INTRODUCTION: THE BUTTERFLY

- Awarded Social Enterprise of Ma’an, The Authority of Social Contribution
- Enabler of the Abu Dhabi Disability Strategy 2020-2024, Department of Community Development
- Advocacy Service

Government Agencies: MA’ AN, HRA, DCD, ZHO

International Advocacy & Employment Agencies

Persons of Determination

Service providers IEE Members
INCLUSIVE EMPLOYMENT ECOSYSTEM

An unprecedented employment network in support of inclusive employment.
INCLUSIVE EMPLOYMENT ECOSYSTEM

Guidance
Establish a baseline from which to improve and identify strengths/opportunities

Monthly forums and workshops
With the participation of the members and People of Determination,

Online Knowledge Hub
Access policies and practices of inclusion, toolkits for the implementation and forum

Measure/KPI
Issue Goals with tangible actions the base for measure the progresses

Promote social partnership & Foster dialogue
Fostering dialogue between the private and public sector.
MYTHS

- A liability
- Risky
- Time consuming
- Costly
- Not qualified or capable
ACTIONS

✔ Cultural and environmental systemic barriers
✔ Visible Commitment across levels
✔ Accountability
✔ Assign resources
✔ Allocate Budget
NATIONAL LEGISLATION

Federal Law No. 29 - Aug 2006
Protects the rights of POD including access to assistive technology, education, employment, and healthcare.

UAE Universal Code
Does not explicitly mention assistive technology but includes specific provisions related to assistive technology, such as the provision of hearing loops, ramps, audible alarms & other communication aids design of buildings & public spaces.

AD Disability Strategy 2020-2024
Within the 30 strategic initiatives to implement across the priority areas health and rehabilitation, education, employment, etc

UN SDG 2030
Driving for better environmental, social & corporate governance (ESG)
Aligning the business due diligence with the first principle of UNGC: Social Sustainability

UN CRPWD - 2008
The UN Convention says that persons with disabilities have the same rights as everyone else. It also tells how countries can protect these rights.
INCLUSIVE CULTURE

- Belonging
- Appreciation
- Flourish
- Dignity

...and make it visible!

An image of an iceberg, slightly emerging at the top, and going deeper into at the bottom.
THE FUTURE

Go beyond confidence and embrace competence.

#LevelUp^

“If we are not intentionally inclusive, we are unintentionally exclusive.”