discrimination intersects with race, gender, geography, and class to shape employment outcomes.
- Demonstrates why existing policies and quotas fail, offering clear insights into systemic barriers and implementation gaps.
- Serves as a vital resource for students, researchers, and practitioners across disability studies, HR, sociology, and African studies.

### **Why, despite decades of legislation, quotas, and incentives, do persons with disabilities in South Africa remain excluded from meaningful work?**

*Left Behind* presents original nationwide research into the employment crisis facing persons with disabilities. Using a mixed methods approach that combines survey findings with qualitative insights, the book uncovers systemic barriers in recruitment, workplace access, and education. It shows how discrimination and weak policy implementation intersect with race, gender, geography, and socioeconomic status to shape outcomes. Through rigorous analysis and the voices of those directly affected, it exposes why existing measures fall short and what must change to achieve real inclusion.

Ideal reading for students of Disability Studies, African Studies, Human Resource Management, Anthropology, Sociology, and related courses, this will also be of interest to practitioners and trainees in social work, employment policy, and parasocial support.

**Liändrie Steffens** is a research and data analyst from South Africa with a passion for disability inclusion. Living with a visual impairment herself, she brings both professional expertise and lived experience to her work. Her research focuses on uncovering systemic barriers and driving evidence-based solutions that promote equity and meaningful inclusion for persons with disabilities in the labour market.

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