

**ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE
STUDIES**

**EMPLOYMENT OPPORTUNITIES AND
SITUATIONS AT WORK: THE CASE
OF VISUALLY IMPAIRED WOMEN IN
ADDIS ABABA**

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Addis Ababa

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OF VISUALLY IMPAIRED WOMEN IN
ADDIS ABABA**

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Table of Contents

	Page
Acknowledgement	i
List of tables	ii
Acronyms	iv
Abstract	v
CHAPTER ONE Introduction	1
1.1 Theoretical background of the study	1
1.2 Statement of the problem	3
1.3 Objectives of the study	4
1.4 Significance of the study	5
1.5 Delimitation of the study	6
1.6 Definition of terms	7
1.7 Organization of the study	7
1.8 Limitations of the study	8
CHAPTER TWO: Review of related literature	9
2.1 Gender and Employment	9
2.2 Employment of people with disability	12
2.3 Employment and working conditions of people with disability in Ethiopia	18
2.4 Employment of women with disability	19
Employment and women with disability in Ethiopia	23
2.5 Causes of Employment problem	25
2.6 Legislation and Employment of Persons with Disabilities.....	30
2.7 Legislation and Employment of persons with	

Disabilities in Ethiopia	32
CHAPTER THREE: Methodology	35
3.1 Research Design	35
3.2 Sample selection	35
3.3 Instruments	37
3.4 Procedures	38
3.5 Data analysis	40
CHAPTER Four: Analysis and Discussions	41
4.1. Analysis of Data	41
4.1.1. Employment opportunities of women with visual impairment...	46
4.1.2.The causes of Employment problems of women with visual impairment	54
4.1.3 The situations of visually impaired women at work	59
4.1.4 Legislation and employment opportunities of visually impaired women	65
4.1.5. The attitude of staff-members towards visually impaired women.....	68
4.2. Discussions	75
CHAPTER FIVE: Summary, Conclusion and Recombination.....	93
5.1. Summary	93
5.2 Conclusion	97
5.3 Recommendation	99
References	102
Appendix	106

This thesis has been submitted for exam with my approval of University advisor.

Name _____

Signature _____

Date _____

Declaration

The thesis is my original work, has not been presented for a degree in any other university and that all sources of material used for the thesis have been duly acknowledged.

Aderie Feye
Candidate

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List of tables

Table 1	Distribution of Visually Impaired Women Respondents by Age Group
Table 2	Distribution Visually Impaired Women by Age at Which They Loss Vision and by Their Degree of Vision
Table 3	Distribution of Visually Impaired Women Respondents by Level of Education, Employment and Marital Status
Table 4	Distribution of the Visually Impaired Women Respondents by Their Monthly Salary and Service Year
Table 5	Distributions of Staff-members by Sex, Age and Educational Level
Table 6	Distribution of Visually Impaired Women Respondents by Discrimination in Employment and Job Opportunity
Table 7	Distribution of Visually Impaired Women Respondents by Employment Problem Due to Visual Impairment and Gender
Table 8A	Employment Problems Related to the Conditions of Employers
Table 8B	Employment Problems Related to Lack of Education and Training
Table 8C	Employment Problems Related to Awareness and Culture of the Society
Table 8D	Employment Problems Related to Personal Problem
Table 9	Payment by Gender and Visual Impairment
Table 10	Opportunities for Promotion
Table 11	Reasons for Promotion Problem
Table 12	Opportunity for Transfer
Table 13	Opportunity for In-service Training
Table 14	Reasons of Discrimination in In-service Training
Table 15	Knowledge About the Law or Policy Concerning Employment
Table 16	Discrepancy Between the Law/Policy and Reality
Table 17	Reasons for the Difference Between What the Law/Policy Says and the Practices

Table 18A	Frequency and Percentages on Items Measuring Attitude Towards Visually Impaired Women
Table 18B	Frequency and Percentages on Items Measuring Attitude Towards Visually Impaired Women
Table 19	Difference Between the Attitudes of Male and Females with Respect to the Statement “I often get bored to work with visually impaired women
Table 20	The Difference Between Males and Females Attitudes with Respect to “I get disappointed to work with visually impaired women
Table 21	The difference Between Perceptions of Male and Female Staff -members with Respect to the Management Has Fair Personnel Policy for both Visually Impaired Women and Non-disabled Staff-members
Table 22	The Difference Between the Perceptions of Males and Females with Respect to Visually Impaired Women Get Very Little Attention from the Employers

Acronyms

ILO	International Labour organization
N.Y	No year
ECA	Economic Commission for Africa
NOP	National Office Of Population
EFPD	The Ethiopian Federation of Persons with Disabilities
IDF	International Disability Foundation
DAA	Disability Awareness in Action
NGOs	Non-Governmental Organizations
UN	United Nations
MOLSA	Ministry of the Labour and Social Affairs
FDRE	The Federal Democratic Republic of Ethiopia
FGD	Focus Group Discussion

Abstract

The study was designed to assess the employment opportunities and working situations of women with visual impairment. In conducting the study, a total of 167 subjects were taken. The subjects comprise four groups. The main target group is 58 employed and 50 unemployed women with visual impairment. The other three groups were 55 staff-members/ 24 men and 31 female/, 3 managers and 1 representative of policy makers. The study sites were 8 organizations/institutions in Addis Ababa. Concerning sampling techniques, the sites were purposefully taken and employed and unemployed women were drawn based on the availability sampling technique. The staff-members and key persons-managers, a policy maker were taken purposefully.

Questionnaires, attitude scales interview and FGD were employed in order to generate data. Depending upon the nature of the data collected, both quantitative (i.e. percentage, chi-square) and qualitative methods were employed in the analysis of the collected data.

The findings have shown that women with visual impairment are discriminated by hiring institutions. As a result, they have less access to employment opportunities, mainly due to the disability factor and gender. Hence, they are in double jeopardy.

The results also revealed that whether women with visual impairment are the employed or unemployed is determined primarily by the awareness of the society. In addition to this, the major cause of employment problem for them was found to be less opportunity for education and training. Moreover, employers' conditions, cultural influence, lack of adequate material or moral support during school life, and self-perception about oneself are the other causes for low employment opportunity of women with visual impairment.

In addition to the discrimination, women with visual impairment face in getting job, they are also discriminated in payment, promotion, transfer, and training. These problems however, were found to be less serious compared to getting job. Concerning the attitude of staff-members, except some, most of them have positive attitude towards women with visual impairment. Though there was no clear pattern as to the difference of attitudes between the men and women, women are more positive towards visually impaired women than men staff-members.

Some recommendations were made based on the findings particularly in relation to the active role the government and NGOs have to play. The study gives a direction on priority areas of interventions such as incentives, job-reservation, introducing appropriate new technologies, developing assertiveness in order to improve situations of women with visual impairment

CHAPTER ONE: Introduction

1.1 Theoretical Background of the Study

Ethiopia is a country of educational, cultural, ethnic, religious and linguistic diversity with many traditions and cultures, which differ from Region to Region. The landscape of the highlands and lowlands has created different agricultural and pastoral livelihoods, employing different methods and techniques. Women form an integral part of this diverse society not only because they constitute approximately 50 percent of the population but also because their work as producers and reproducers shape the society and its economy directly and indirectly. However, traditional practices and beliefs have, to a large extent, repressed the advancement of women. The past two decades of destabilization have further compounded the gender problem resulting in a further marginalization of women from the mainstream development (ILO, 1993).

However, Women's contribution to subsistence agricultural production is estimated at 50 percent (ILO, 1993). Women also carry the main responsibility for childcare and household chores in addition to the agricultural activities like livestock maintenance, poultry keeping, backyard gardening, handicrafts, etc. Despite women's substantial role in rural and agricultural development, they are gravely disadvantaged in terms of access to opportunities, such as credit, land, appropriate technology and health services and are disproportionately represented in the areas of education, training, formal employment and at the decision-making level. It is for these reasons that one must look at the women's situation from a broad perspective and at different levels in order to have a

comprehensive understanding of women's employment issues */ibid/*.

O'connell /1993/ stated that, in all countries, including those sympathetic to women's equality, women remained second-class citizens. They suffer daily infringement of their basic rights as human beings. When it comes to women with disability, the situation gets worse.

In the same way, people with disabilities face many obstacles in their struggle for equality (ILO, 1998; Nagler, 1990). Although both men and women with disabilities are subject to discrimination, the later are doubly disadvantaged by discrimination based on gender and their disability status. Women with disabilities are more likely than their male counterparts to be poor or destitute, illiterate or without vocational skills and most of them are unemployed.

Similar views reflected by Saviol (1982) in Nagler (1990) that, women with disabilities are doubly discriminated as a result of being both disabled and female. He has described this situation as "double jeopardy" since the stereotypes ascribed to both people with disability and women consist of passivity, dependence, helplessness, and failure. Deegan (1981), cited in Nagler (1990), stated that women with disabilities might be considered as members of a multiple minority group since they are the recipients of discrimination and prejudicial attitudes from several groups simultaneously, because of gender bias (Disability Awareness in Action, 1999).

Rumrill et al. (1998) in the Journal of visual Impairment, vol. 92, No.1 has stated discrimination as a significant barrier to attempts of the people with visual impairments

to obtain or maintain employment.

On the other hand, ILO (1998), Sweetman (1996) Michael (1999) Kitchin (1998) indicate that women at work with disabilities often experience unequal hiring and promotion standards, less access to training and retraining, unequal access to credit and other productive resources, and less payment for equal work. They also face occupational segregation, and rarely participate in economic decision-making.

However, at present (Kitchin, 1998) relatively little is known about access of people with disabilities to the labor market. The mechanisms of marginalization and exclusion are under-researched and under-theorized, with few studies seeking to do more than conducting market census.

Rumrill (1997), in the Journal of visual Impairment & blindness, illustrates that even successful professional employees, who are visually impaired, encounter barriers at work that may thwart the maintenance and advancement of their careers.

Thus, in any society women do not have equal right of job opportunities. However, there is a great difference between non -visually impaired women and visually impaired women.

1.2 Statement of the Problem

Productive employment Provides people with a livelihood, social contact, self-esteem and status in the community as well as the opportunity to develop new skills. But women with disabilities are as unlikely to find work as men with disability and non-disabled women. When they do get a job, they seldom get the same pay, training and

chances of promotion. However, access to employment opportunities in principle should be equally made available to both sexes; but in practice, it is usually girls/women especially those who are with certain impairments have a subordinate position

In light of this statement, the researcher attempts to answer the following basic questions.

1. Do visually impaired women face discrimination in employment?
2. Is it gender or vision loss that affects the employment opportunities of women with visual impairment?
3. What are the causes of employment problem of women with visual impairment?
4. What are the situations of visually impaired women at work place?
5. Is there any difference between what the law says and what is in reality about the visually impaired women concerning employment opportunity?
6. What is the attitude of the non-disabled people towards employment and work conditions of the visually impaired women?

1.3 Objectives of the Study

1.3.1 General objective

The general objective of this research was to assess the employment opportunities and situation at work of women with visual impairment.

1.3.2 Specific Objectives

The specific objectives of the study were:

- To identify the causes of employment problem of visually impaired women.
- To study the situations of visually impaired women at work place, including promotion, payment and transfer
- To identify whether or not visually impaired women face discrimination in terms of job opportunity
- To find out to what extent gender and vision loss affect the employment opportunities of visually impaired women
- To explore the attitude of non-disabled people toward employment and work condition of women with visual impairment
- To study whether there is a difference between what the law/policy says and practice concerning employment opportunities of visually impaired women
 - To suggest possible recommendations

1.4 Significance of the Study

The employment opportunities of women with disabilities have been found worth investigating on several grounds.

1. Since there is a limited research conducted in the area, this study shall shed some light on the knowledge of society about employment problem of women, particularly the visually impaired women. Moreover the previous few local researchers tried to see the employment opportunities of visually impaired women by taking the sample only from visually impaired women ones, not from different groups. Hence, this research was the first to gather

data from different groups (i.e. included policy maker, managers, staff-members). So, it is possible to see problem from different angles.

2. It contributes to further research in field of employment problems of persons with disabilities in general and in the area of women with visual impairment in particular.
3. The findings of the study shall also provide empirical data and direction for action by government and private organizations as well as associations that work in the area of disabilities and gender in particular.
4. It may contribute to the reduction of gender inequalities.

1.5 Delimitation of the Study

The study was delimited to the women with visual impairment who are employed in various sectors and non-employed visually impaired women who have completed grade 12.

Furthermore, due to the shortage of time, finance and difficulties in getting employed women with disabilities, the study was conducted on selected sites on three Rehabilitation Centers and on Ethiopian National Association for the Blind. First it was planned to have four Rehabilitation Centers and Ethiopian National Association for the Blind. But during the pilot study, it was found that one of the Rehabilitation Centers was closed. As a result, some government organizations were selected to compensate the closed institution.

1.6 Definitions of Terms

1.7 The operational definitions of major concepts used in the study are as follows:

1. Employment- an occupation by which a person earns a living; work; business

(Braham, 1996).

2. Gender - is the expectations and behaviors associated with a sex category within a society *(Shepard, 1981)*

3. Visual disability/impairment- terms used particularly with limited sight either partially or totally blind (page, 1977)

1.7 Organization of the Study

The general structure of the paper consists of five chapters. The first chapter deals with the background of the study; statement of the problem, objective of the study, significance of the study, delimitation of the study and definitions of terms. The second chapter presents review of the related literature that was systematically organized from different books and related materials. The third chapter consists of the methodology and procedures employed to collect and analyze the data for the study. The fourth chapter deals with analysis of the data and interpretation of the findings including discussion. Finally, summary of the findings, conclusion and recommendations are presented in the fifth chapter

1.8 Limitations of the study

Even though this study keeps its originality, it has some shortcomings. Some of them are:

1. the researcher tried to include managers who were at rehabilitation centers for the study. Because, those who were in other organizations found to be involuntary. As the result, the numbers of managers studied were small and they may not be representative for management in other organizations.
2. the number of staff-members also restricted to the rehabilitation centers, because of absence of cooperation of their respective managers.

\CHAPTER TWO: Review of Related Literature

2.1 Gender and Employment

Merga (1999) has stated, now a days the need for women's participation in socio-economic and political life of nations seems to receive special attention. This is not without reason. The long-standing and deeply held traditions both at the family and community levels almost exclude women from the power of decision-making. MOE, 1996; king & Hill, 1993; Rhodie, 1989 as cited in Marga indicated that women lag behind in their participation of public life and are the most vulnerable. Yet, in most societies women are in a subordinate position to men. Gender issue is thus, heatedly discussed to alter this state of affair.

Maja-pearce (N.Y) supplemented that women are caregivers and mothers; they have more responsibilities than men and less free time. The traditional status of women as subservient to men means that many of them are still dependent upon "permission" from their husbands, brothers, fathers or uncles.

While there are some aspects of poverty and exploitation, which are shared by women and men, many aspects are different. Women are poorer than men and face social and cultural discrimination on the grounds of sex. This affects every aspects of their life, including development (Porter et al., 1999).

Redclift also stated that, today there is a growing awareness of women's absolute and relative poverty and inequality all over the world. In spite of the significant efforts of many national governments and at international level, the situation has worsened.

The present social and economic crisis has had devastating effects on the third world poor and these have been particularly adverse on women. Cuts in public expenditure, coupled with discrimination in employment practices, have led to more female unemployment.

Sweetman (1996) and Worku /1997/emphasized that women in employment are concentrated in low-skilled jobs, where poor pay and conditions in comparison with men are often insufficient to keep them in good health, let alone supporting them and their families in dignity. Meanwhile, women continue to be over represented in the "informal sector, and their accusations tend to be those, which are most precarious, need least resources, and offer the lowest remuneration or payment.

Sweetman has viewed that, there is little opportunity for workers to upgrade their skills, or acquire new skills, which could lead to alternative employment. This is because most women are in areas where little or no training is offered due to the unstable nature of their jobs. They wander from job to job without significant possibilities of improvement.

Thus, unemployment is not equally distributed among all groups in society, but it is concentrated among some of the poorest and least powerful in the labour force. One such vulnerable group is women.

Economic Commission for Africa /1994/ in its review of the progress made in the last ten years reveals that the road to equality in education, employment, decision making, control over reproductive and productive functions, peace and security remain as distant as ever, women continues to be marginalized in all spheres of life. Despite their numerical strength, which is about almost half of the population, they do not feature significantly in politics, economic and social areas.

ECA viewed that while African has been trapped in an economic crisis for about two decades now, both men and women have felt the impact; the latter, however, have continued be bear disproportionate burden of the ailing economy.

It is now acknowledged that women are the backbone of African's economy. They are employed in a variety of economic activities. What is not adequately recognized is the terms of their employment and the real value of their labour.

The National office of population/1999/ stated that the empowerment and autonomy of women and the improvement of their political, social, and economic and health status is essential for the achievement of sustainable development. But quite a large number of studies reveal that in many parts of the world, women are facing threats to their lives, health and well being as a result of being over burdened with work and due to their lack of power and influence. Thus, the problem is more serious in developing countries like Ethiopia. Poluha/1987/ states wage labor opportunities are scarce for both men and women everywhere in Ethiopia. However, women suffer much greater disadvantages

than men. Therefore, most urban, working women are found in the informal employment sector including prostitution. This is because they:

1. Lack education, technical or skills training; and
2. Lack capital to start small businesses

Given the general attitude of the society towards women, one could generalize employment opportunities and training priorities are offered to men. For instance, some prestigious professions like administration or management, which require highly trained skills, remain male monopolies. Women are, except in very few cases, left with clerical, nursing, janitor and similar jobs and the situation gets worse and worse particularly in case of those who are with disabilities /Abebayehu, 1995/.

2.2 Employment of People With Disability

Berthoud et al., (1993) Cited in the kitchen /1998/ identified three main consequences of exclusion from the labour market. First, people with disabilities are being denied the right to work and support themselves. Despite obvious economic consequences, this also denies access to the social status. Where people with disabilities do gain access to the workplace, they are often employed in manual, low-skilled occupations. Thirdly, social security payments to support unemployed people with disabilities are expensive and in many cases are not adequate to maintain the basic, minimum standard of living/Kitchin, 1998; Oliver, 1996; Gooding, 1994, disability Awareness in Action, N.Y).

Furthermore, for many people with disabilities either there is no possibility of finding a job or the work they are able to obtain is usually menial with appropriate training (ILO, 1998).

It is now generally recognized that people with disabilities are marginalized and excluded from mainstream, society. People with disabilities represent one of the poorest groups. Apart from being excluded and marginalized from the workplace people with disabilities are often segregated within schooling, unable to find suitable housing and have restricted access to public transport (Kitchin, 1998).

Coleridge (1993) has stated that, in many developing countries governments and aid agencies perceive disability often as a problem, but not as a priority. Income, access to land and /or jobs, basic health care and the provision of sanitation and clean water are all seen as greater and absolute priorities.

International Disability Foundation (1998) found out that over 80% of blind and visually impaired people live in countries of the developing world-often in poverty, with little access to education, employment, health services and social welfare.

Despite the difference of level of development of countries in which they live, persons with disabilities face discrimination from the main stream of life at every corner of the world (Mikre, 2000; EFPD, 1998; and EFPD, 2000; ENAPH, 1998).

The Socio- economic status of people is largely determined by an access to the labour market and their earning potential. Exclusion from the labour market or marginalization within it is particular mechanism by which certain groups are excluded from prosperity

and influence. People with disability in general, are one of the groups that is disadvantaged through limited access to the labour market.

However, Hill (1989), cited in Crudden (1996) argues that both the likelihood of rehabilitation and the jobs into which people who are blind are placed depend on their characteristics (age, sex, motivation, and appearance), level of education, training, and competencies of the person, as well as local labor market conditions. The chance for a client who is blind to achieve any particular out-come also depends in part on the goals of the vocational rehabilitation agency and the corresponding vocational rehabilitation services provided, including services and employment opportunities in special industries. Hill has found that factors such as the severity of impairments and levels and types of vocational rehabilitation services received have a significant influence on whether people who are visually impaired will find competitive employment when they finish rehabilitation. According to Rumirill and Scheff (1997), cited in Rumirll (1998), however, even employed people with visual impairment encounter numerous barriers to establishing and advancing in their careers. These barriers have resulted in pervasive underemployment among those who do join the labor force.

In the same line, McFarlane (1998) states that the people with disability are often victims of prejudice and discrimination even when not impaired by their disabling conditions. The traditional axiom, "last to be hired and first to be fired" is tragically the most applicable to the worker with disabilities. Likewise, it has been verified that

victims of disabilities are the most unlikely to be accepted to graduate studies and employment if their condition is known.

Thus, Hallahan and Kauffman /1991/ stated many working-age of visually impaired adults are unemployed, and those who are working are often overqualified for the jobs they hold.

Therefore despite a generation of research efforts, persons who are visually impaired still do not enjoy the same opportunity as their peers who are sighted in obtaining job, training and education/Reid, 1997/.

Duckett/1998/with respect to employment opportunity, income, and social status, voting rights etc., people with disability are sustaining the practice of segregation. They are thought of as the 'other' and too different from the 'mainstream' to be integrated. Tirussew/1995/ reviewed that there is also evidence to indicate that the majority of employers discriminate against persons with disabilities in the area of employment.

Rumrill/1998/ the difficulties that people with visual impairment encounter are in seeking, obtaining, and maintaining employment. Their participation in the labor market has been disappointingly low.

Rumrill stated, without question, discrimination is a significant barrier to attempts by people with visual impairment to obtain or maintain employment. He said, the discrimination issues confronting people with visual impairment follow a different pattern from those faced by people with other disabilities, the first step of discrimination is during the hiring process. This is a much higher proportion than those reported for

people with less conspicuous disabilities. Crudden et al./1996/ noted that even some employees who were totally blind thought that their co-workers with significant residual vision were given better jobs and more opportunities for promotion.

Findings demonstrate that many people with visual impairments encounter discrimination as they attempt both to acquire and retain jobs. Rumrill and Scheff /1997/ in Rumrill et al./1998/ suggested that in order to improve the employment condition of visually impaired people, it needs a great active role of visually impaired individuals in identifying and reducing the barriers they face in the labor market.

On the other hand, government can also do a lot for people with disabilities in employment area. It could provide support including a part-time reader or assistance at work. For someone who is visually impaired, the supports also include provision of equipment or adaptations of existing equipment to suit individual needs. For example, the employment service /i.e. Government (can loan employers special tools, or other 'high-technology equipment such as Braille typewriters, talking calculators (Jeremy and Staurt, 1996).

ILO/1998/ stated that in order to open job opportunity for people with disabilities the concerned body can use hiring subsidies system. This type of measure consists of providing financial assistance to encourage employers to hire people with disabilities. It tends to dispel certain concerns that employers might have in regard to productivity losses due to the disability. It is granted at the employer's all request and covers a varying portion of the worker's with disabilities wage during a specific period. The

amount of financial support is proportional to the nature and degree of the disability. In many countries subsidies are paid to supplement wages; they may be paid either to the employer or directly to the workers with disabilities.

ILO also reported that other countries have opted for another type of financial incentive to encourage employers and enterprises that hire people with disabilities, which is not directly linked to wages, and may be paid in the form of a lump sum on which an upper limits fixed or a fixed monthly subsidy paid over a period ranging from several months to several years.

The other way of opening job opportunities for people with disabilities is tax incentives. These consist in reducing the tax burden on employers or even exempting them entirely from certain taxes and charges applied to enterprises in general; they are based on the number of people with disability employed.

ILO also stated among appropriate measures to create employment opportunities on the open labour market is subsidy for adaptation to work places. It is the financial incentives to employers to encourage them to make reasonable adaptations to work place, job design, tools, machinery and organization to facilitate persons with disability's training and employments. Financial assistance for the adaptation of workplaces may also include the award of credits or tax reductions to employers.

On the other hand, if an employer seeks to dismiss employees with disability for incompetence, their disability must be taken into account. The dismissal is then only likely to be fair if the employees' performance is still below what can reasonably be

expected of them. If the disability leads to an unacceptable level of ill-health absenteeism, the employer should follow exactly the same procedure for ill-health dismissal as for an able-bodied employee (Jeremy and Staurt, 1996). Thus, the work condition of persons with disabilities in developing countries like Ethiopia is challenging.

2.3 Employment and Working Conditions of People with Disability in Ethiopia

Though empirical study and literature on disability in Ethiopia in general and on the situation of persons with disabilities in particular is very scarce, the existing few studies clearly amplify the fact that, a stereotype unfavorable attitude of the majority of the people and their orientation towards the inability rather than the potential and abilities of persons with disabilities is very prevalent (Mikre, 2000).

In the same way Tirussew, and EFPD (1998) stated that employment opportunity for persons with disabilities in Ethiopia is not a soft process, it requires a great deal of patience and struggle. Disability-based biases and misconceptions held by the employers are rampant. Some of the common problems encountered in relation to employment comprise unwillingness of the management to hire persons with disabilities, unfair and rigid criteria of employment that exclude persons with disabilities, ignorance about the potential of persons with disabilities and mismatch between interest and job assignment.

Tirussew further indicated that jobs are not easy to be taken up by persons with disabilities. The working situations are not smooth either. In order to exploit the working potential of persons with disabilities, employers have to provide them with the necessary working tools.

Employees of persons with disabilities, working for government agencies are relatively in better positions; are uniform all over and subject to official rules and regulations. However, employment in privately owned production and rehabilitation centers exhibits some distinct features.

Thus, there are numerous problems that visually impaired persons encountered. For instance, the officials in various organizations are not willing to hire persons with visual impairment due to their biases that the visually impaired could not adequately perform a job. Officials saying, “we can’t hire additional person” to read and write to them. In addition, they are being paid below their qualification and their contribution are considered limited (Tirussew, 1998). So, one of vulnerable ones are women with disabilities.

2.4. Employment of women with disability

Abu-Habib (1997) has stated that there may be many similarities between women with visual impairment and their sighted sisters in terms of employment. While no women were engaged in gainful employment, their brothers who had left school had freely chosen their occupations and means of livelihood. It is Abu-Habib’s view that the lack of education and training, which would make them unemployable, is a result of

restrictions imposed on women with visual impairment as a result of their gender, rather than disabilities.

Thus, women and men participate in the paid labour market on a very different basis. So, women's relatively low earnings can be explained on the basis of the belief that they are less skilled than men, irrespective of their actual skill levels (Redclift, 1991).

In the same line IDF (1998) has stated that, women with disability are far more at risk of becoming disabled than men. And, once disabled, they are likely to face a life in which they are sicker, poorer and more socially isolated than either men with disabilities or non-disabled women.

People with disabilities in general face difficulties in entering the open labour market, but, seen from a gender perspective, men with disabilities are almost twice as likely to have jobs than women with disabilities (ILO, 1998). However, little is known about either the scope or nature of women's unemployment. Many employed women with disabilities exhibit labour market characteristics traditionally associated with vulnerability to unemployment. They frequently work within structures of insecurity-their jobs are unskilled, poorly paid and often part-time; they have few fringe benefits (Caroline, 1992).

Moreover, women with certain disabilities are being considered useless and burdensome that it might not occur to them to apply for employment (SAFOD, 1993).

ILO (1993 and 1998) has stated that, a general trend worldwide is that women with disabilities are less likely to be referred to vocational training, have a harder time

gaining access to rehabilitation programs, are less likely to obtain equality in training, and if they are successfully under rehabilitation, it is more likely to lead to part-time jobs or worse-unemployment. The attitude still persists that women with disabilities are passive, dependent, and not capable or interested in taking up an occupation leading to employment.

According to Nagler (1990) in much of the rehabilitation literature, it has been assumed that what applies to men or boys with disabilities also apply to women or girls with disabilities. Most of the available statistics are based upon the “disabled in general” without regard to gender, and most definitions of disabling or handicapping conditions relative to the more visible male. Only within recent years, have women with disability come to be viewed as a separate minority group, with personality characteristics and needs that set them apart from men with disability or from women and men who are not disabled.

In addition to suffering discrimination on grounds of their disability, women with disability are subjected to the all common forms of discrimination on grounds of sex that women in general suffer from in almost every given context. This double discrimination means that the experiences of women with disability are profoundly different from those of men with disability (Sweetman, 1995).

Women are generally discriminated against due to gender bias but women with disability face compound discrimination by being both women and with disability. Isolation and confinement based on culture and traditions, attitudes and prejudices often

affect women with disability more than men. This isolation of women with disability leads to low self-esteem and negative feeling. Lack of appropriate support services and lack of adequate education result in low economic status, which, in turn, creates dependency on families or caregivers (Disability Awareness in Action, 1997).

According to EFPD/1999/ many people with disability, especially elderly women with disability, lead isolated lives-unable to go out of their own homes or even move around adequately inside them. As EFPD stated in most countries, at least two-thirds of people with disabilities are unemployed. Hence, women with disability find it four times harder than men with disability to get work.

On the other hand, ILO (1998), Sweetman, (1996), Michael (1999), and Kitchin (1998) indicate when women with disabilities often experience unequal hiring and promotion standards, unequal access to training and retraining, unequal access to credit and other productive resources, unequal pay for equal work, occupational segregation, and they rarely participate in economic decision-making.

Rumrill (1997) in the Journal of visual Impairment & blindness, illustrate that even successful professional employees who are visually impaired encounter barriers at work that may thwart the maintenance and advancement of their careers.

Thus, in any society women do not have equal right of job opportunities. However, there is a great difference between non -visually impaired women and visually impaired women. But it is serious in under developed countries like Ethiopia.

2.5 Employment and Women with disability in Ethiopia.

According to the 1984 Census, Women with disabilities represent approximately 50 percent of persons with disabilities in Ethiopia. The consequences of impairment and disability are particularly serious for Women. Women in the country experience social, cultural and economic disadvantages which impede their access to health care, education, and vocational training and wage employment. If in addition, a Woman has physical or mental disability, her opportunities in life are further diminished and her dependency increased. To be a woman and disabled is to be doubly handicapped (ILO, 1993).

As Kassahun (2000) viewed, there are many reasons why women are not getting job. Some of these are lack of adequate provision of education, the discrimination of employment, and limited attention of government and NGOs.

On the other hand, even though there is a government proclamation on employment of person with disabilities, it has some limitations in reality since there is no detailed strategy on implementation (Ayelech, 2000).

IL0 (1993) has stated that, in Ethiopia, there are formal laws as well as religious, traditional and customary practices which govern the lives of both women and men. According to the 1960 Civil Code, which is still in practice, both men and women are equal before the law, including the acquisition, ownership and administration of land. However, the options in which the different traditional laws and customs make available to men are not always in the same action for women.

Therefore, nowadays, non disabled women have question of equal payment for the same job opportunity, promotion, the right of transfer from place to place or office to office and improvement of job situations. However, visually impaired women's question is different. There is no job opportunity for visually impaired women and there is no opportunity for them to compete freely and get employed as others do.

Thus, Kassahun (1999) found, nowadays the visually impaired women's problem is not the right that comes after employment, but the absence of job opportunity that ensures income and independence.

Feleke /1999/, cited UNICEF (1993), in comparison with many other African countries, statistics on gender-related issues look bleak in Ethiopia. Despite their equal share with men in socio-economic life, Ethiopian women have little decision-making power and a smaller share of resources and benefits. Feleke stated that Eighty-seven percent of women in Ethiopia are engaged in agriculture, contributing about 50 percent of income based on subsistence agriculture. But, little attention has been given to involving women in rural development efforts and enabling them to benefit directly from agricultural extension services and other activities.

The social status of women with disability varies according to individual circumstances and to the country in which they live (Disability Awareness in Action, 1997). Women with disabilities in poor countries usually experience a particular disadvantage. In Ethiopia, it is not just difficult but often impossible for women with disability to get education or find a job. She easily becomes marginalised, because of different reasons.

2.6 Causes of Employment Problem

2.6.1 Education

2.6.1.1 Disability and Education

Mikre/2000/ it is true that independent living can't be secured without any income. Similarly, in order to secure an income and be employed one should have a kind of formal or informal training and education.

Some statistical data found around people with disabilities associations indicate that the great majority of Ethiopians with disabilities never get appropriate training and education they need.

Thus, waste of human potential that unemployment cannot be justified on the grounds that people with disabilities are not capable of working or are often absent from work. High unemployment and limited opportunities are caused by ignorance, prejudice, and reluctance to make even minor changes to support people with disabilities. Discrimination in education and training assumes that people with disability have less qualified than their peers. Even when people with disabilities find work, discrimination continues in the lack of promotion and training opportunities (DAA, 1997).

It is worth to emphasize the importance of education and training in employment once again. The inadequacy of the training and education of persons with disabilities, the magnitude of the problem, and the long lasted charity-model approach in the provision of these services hindered and exclude the persons with disabilities in the free labor market (Mirkre, 2000).

Tirussew (1998) stated the educational problems of visually impaired individuals, and subsequent in employment problems as follows:

- Scarcity of educational materials for the blind (for instance, Braille and tape recorder).
- Unqualified and unwilling teachers to teach persons with such disability
- Absence of individuals who are willing to read books
- Absence of adjustment to the teaching method employed in schools.

However, United Nations/1994/, Disabled Peoples International /1990/ stated, states should recognize the principle of equal primary, secondary and tertiary educational opportunities for children, youth and adults with disabilities in integrated settings. They should ensure that the education of persons with disabilities is an integral part of the educational system. Although EFPD/2000/ has adopted the United Nations' standard rules on equalization of opportunities for persons with disabilities, it is not yet applied practically in Ethiopia. Hence, let alone women with disabilities, even non-disabled women are still the disadvantaged ones.

2.6.1.2 Gender and Education

In most countries girls have a lower status and enjoy fewer of the rights, opportunities and benefits of childhood than boys. Girls and women however, bear a major share of the burden of poverty. Poor rural women in particular are among the most deprived people in the world. They are generally sicker and more illiterate than men (DDA, 1997).

Studies conducted on education of boys and girls indicate that boys are more favored than girls in terms of access to education. Indeed, pervasive gender ideologies at the household and community levels often favor males over females and thus promote differential education opportunities and outcome.

Although many countries have made tremendous progress, Hyde (1993) cited in Merga (1999) in widening access to education, in no country have males and females benefited equally. In the poorest countries this inequality is reflected in lower enrollment rates, higher dropouts and repetition rates of girls.

According to National Office of population/1999/ though education plays a major role in improving the economic and social status of women, in Ethiopia, access to education facilities is still inadequate, and girls and boys have not achieved equal access to education.

Thus, despite government efforts to offer more opportunities to women in education and training and non-discriminatory policies, the goal of the education plans are still far from being fully achieved in Ethiopia. Education for women still lags behind that of men from primary to University level, and inequality in curricula and enrollment still exists. Girls continue to be offered more of the home- rather than employment-oriented subjects. As a result, the situation for girls with disabilities gets worse and worse /Economic commission of Africa, 1994/.

2.6.1.3 Women with Disability and Education

Abu-Habib (1997) education may not be perceived as a priority for girls, and having a disability makes it even less likely that a girl will be educated.

Similarly, many people with disabilities have been prevented from developing their skills because of discrimination in education and training. As Women with no disability, the situation for women with disability is compounded by the idea that education for women is an unnecessary waste of time and money. So, if education is inaccessible, it does not really matter if the child is female (DAA, 1997).

Furthermore, girls with disabilities have experienced particular isolation and trauma when exposed to the educational system, and the law requiring that children receive some kind of education has been differentially applied to boys with disabilities and girls. Boys are exposed to occupational information and preparation that lead to higher-paid careers than girls usually enter (Nagler, 1990).

According to Rock/1996/, the literacy rate of children in the developing world is two-thirds that of men and for women with disability, it is even lower. Adult women receive less education. Less professional training and lower pay for even longer hours worked than men. And it is true of all people with disabilities especially women with disabilities.

As Ethiopian Federation of persons with disabilities /1999/ has stated, even in advanced countries, education for many children with disabilities still segregated and inadequate particularly regarding girls with disabilities. Hence, in developing countries, the

problem is more complicated and persons with disabilities especially women with visual-impairment have less access to education.

2.6.2 Social prejudice

One obvious cause for low employment of persons with disabilities is discouraging attitude of the society. Ethiopians are known for their sympathy (i.e. feeling of sorrow) for persons with disabilities. This is, however, has never proved to bring about an over all independents of the persons with disabilities. It has rather caused each individual to develop undesirable dependency and helplessness. Such feeling seems to have lessened the number of people with disabilities from the field of employment. Prejudice is even reflected in the minds of the teachers and instructors at various formal educational institutions and it leads to employment problem later on (Kassahun, 2000) in the Bright Hope Journal.

2.6.3 Unfavorable Work Environment

Another factor that applies to members of disability group who are potentially qualified to take up a job concerns is the unfavorable environment surrounding the process of filling vacancies in public and private sectors. The discriminatory job notices and unfair screening mechanisms are among the major problems (Kaassahun, 2000) in the Bright Hope Journal.

2.7. Legislation and Employment of Persons with Disabilities

UN (1994) has stated the standard rules on the equalization of opportunities for persons with disabilities. Thus, rule 7/1/ states that laws and regulations in the employment field must not discriminate against persons with disabilities and must not raise obstacles to their employment. Moreover, Rule 7/2/ has stated that states should actively support the integration of persons with disabilities into open employment. This active support could occur through a variety of measures, such as vocational training, incentive-oriented quota schemes, reserved or designated employment, loans or grants for small business, exclusive contracts or priority production rights, tax concessions, contract compliance or other technical or financial assistance to enterprises employing workers with disabilities. States should also encourage employers to make reasonable adjustments to accommodate persons with disabilities.

In the same way, even though it is not yet applied practically, the Ethiopian Federation of Persons with Disabilities /2000/ theoretically adopted the above ideas.

Furthermore, IDF (1998) convention 159 and recommendation 168 of the International Labor office (ILO) set standards for vocational rehabilitation and the integration of persons with disabilities into the integration of persons with disabilities into the work place. Many countries have long established regulatory approaches-setting standards, quotas and systems for support. More recently, others have introduced similar legislation as part of national efforts to implement the UN standard Rules.

The reality, however, is that the majority of people with disabilities are denied the chance of regular, productive work and that, for women, the situation is particularly difficult.

On the other hand, national legislation states, embodying the rights and obligations of citizens, should include the rights and obligations of persons with disabilities. States are under an obligation to enable persons with disabilities to exercise their rights, including their human, civil and political rights, on an equal basis with other citizens. States must ensure that organizations of persons with disabilities are involved in the development of persons with disabilities, as in the ongoing evaluation of this legislation /United Nations, 1994; Disabled Peoples' International, 1990).

ILO /1994/ considering that the Universal Declaration of Human Rights provides that "everyone has the right to work, to free choice of employment, to just and favorable conditions of work to protection against unemployment.

The general conference of the International Labour Organization, on the basis of the Universal Declaration of Human Rights, reaffirmed that all human beings are born free and equal in dignity and before the law and declared that all efforts must be made to provide every worker without distinction on grounds of sex with equality of opportunity and treatment in all social, cultural, economic, civic and political fields.

Thus, in order to combat discrimination against women with disabilities in training and employment, several measures have been taken (ILO, 1992) and these are reflected in a number of policies, conventions, declarations and resolutions.

UNESCO/1996/ also reported that legislation is needed to ensure the rights of persons with disabilities to equal rights and opportunities and further help in securing the resources needed to translate abstract rights into practical entitlements.

2.8. Legislation and Employment of Persons with Disabilities in Ethiopia

Mikre (2000) states, besides stipulating the rights and duties of citizens, legislation is a means to avoid discrimination, to protect human rights. However, like some of the countries in the world legislation to protect the rights of the people with disabilities, are scarce in Ethiopia.

Thus, the exclusion of people with disabilities from medical, educational, recreational, employment possibilities as well as other social services is a violation of the basic human right of persons with disabilities. For instance, the exclusion of persons with disabilities from employment, irrespective of his/her potential is based on the deep-rooted social bias (Tirussew, 1993).

However, the proclamation No. 101 /1994 states the right of persons with disabilities to employment. This law abandoned any kind of discrimination based on disability in the area of employment. The law provides that any person with disabilities has the right to compete and be selected for any vacancy and training unless the nature of the work demands otherwise; selection criteria shall not be based on the disability of the candidate; the law states that there will reservation of certain jobs for persons with disabilities; persons with disabilities have the right to get the salary and benefits pertinent to the job they are doing; persons with disabilities have the right to get the

necessary materials and equipment to perform the job (Negarit Gazeta, No. 101/1994).

Therefore, it is an indication of good changes for people with disabilities.

Furthermore, according to the proclamation No. 1/1995(8) Women shall have a right to equality in employment, promotion, pay and the transfer of pension entitlements Negarit Gazeta. No.1/1995).

In addition, MOLSA /1996/ has formulated certain kinds of policy about women. One of the policies is all effort shall be made to eliminate all forms of discrimination against women in respect to access to technical training, formal sector employment, working conditions, access to health care services and to protect them from all social and cultural pressures to which they are subjected on account of their sex.

The policy also stated that efforts aimed at instilling in persons with disabilities a sense of confidence and self-reliance through education, skill training, gainful employment opportunities and other services shall be increased and appropriate legislative measures shall be taken to ensure their welfare.

However, Yeshemebet cited in Ayelech /2000/ explains the Women's situation as follows:

" ይች ዓለም የወንዶች አለም ነች፤ ሀገሪቱም ወንዶችን የማመለከቱ ናቸው። መንግሥትም የወንድ መንግሥት ነው፤ ሀገርም የወንድ ሀገር ነው።"

Which means, "this world belongs to men, laws are on behave of men, government also on behave of men, and the Country itself belongs to men."

The above proverb explains how the situation is too difficult for women in Ethiopia. Thus, one can conclude that the condition of visually impaired Women gets worse and worse more than the other groups, i.e. non-disabled women and men with disabilities. Ayelech /2000/ has viewed that, the job opportunity of visually impaired women is very narrow and they are engaged in the position, which others left it or at ordinary position. In other words, women with visual impairment have less access for employment world. Even those who are lucky do not get high position as others get. Hence, to find out the problems, which were reviewed or discussed in literature part, it needs some kinds of means. For example if some body want to go across the big river, he/she needs some kinds of bridge on which she/he walks and meets his/her goal. Thus, the following part clearly stated how this study was carried out.

CHAPTER THREE: Methodology

3.1 Research Design

A descriptive survey research method has been employed in this study. Since makes description and analysis of the existing problem of women with visual impairment in the employment market.

3.2. Sample selection

A total of 167 subjects were selected for the study. Out of these, 58 were employed and 50 unemployed visually impaired women. In addition, 3 managers and 1 policy maker were selected purposely. Moreover, 55 non-disabled staff members (Male=24 and Female=31) whose educational background was, 3 with no education, 10 primary (1-6), 6 junior secondary (7-8) 27 senior secondary (9-12), and 9 above grade 12 with long working experience were purposefully selected for the study.

The opinion of managers, policy maker, and staff members of institutions were gathered to verify responses from different directions though women with visual impairment were the main targets of the study.

The subjects of the study were drawn from Addis Ababa on availability basis. A total of eight institutions, namely Ethio-craft Enterprise (center for carpet, brooms, and brushes production), The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production Center No.1 (the center for technical brushes, brooms, house and office furniture and carpets production), United Abilities Factory (battery and umbrella production), Ethiopian National Associations of the Blind (advocacy for the well-being

of the visually impaired people), Remand Home, Ministry of Labour and Social Affairs, Ministry of Culture, and Federal Civil Service Commission were taken because of the availability of the target group (women with visual impairment).

The detailed break down of the number of subjects in the eight institutions is as follows.

a/ Ethio-craft Enterprise

15 Women with visual impairment

17 staff members and a manager

b/ The Society for the Rehabilitation of the Blind and Handicapped Addis Ababa Production No.1.

20 women with visual impairment

17 staff members and a manager

c/ United Abilities Factory

19 women with visual impairment

21 staff members and a manager

d/ Ethiopian National Association of the Blind

50 unemployed visually impaired women

- e) Four employed visually impaired women who were B.A. degree holders and working for Remand Home, Ministry of Labour and Social Affairs, Ministry of Culture, and Federal Civil Service Commission were also included.
- f) In addition, one subject was selected from the Ministry of Labour and Social Affairs, particularly from Rehabilitation Agency as a representative of policy makers.

3.3 Instruments

The data collection was carried out with the following instruments:

1. Open-ended and closed-ended Questionnaires for visually impaired Women
2. Structured interview -for managers and Policy maker.
3. Focus-group discussions-for visually impaired women. A total of two groups each consisting of seven members were involved.
4. Likert type five-point attitude scale-to examine attitudes of the management staff and the non-disabled staff towards visually impaired women. It was adapted from Aiken in Sileshi Zeleke Master's Thesis, whose internal consistency cronbach alpha was 0.7 Whereas, the present scale internal consistency alpha is 0.7.

3.4 Procedures

Before developing the instruments, related literature was thoroughly examined and items were prepared in English. Considering the difficulty of the English language for the subjects, the items were translated into Amharic before pilot testing. The researcher did the translation. Then, an instructor from the Ethiopian languages Department of the Addis Ababa University translated the items to Amharic. A postgraduate student of literature translated the Amharic version back to English. The difference that appears in the forward and backward translations was corrected by the translators jointly and rewritten accordingly.

Finally, the instruments were tested on a pilot study, which was carried out on 8 employed and 8 unemployed women with visual impairment. The pilot subjects were taken on availability basis from Misrach Training and Rehabilitation Center (1 employed woman with visual impairment), Ethiopian National Association of the Blind (8 visually impaired unemployed women, 3 employed visually impaired women) and Sebeta Blind School (4 employed visually impaired women). But all were excluded from the main study. In addition, 9 staff members in total were randomly selected from the same institutions for the pilot study. Thus, the feedback obtained from the pilot test was used to refine the instruments, to incorporate the new ones and to delete items that have deficiencies.

Prior to administration of the main instruments, a visit was made to each institution by the researcher. Then by consulting the managers of the institutions, the data collection

process was continued from mid-February-mid- March (i.e. about a month) by the researcher and two field assistants.

Unlike the unemployed women with visual impairment, the administration of the questionnaire for the employed ones in the three rehabilitation centers and four selected institutions was conducted in working places, except few of them.

Since the visually impaired subjects could not read printed materials, enumerators were assigned to read out each question and write the responses. The non-visually impaired subjects were provided with an attitude scale and completed in few days.

Focus group discussions were made with seven employed (i.e. from The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production Center No.1) and seven unemployed (i.e. who are under an umbrella of Ethiopian National Association of the Blind and who visit the association and completed grade 12) visually impaired women in two different groups based on their employment status. The age of participants in the FGD was between 25 and 40 years. Their educational background was from illiterate education to twelve grades complete. In both FGD groups, except two women who were with low vision, the rest were blind.

The selection of the FGD members was made purposely with the help of the head of the women's social affairs at Ethiopian National Association of the Blind (i.e. the group with unemployed members) and with the help of the supervisor at The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production Center No.1 (i.e. the group with employed members) based on their experience and ability to provide the

data needed for the study. The focus group discussions of one of the groups were conducted under a tree in the compound of the rehabilitation center. The other group discussions were conducted in the residence of the participant. The reason why focus group discussion was not organized in the rest of the rehabilitation centers was the scarcity of the women with visual impairment, except those who were targeted for the questionnaires.

A discussion guide with a list of issues to be covered was presented to the participants. Moreover, audiotape was used with permission of the participants and the data were transcribed later. The discussion was made for 80 minutes with the group whose members were employed and for 90 minutes with the group whose members were unemployed

3.5 Data analysis

Both qualitative and quantitative methods were employed to analyse the data. The analysis of the quantitative data was done using SPSS software package. Descriptive statistics such as percentages and Chi-square (χ^2) were computed.

CHAPTER FOUR: Analysis of Data and Discussions

4.1. Analysis of Data

This part of the study deals with the analysis and discussions of the data obtained from women with visual impairment in three rehabilitation centers namely: The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production No.1, United Abilities Factory, Ethio-craft Enterprise, Ethiopia National Association of the Blind, and four other selected institutions namely: Remand Home, Ministry of Labour and Social Affairs, Ministry of Culture, and Federal Civil Service Commission in Addis Ababa. The attitudes of staff members of the rehabilitation centers were also examined.

The demographic data on the subjects and the data collected on the basic research questions are presented and analyzed in a way both the quantitative and qualitative data are used in integrated manner. The major themes of the analysis include: Employment opportunities of Women with visual impairment, the causes of employment problems, the situation of visually impaired women at work, the extent of vision loss and being female affect the employment problem of visually impaired women, legislation versus employment opportunities and the attitudes of staff members towards visually impaired women. The data obtained on these themes through questionnaire, attitude scales, focus group discussion and interviews were analyzed with various statistics including percentages and chi-square.

Demographic Data

Age group	N	%
< 20	7	6.5
20 - 29	44	40.7
30 - 39	8	7.4
40 - 49	35	32.4
50 - 59	14	13.0
Total	108	100.0

Table 1: Distribution of Visually Impaired Women Respondents by Age Group

In table 1 the majority of employed and unemployed visually impaired women respondents 44 (40.7%) are aged 20-29, the second largest group is 40-49, 35 (32.4%), the third group is 50-59 14 (13 %) and the last two groups are 30-39, 8 (7.4 %) and 20 (6.5 %) respectively.

Table 2: Distribution of Visually Impaired Women by Age at Which They Lost Vision and by Their Degree of Vision

Age at which loss of vision happened		N	%
	1 - 6 yrs	62	57.4
	7 - 12	23	21.3
	13- 18	10	9.3
	19 - 24	5	4.6
	Above 24	5	4.6
	Not Stated	3	2.8
	Total	108	100.0
Degree of vision	Low Vision	22	20.4
	Blind	86	79.6
	Total	108	100.0

Table 2 presents the age at which the subjects became visually impaired. According to the table above, 62 (57.4%) of the respondents became visually impaired before or at the age of 6, 23 (21.3%) of them between the age of 7 and 12, whereas 10 (9.3 %) at the age between 13

and 18. Concerning the degree of their vision loss, the majority 86(79.6%) of the respondents were completely visually impaired, whereas the rest 22 (20.4%) of them are with low vision.

Table 3: Distribution of Visually Impaired Women Respondents by Level of Education, Employment and Marital Status

		N	%
Level of education	Illiterate	31	28.7
	Grade 1 - 6	17	15.7
	Grade 7 - 8	2	1.9
	Grade 9 - 12	3	2.8
	12 complete	50	46.3
	College degree	5	4.6
	Total	108	100.00
Employment Status	Employed	58	53.7
	Unemployed	50	46.3
	Total	108	100.0
Marital Status	Married	18	16.8
	Widow	13	12.1
	Divorced	24	22.4
	Unmarried (single)	52	48.6
	Total	108	100.0

Concerning the educational background, table 3 shows that, 50 (46.3 %) of the visually impaired women respondents were grade 12 complete, 31 (28.7%) were with no formal education whereas 5(4.6%) were with a college degree. About 17 (15.7%) were from grade 1 to grade 6,3 (2.8%) were from grade 9 to grade 12, and the rest 2 (1.9%) had grade 7 to grade 8 level of education.

The table also shows that 58 (53.7 %) of the subject were employed in various institutions, whereas, 50(46.3%) were unemployed. With regard to the marital status,

the table shows that the majorities 52 (48.6%) of the respondents were unmarried, 24 (22.4%) divorced, 18 (16.8%) married and 13 (12.1%) were widow.

Table 4: Distribution of the Visually Impaired Women Respondents by Their Monthly Salary and Service Year

		N	%
Monthly salary in Birr	< 150	8	13.8
	150 - 300	28	48.3
	301 - 500	17	29.3
	Above 500	5	8.6
	Total	58	100.0
Service Year	< 15 Yrs	6	10.3
	15 - 25	19	32.8
	Above 25	33	56.9
	Total	58	100.0

Concerning the monthly income of the employed visually impaired women respondents, table 4 depicts that, 8(13.8 %) of them have a monthly salary of less than 150 Birr. Respondents whose monthly income ranges from Birr 150 to 300 are 28(48.3 %) and whose monthly salary is from 301 to 500 Birr are 17(29.3%). The rest 5 (8.6%) of the respondents earn 500 and above.

It is indicated in table 4, that the respondents who served less than 15 years were 6 (10.3 %) and those who served between 15 and 25 years were about 19 (32.8 %). The rest 33 (56.9%) were with service years of 25 and above.

In addition to the demographic data of unemployed and employed visually impaired women respondents, the data on the staff-members are also presented in table 5 below.

In this table age, sex and educational level of the 55 staff-members are presented.

Table: 5 Distributions of Staff-members by Sex, Age and Educational Level

Age group		N	%
	<30	18	32.7
	30-39	16	29.1
	40-49	15	27.3
	50-60	6	10.9
	Total	55	100.0
Sex	Male	24	43.6
	Female	31	56.4
	Total	55	100.0
Educational level	Illiterate	3	5.5
	Primary (1-6)	10	18.2
	Junior secondary	6	10.9
	Senior secondary	27	49.1
	Above 12	9	16.4
	Total	55	100.0

One can see from table 5 above that 18 (32.7%) of the respondents were under the age of 30. Out of the total respondents, 16(29.1%) were between the age of 30 and 39. Those between age 40 and 49 were 15(27.3%), whereas, the rest 6(10.9%) had ages between 50 and 60. As far as the sex of staff-members is concerned, 31 (56.4%) were females, whereas, (43.6%) were males. Concerning their level of education, half of the respondents 27 (49.1%) were from grade 9-12, and 10(18.2%) were from grade 1-6. Those who completed grade 12 comprise 9(16.4%) and those who were in junior secondary and illiterate levels were 6(10.9%) and 3(5.5%), respectively.

4.1.1 Employment Opportunity of Women with Visual Impairment

The research question treated in this section is “Do visually impaired women face discrimination in employment? In order to seek information to this basic question, some more related questions are presented as shown in Table 6.

Table 6: Distribution of Visually Impaired Women Respondents by Discrimination in Employment and Job Opportunity

		N	%
Is there discrimination in hiring visually impaired women?	Yes	107	99.1
	No	1	.9
	Total	108	100.0
Have you worked in any/ other/ organization?	Yes	4	3.7
	No	104	96.3
	Total	108	100.0
Have you ever tried to get a job in any institution	Yes	23	21.3
	No	85	78.7
	Total	108	100.0
Number of institutions to which unemployed and employed visually impaired women applied	1	13	56.5
	2	6	26.1
	3	3	13.0
	4	1	4.3
	Total	23	100.0
Number of Institutions visited and failed by visually impaired women	1	13	56.5
	2	6	26.1
	3	3	13.0
	4	1	4.3
	Total	23	100.0

In response to the first item presented in table 6 above, 107(99.1 %) of unemployed and employed visually impaired respondents answered ‘yes’ whereas the rest 1(0.9%) said ‘No’.

One can also observe from the second item presented in table 6 that 104 (96.3%) of employed and unemployed visually impaired women respondents had no chance for

work in any /other/ institutions before. Only 4(3.7%) of them worked in any /other/ organizations. The 3rd question in table 6 asks whether the subjects have applied for a job to (an) institution(s). Out of the 108 unemployed and employed visually impaired women respondents, 85 (78.7 %) reported that they did not try to get job at all, 23(21.3 %) stated that they applied for job at different times to different institutions.

Among the applicants who applied for job, 13(56.5 %) applied to only one institution, whereas 6(26.1 %) of them applied to two different institutions. The rest 3(13 %) and 1(4.3 %) of the applicants applied to three and four institutions, respectively.

However, as one can see from the table 6, the employers did not accept all of the respondents who applied to different institutions.

Table 7: Distribution of Visually Impaired Women Respondents by Employment Problem Due to Visual Impairment and Gender

		N	%
Visual-impairment affects employment	Yes always	106	98.1
	Yes, Sometimes	2	1.9
	Not at all	0	0
	Total	108	100.0
Femininity affects most women's employment	Yes always	36	33.3
	Yes, Sometimes	69	63.9
	Not at all	3	2.8
	Total	108	100.0

In table 7, we see that 106(98.1 %) of the respondents believed that visual problem always affects the employment opportunity of women negatively, whereas 2(1.9 %) said it affects sometimes. According to the second half of table 6, 69(63.9 %) of the respondents believed that being female some times negatively affects job opportunity

whereas 36(33.3 %) of the respondents said it always affects the employment opportunity and 3(2.8 %) said not at all.

This is also supported by the data collected through focus group discussion (henceforth FGD) and interview.

Prior to the analysis of FGD and interview results, brief information about them is presented below. As indicated in chapter three, the data gathered through two groups of FGD that consists of seven members, whose educational background ranges from illiterate to grade 12. Concerning their employment status, one group is unemployed, whereas, the other one is employed.

Some participants said that as compared to that of non-visually impaired ones the employment opportunity of visually impaired people is less. Most participants however, stated that the employment opportunity is determined by the individuals' educational background and whether the hiring organizations are governmental or non-governmental. Still others said the problem is not related to visual impairment rather to gender as it can be observed between non-disabled male and female. The FGD members indicated that being female and visually impaired narrowed the chance to have job doubly.

Comments from the managers of the Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa production No.1, Ethio-craft Enterprise and United Abilities Factory, however, reveal that there is no discrimination in employing visually impaired women. They stated that as far as an employee/applicant/ fulfills the institution's

criteria, the door for employment is open for him/her. In contrary to this, there are some important points emphasized during focus group discussions by both groups revealing that there is employment problem for visually impaired women. The following cases illustrate the employment problems faced by visually impaired women.

Case-one

Case one refers to a girl born in 1960 E.C. in Addis Ababa. She is blind. Concerning her level of education, she is grade six. Currently she is working for the organization called The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production Center No.1.

It was in 1970s EC a vacancy in Dire Dawa Production and training center announced. Somebody told me that I could apply for the position. Then, I told to my parents that I want to go and apply for the position. However, my parents rejected my idea saying, "How could you go? You are female on top of that you are visually impaired. If you go alone, you might be raped." As a result of my being female I missed the chance to apply. But I knew the man with visual problem who applied at that time and succeeded."

The above case shows that even though visually impaired women may have access for information about vacancy, there are some barriers for them. In this case, the distance at which the advertised vacancy found determines her chance of employment. It indicates that if she goes alone, she may be subjected to what her parent talk about. So, she had to stay at home unwillingly.

Case two on the other hand, shows that there is another employment problem related to visually impaired women.

Case-two

Case two is about a visually impaired (blind) woman who was born in 1968 E.C. in the Capital city of Ethiopia. She has completed grade 12, but jobless.

It was at the beginning of 1994 E.C. that I applied to a local NGO in Addis Ababa. The vacancy was for the post of musician/singer. I sent my documents to the NGO through my friends and the organization accepted my documents. Then after, I went to be interviewed. However, after the interviewer saw me physically, he said, even though the position is for women, we do not want to employ visually impaired ones. "This kind of work is not convenient for visually impaired individuals," he justified.

We see that the woman with visual impairment was discriminated at the time of interview. The reason seems that it was because of low-awareness of society. That is employer had misconception about the potential of persons with visual impairment to carryout the given task. As a result, women with visual impairment are required to be over qualified. Case three illustrates the situation.

Case Three

Case three was a girl born in 1964E.C in Southern part of Ethiopia, called Walayta. She is blind. She is a twelve grade complete, but jobless.

It was in 1985 E.C. that I applied to Educational Bureau of the State of the Southern Nations, Nationalities and Peoples. There were other three applicants whose

grade points of E.S.L.C.E were 1.6, whereas that of mine was 2.2. In addition to E.S.L.C.E. result, the Bureau used examination as an additional criterion. The aggregation result of my E.S.L.C.E and the examination put me in the first place in the competition.

In addition, the Bureau used the third criterion, which was negatively applied only for me. It required me to produce a training certificate on any institution. But, I couldn't do that. At last the Bureau told me "we have not seen visually impaired individuals teaching in schools. The teacher we need may teach sports, handicraft and music. Since you are female and with visual impairment, it is difficult for you to do all these". Finally, I was denied the opportunity of employment; instead, the two females who were second and third in rank were selected for the position.

From case three one can say that when a visually impaired woman gets a chance for competition, she is required to fulfill extra qualification, as the employers considered her not competent. This seems that it resulted from the low-awareness of the society.

As we see from cases four and five below, let alone getting a chance for competitive employment, women with visual impairment have a lot of hardies to compete for self-employment.

Case Four

Case four represents a girl born in 1966 E.C in Southern part of Ethiopia, called Walayita. She is blind. She has completed grade 12th but has no job.

Losing hope of getting job I tried an alternative that was trading. One day I traveled to Hosayina to buy goods. As I arrived, I went to a hotel and rented a bedroom. Two young boys came into my bedroom to rape me. Observing the situation I reported the matter to the staff of the hotel. When the staff of the hotel came and checked the room, the two young boys were lying on my bed. Then after, they run away and escaped. I went to the same town to buy goods on another day. On the way our car got flat tyres at the small town called Butajira. I was afraid of going to a hotel and rent a bedroom because of the bad experience I had and I preferred to stay the whole night in the car having the permission from the car driver. At about mid-night the car driver himself came in and tried to rape me, but I shouted loudly. Then after, policemen came and saved me. Because of these reasons, I couldn't continue the business.

Life is difficult with out having some kind of job. In order to lead life people involve in competitive employment. If they miss it, they try the second alternative, which is self-employment. However, women with visual impairment are in difficulty even to get the chance for self-employment as we cam see, for example, at time of trying as in case two and other cases where there is risk of being raped. As a result, they prefer to refrain even from self-employment.

Case Five

The subject in Case five was born in 1962 E.C. in western part of Ethiopia, called Wellega. She is blind. She completed grade 12, but she is jobless.

In 1987 E.C I was selling lottery tickets. One day I was at Ethiopian Insurance Corporation head office to sell lottery tickets. A man came to me and said, "I am a policeman. Let me take you to kebele office and you will take more tickets." And I followed him from Legehar to Tukur-Anbesa Hospital. But after I understood his intention, I shouted loudly and people gathered and the man ran away. His intention was not to rob, but to rape me.

Another day at "Saba Dereja," I had 80 lottery tickets. A man came to me and said to me " Let me guide you". I agreed. Then he said " I want to buy one lottery ticket from you" and he pretended to cut off the ticket by himself. I refused and said that I myself could give you." But he rejected my idea, and snatched all of the 80 lottery tickets and ran away. No one was there to help me and as the result I lost 80 Birr.

Like the instance in case four, case five also reveals that let alone getting the chance of competitive employment, women with visual impairment face stumbling block to involve in self-employment. The other challenges that visually impaired women face are presented under section "the causes of employment problems for women with visual impairment."

4.1.2 The Causes of Employment Problems for Women with Visual Impairment

The research question treated in this section is related to the causes of employment problems of women with visual impairment. The problem tried to be investigated from

different angles. In this part, one respondent may list one or more causes. As a result of double count, it is difficult to add the total number and calculate the total percentage of the responses in the following four tables (i.e. table 8A to table 8D). Because the responses were found from open-ended questionnaire.

Table 8A: Employment Problems Related to the Conditions of Employers

Causes	N	%
Employers consider visually impaired women have no potential to do the given task	31	28.7
Negative attitude of employers	10	9.3
Employers' criteria rigidity	10	9.3
Extra expense for hiring assistants	7	6.5
Replacement of non-disabled individuals to the position of visually impaired women	7	6.5
Being absent from work during pregnancy and birth	5	4.6

Table 8A presents the causes of employment problem of women with visual impairment. Out of the 108 visually impaired women respondents, 31 (28.7 %) reported that employers consider visually impaired women as if they have no ability or potential to do the given work or task. As 10(9.3 %) of respondents stated the cause of employment problem of women with visual impairment is employers' negative attitude towards visually impaired women. In the same way, 10(9.3 %) of them also indicated that the rigid employers' criteria (such as work experience, computer literacy and others) are another cause for lack of job opportunity, whereas, 7(6.5 %) of the respondents said that, the visually impaired women are denied the employment opportunity because they might need assistant, which requires extra expense to the hiring institutions. Hence, they

avoid hiring visually impaired women. As 7(6.5 %) of the respondents stated, the places /i.e. rehabilitation centers, which were established for persons with disabilities are replaced by non-disabled individuals. About 5(4.6 %) of the respondents said, at time of pregnancy and giving birth, visually impaired women being absent from work place, and therefore, the Organization might lose its profit. As a result, the institutions do not want to employ them.

Most of the FGD members also stated that, employing visually impaired women requires hiring institutions to spend extra expenses. In this case, the employers are afraid that they might lose the profit. As the participants stated, posted vacancies disfavour visually impaired women on employment.

One of the employers also said, it was in 1980s before I was in preset position in rehabilitation center in the Society for the Rehabilitation of the Blind and Handicapped- Addis Ababa production No.1. The institution posted a vacancy for management position. Based on the announced vacancy, one sociology B.A. degree graduate applied for the position. However, she was required four years experience, but she could not.

As the present manager stated, the main aim of rehabilitation center however, was for those who have certain kinds of impairments, regardless of educational level and sex. But, the institution missed its aim that was why the lady was rejected.

Table 8B: Employment Problems Related to Lack of Education and Training

Causes	N	%
Less opportunity for education and training	48	44.4

Lack of adequate moral and material support	11	10.2
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As it is indicated in table 8A above, table 8B also deals with some of other causes of employment problem of visually impaired women. Among 108 of visually impaired women respondents, 48(44.4 %) of them stated that there is less opportunity for education and training for visually impaired women. About 11(10.2 %) of the respondents reported, even those who have access for education and training, encounter lack of adequate moral and material support at school level

FGD members also stated that in most cases, girls/women in general have less chance for education. Some of them who are lucky to join school are not given due attention. The condition is worse for visually impaired women. They have no adequate moral and material support from their own family and from their teachers and school life is more challenging to them. At school, there is lack of materials, inadequate teachers' support and bad teacher-student relation.

Case -Six

Case six was born in 1969 E.C. at southern part of Ethiopia, called Awasa. She is blind. Concerning her educational background, she is grade 12 complete. But, she is jobless and dependent on her relatives.

When I was grade 11, my history teacher was giving me tutor classes. One day he told me the reason why he assisted me in my study was for the purpose of sexual intercourse with me. But I refused. The only means through which he could revenge was kicking me

out from his class and frightening me as if he gave me incomplete in history subject. However, after some days of conflict, he changed his way of attacking. That was he pretended as if he excused me. And we continued our formal relation. But, one day he raped me and it was resulted in unwanted pregnancy. As the result I dropped out from school that year and my living condition gets worse and worse. As a result, my E.S.L.C.E. grade point also was not satisfactory to join higher institution

The result from case six shows that problems of the visually impaired women start at school and continues through out their life. So, there are many challenges, which inhibit them from being successful in their education. It seems that it is one of the main reason why they do not get employment opportunity. If they had their diploma or degree, the chance of getting job might be better than those who do not graduate.

Table: 8C Employment Problems Related to Awareness and Culture of the Society

Causes	N	%
Low awareness of the society	86	79.6
Cultural influence	27	25

In addition to the causes of employment problems presented in table 8A and table 8B above, table 8C also presents some additional causes. About 86(79.6 %) of employed and unemployed visually impaired women respondents reported that, one obvious cause for low employment opportunity among women with visual impairment is low

awareness of society. This also verified by the data gathered through FGD. The participants stated that the understanding of the society on visually impaired women (i.e. lack of awareness) is the major cause of employment problem. They said that, in our society, females in general and visually impaired women in particular have low status. If they get chance for employment, they are not allowed to sit in higher positions. In other words, those who get a chance of employment are predominantly in the low status position. It is because women are considered as weak creatures. So, the participants emphasized that having visual problem makes the condition more complex in such a society.

Out of 108 visually impaired women respondents 27(25 %) stated that the reason why women with visual impairment have less access to employment is because of cultural influence.

FGD depicts that Culturally, men are considered superior to women and when visually impaired men and visually impaired women are competing for a vacancy, men have more chance to be successful. In this case, even though both of them have visual problem, the inclination is for the men. In their views, culturally, women are weak creatures and submissive.

Table 8D: Employment Problems Related to Personal Problem

Causes	N	%
Low self stem	7	6.5
Hopelessness	7	6.5
Non-assertiveness by visually impaired women	7	6.5

As previous three tables depict the cause of employment problem, table 8D above also deals with the remaining causes. Out of the total unemployed and employed visually impaired women, 7(6.5 %) of them stated it is because of low self-esteem. In the same way, 7(6.5%) of the respondents reported that hopelessness is another cause for employment problem of visually impaired women, whereas, 7(6.5%) of the respondents indicated that it is because of non-assertiveness of visually impaired women.

These all are the causes that hinder employment opportunities of visually impaired women. But the following section deals with the challenges they face at work place.

4.1.3 The Situation of Visually Impaired Women at Work

In addition to the challenges to get employed, there are also problems at work place for visually impaired women. This part of the analysis deals with their payment, promotion, transfer and in-service training opportunity.

Table 9: Payment by Gender and Visual Impairment

		N	%
In your opinion do you think that visually impaired women get equal payment with visually impaired men?	Yes	10	9.3
	No	20	18.5
	Don't know	12	11.1
	Depends on types of occupation	66	61.1
	Total	108	100.0
In your opinion do you think that, visually impaired women get equal payment with non-visually impaired women?	Yes	6	5.6
	No	32	29.6
	Don't know	9	8.3
	Depends on types of occupation	61	56.5
	Total	108	100.0

In the first half of table 9 above, the subjects are asked whether they think that visually-impaired women get equal payment with visually-impaired men on similar work or not.

About 66 (61.7 %) of employed and unemployed visually impaired women said that payment depends on the types of occupation they engaged in, and 20 (18.5 %) of them said that there is difference in payment. About 10(9.3 %) of the respondents, on the contrary, say that there is no difference, whereas 12(11.1 %) do not know the matter.

According to the statistics in the second half of table 9 above, 61(56.5 %) of the respondents said that whether women with visual impairment get equal payment with non-visually-impaired women or not is determined by the nature of their work. About 32 (29.6 %) of them however, said that there is discrimination in payment between the two groups even if they engage in similar work. The rest 6 (5.6 %) stated that there is no difference in payment on similar work, whereas, 9(8.3%) have no idea about the payment made for visually impaired and non-visually impaired women.

The data gathered through FGD and interview also support the findings of quantitative data presented above. As the participants said, the discrimination at work place is not widely observed unlike during employment. For instance, there is a little difference concerning payment between visually impaired women and others mainly because of unfair performance evaluation and the field in which they are involved. One of the production center managers from The Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production Center No.1 verified that there are some differences in payment between visually impaired women and non-disabled women engaged in the same job. The manager reason out that since non-disabled women are design leaders, they have to paid accordingly. In the same way men with visual-

impairment who are involved in heavy activities that require much force, have a bit more opportunity to be paid than visually impaired women.

Table 10: Opportunities for Promotion

Is there a time when your staff-members have got promotion and you did not in the current organization?		N	%
	Yes	55	94.8
	No	3	5.2
	Total	58	100.0
Do you think that there is chance for visually impaired women?	Yes	5	8.6
	No	53	91.4
	Total	58	100.0
Do you think there is a chance for you to be promoted here?	Yes	4	6.9
	No	54	93.1
	Total	58	100.0

In table 10, respondents responded to the question, "Is there a time when your staff-members have got promotion and you did not in the current organization?" A total of 55(94.8 %) of visually impaired women reported that they have been promoted in their current organization, whereas, a small number of them 3 (5.2%) stated that they have not been promoted

However, in response to two specific questions about promotion "Do you think there is a chance for visually impaired women in general to be promoted in current organization?" and "Do you think there is a chance for you to be Promoted in present organization in future?" 53(91.4 %) and 54 (93.1 %) of them respectively believed that they have no chance. On the other hand 5(8.6%) and 4(6.9%) of them respectively think that there is a chance to promote for visually impaired women and for themselves in particular.

Why promotion is a problem for visually impaired women? The employed subjects identify some reasons. Each respondent was asked to indicate one reason they thought the most important one that are presented in table 11 below.

Table 11: Reasons for Promotion Problem

Reasons of promotion problem	N	%
The organization is unprofitable	27	46.6
Unfair Performance evaluation	25	43.1
Employers' negative attitude	6	10.3
Total	58	100.0

Table 11 presents the reasons for promotion problems for visually impaired women and out of 58, 27(46.6 %) indicated that women with visual impairment do not have the chance for promotion because their organization is unprofitable (which is most likely true at production centers), 25(43.1 %) said the reason is unfair performance evaluation whereas 6(10.3 %) of them claimed it is because of employers' negative attitude towards visually impaired women. As table 11 deals with promotion problems, the questionnaire involves questions related to opportunity of transfer consider table 12 below

Table 12: Opportunity for Transfer

		N	%
Do visually impaired women have an opportunity for transfer?	Yes	2	3.4
	No	56	96.6
	Total	58	100.0
Do you have an opportunity for transfer?	Yes	1	1.7
	No	57	98.3
	Total	58	100.0

The first question in table 12 asks whether the visually impaired women in general have the opportunity to transfer, whereas the second question requires each respondent to tell whether she has the opportunity or not. Based on the two items presented above, employed visually impaired women need for transfer for different reasons. However, 56(96.6%) and 57(98.3%) said that they have no chance for transfer. The rest respondent 2(3.4%) in the first question and 1(1.7%) in the second question believed that there is the opportunity of transfer for them.

Table 15: Opportunity for In-service Training

		N	%
Have you got any in-service training as others?	Yes	8	13.8
	No	50	86.2
	Total	58	100.0

As presented in table 13, 50(86.2%) of the employed visually impaired women, have not got in service training, whereas 8(13.8%) have the chance of it.

Table 14: Reasons of Discrimination in In-service Training

Reasons of discrimination	N	%
Giving chance of in-service training for visually impaired women is valueless	20	39.7
Workshop/training may have promotion/per diem	18	36.2
Organization has no chance for workshop/training at all	12	24.1
	50	100.0

Those individuals who had no chance of in-service training gave different reasons in table 14, which are presented as follows. Out of 50 employed visually impaired women respondents, 20(39.7 %) indicated discrimination of training is because of the employers' level of awareness. In other words, giving chance of in-service training for visually impaired women is valueless. As 18(36.2%) of them stated, the workshop/training might have promotion or per diem, and the employers use the chance for themselves or give for other non-disabled staff-members. Lastly, 12(24.1%) of the respondents indicated the organization has no chance for workshop/training at all.

As FGD of employed visually impaired women members stated, lack of opportunity for on job training is another problem at work. As they said, if in service training or workshop is prepared, the person in charge does not disclose the information for visually impaired women employees; rather he uses the chance for himself or give the chance for other non-disabled staff-members. This is true especially with visually impaired women with diploma or degree level of education.

4.1.4 Legislation versus Employment Opportunity for Visually Impaired Women

The research question raised in this section attempts to investigate to what extent the law/policy matches with the reality of the visually impaired women concerning employment opportunity. The first question asks whether the subjects are aware about what the law/policy says about employment of visually impaired women. Their responses are given in table 15.

Table 15: Knowledge About the Law or Policy Concerning Employment

Do you know what the law/policy says concerning employment?		N	%
	Yes	59	54.6
	No	49	45.4
	Total	108	100.0

Of the total of 108 visually impaired women respondents, 59(54.6%) said they know what the law/policy says concerning employment of persons with disabilities, whereas the rest 49 (45.4%) said 'no'.

The second question, in this section sees whether there is gap between the law/policy and practice.

Table 16: Discrepancy Between the Law/Policy and Reality

Is there any difference between what the law/policy says and what is practiced?		N	%
	Yes	58	98.3
	No	1	1.7
	Total	59	100.0

Table 16 presents the responses of 59 employed and unemployed visually impaired women with regard to whether there is difference between what is written on paper and what is actually practiced. Almost all 58(98.3 %) of them indicated that there is a difference. In other words, what is on paper is not implemented practically; whereas 1(1.7 %) of them said that there is no difference at all.

The possible reasons listed in table 16 are presented for those respondents who answered 'yes' to the question in table 17

Table 17: Reasons for the Difference Between What the Law/Policy Says and the Practices

Reasons	N	%
Absence of implementation strategies	17	29.3
Employers' negative attitude towards visually impaired women	16	27.6
Absence of government body follows up the formulated law/policy	14	24.1
No community cooperation	10	17.2
Less attention by government	10	17.2
Weakness of the visually impaired women	6	10.3

The respondents identified the possible reasons why the formulated law or policy is not practiced: (Table 17). Here, we notice that one respondent may indicate one or more causes (i.e. double count) and it is difficult to add the total up to 108 and up to 100%). A total of 73 responses were examined of which 17(29.3 %) go to absence of implementation strategy, 16(27.6%) to employers' negative attitude and 14 (24.1%) to absence of government body that follow up the policy. Lack of community cooperation and less attention given by the government are identified by 20(34.4%) respondents as reasons for the gap created between the law/policy and its application. Lastly 6(10.3%) respondents identified the weakness of the visually impaired women impaired

The FGD members also raised different reasons why there is difference between what is on a paper and in reality. Most of them claimed that it is because of low awareness of the society about visually impaired women. The society does not understand the

potential of women with visual-impairment. Thus, the formulated policy or law is not accepted. In other words, society considers that begging is the right job, which is given for visually impaired women by God. The participants reported that there are individuals who asked themselves how visually impaired individuals can dress and feed themselves.

The other reason for the mismatch between the law / policy and its application in reality results from the little attention the government gives to persons with disabilities. According to the representative of policy makers, particularly from Rehabilitation Agency, even if the government has power to influence, it has remained silent because of the economic policy it follows which is free market economy. The free market economic policy does not allow the government to force the institutions to hire people with disabilities. Institutions have the right to employ whoever they want. The participants also noticed that the government does not follow up the formulated law or policy. As the information gathered from the representative of the policy makers indicates, the obstacle for the follow up is lack of detailed strategies on how to implement the formulated law or policy, though it has been proposed to the office of the prime Minister for approval a year ago.

The proposal to implement proclamation No 101/1994, which was proposed to prime minister office, does not give special attention to women with disabilities. It rather deals with people with disabilities in general. Moreover, nothing is stated in the document

about incentive to be given to employing institutions that employ persons with disabilities. All associations related to disabilities are only free from tax nowadays.

4.1.5 The Attitude of Staff-members Towards Visually Impaired Women

In order to map out the attitude of staff-members towards visually impaired women, a five-point attitude scale was developed and administrated.

The questions were constructed in such a way that they can elicit either positive or negative reactions from the respondents (see appendix B).

Table 18A: Frequency and Percentages on Items Measuring Attitude Toward Visually Impaired Women

Items	Sex	Strongly disagree		Disagree		I don't decide		Agree		Strongly agree		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
I often get bored to work with visually impaired women	M	11	20.0	7	12.7	1	1.8	4	7.3	1	1.8	24	43.6
	F	14	25.5	7	12.7	3	5.5	5	9.1	2	3.6	31	56.4
	Total	25	45.5	14	25.4	4	7.3	9	16.4	3	5.4	55	100
I get Disappointed to work with visually impaired women	M	10	18.2	8	14.5	3	5.5	2	3.6	1	1.8	24	43.6
	F	10	18.2	9	16.4	36	5.5	5	9.1	4	7.3	31	56.5
	Total	20	36.4	17	30.9		11.0	7	12.7	5	9.1	55	100
I Prefer to work with visually impaired men than visually impaired women	M	5	9.1	10	18.2	5	9.1	2	3.6	1	1.8	24	41.8
	F	7	12.7	12	21.8	6	10.9	4	7.3	3	5.5	31	58.2
	Total	12	21.8	22	40.0	11	20.0	6	10.9	4	7.3	55	100
I prefer to work with non-visually impaired women than visually impaired women.	M	7	12.7	10	18.2	5	9.1	1	1.8	1	1.8	24	43.6
	F	6	10.9	12	21.8	6	10.9	4	7.3	3	5.5	31	56.4
	Total	13	23.6	22	40.0	11	20.0	5	9.1	4	7.3	55	100

In table 18A above, the respondents were asked about their willingness to work with visually impaired women. About 70.9%(i.e. 38.2% responses by females and 32.7% by males) of the staff-members expressed their willingness and among these (45.5 %) were extremely happy to work with visually impaired women. On the other hand, one can note that (21.8 %) of the respondents unwilling to work with them. The rest (7.3%) say that they could not decide . The majority of staff-members disagreed to the statement “I often get bored to work with visually impaired women”.

In responding to the item "I get disappointed to work with visually-impaired women," 67.3 % (i.e. 34 .6% of responses by females, whereas 32.7% by males) of the respondents indicated that they are happy to work with visually impaired women and among these 36.4 % strongly disagreed to the stated item. But, 21.8 % of them were unhappy to work with visually impaired women. The rest (11 %) of the respondents were indifferent. On the other hand, 61.8% (i.e. 34 .5% indicated by females, whereas 27.3% by males) and 63.6 % (i.e. about 32.7% of responses by females, whereas 30.9% by males) of the respondents indicated that they prefer to work with visually impaired women than with visually impaired men and prefer to work with visually-impaired women than with non-visually-impaired women respectively. However, 16.4 % of the respondents were in favour of working with visually impaired men than with visually impaired women. The response rate is also the same for respondents who showed willingness to work with non-visually impaired women than with visually impaired women. The majority of staff-members are disagreed to the statement “I get disappointed to work with visually impaired women”. In the same way, most of the

staff-members are also disagreed with the items “I prefer to work with visually impaired men than visually impaired women ” and “ I prefer to work with non-visually impaired women than visually impaired women”.

Table 18B: Frequency and Percentages on Items Measuring Attitude Towards Visually Impaired Women

Items	Sex	Strongly disagree		Disagree		I don't decide		Agree		Strongly agree		Total	
		N	%	N	%	N	%	N	%	N	%	N	%
The management has fair personnel policy for both visually impaired and non disabled staff-members	M	1	1.8	3	5.5	2	3.6	11	20	7	12.7	24	43.6
	F	4	7.3	4	7.3	4	7.3	7	12.7	12	21.8	31	56.4
	Total	5	9.1	7	12.8	6	10.9	18	32.7	19	34.5	55	100
Visually impaired women get very little attention from the employer	M	6	10.9	7	12.7	3	5.5	5	9.1	3	5.5	24	43.7
	F	13	23.6	11	20	5	9.1	1	1.8	1	1.8	31	56.3
	Total	19	34.5	18	32.7	8	14.6	6	10.9	4	7.3	55	100
There is no obstacle for visually impaired women at work	M	4	7.3	4	7.3	2	3.6	8	14.5	5	9.1	24	41.8
	F	4	7.3	2	3.6	3	5.5	8	14.5	15	27.3	31	58.2
	Total	8	14.8	6	10.9	5	9.1	16	29.0	20	36.4	55	100
Working condition for visually impaired women is annoying in this organization.	M	9	16.4	8	14.5	4	7.3	0	-	3	5.5	24	43.7
	F	10	18.2	11	20.0	5	9.1	3	5.5	2	3.6	31	56.4
	Total	19	34.6	19	34.5	9	16.4	3	5.5	5	9.1	55	100

There were some questions formulated to map out the reactions of the respondents concerning the situation of visually impaired women related to management system at work. The staff-members were asked whether the management in their institutions is fair. About 67.2% (i.e. 34.5% answered by females, as 32.7% by males) of them indicated, it is fair. Among these 34.5% strongly agreed with the statement of the institutions have fair management however, 21.9% of the staff-members indicated that there is no fair management in their institutions. But 10.9 % of them are indifferent. In the same way, 67.2 % (i.e. 43.6% responses by females and 23.6% by males) of the staff-members disagreed to the item visually impaired women get very little attention from their employer, and among these 34.5% strongly against the stated item. Nevertheless, 18.2 %

of them agreed to the statement. About 14.6% of the staff-members could not decide. The majority of staff-members agreed with the first item, but not with the second item. Concerning the item there is no obstacle for visually impaired women at work, 65.4 % (i.e. 41.8% answered by females, as 23.6% by males) of the staff-members agreed there is no stumbling block at work. Among these 36.4 % strongly agreed. However, 25.5 % of them indicated there is problem for visually impaired women at work. At last, 69.1 % (i.e. about 38.2% answered by females, whereas 30.9% by males) of the staff-members reported that the conditions at work are not annoying visually impaired women. Among these 34.5 % strongly against the idea of there is annoying conditions at work. However, 14.6 % of them stated that the working conditions are annoying women with visual impairment. About 16.4% of the staff-members could not decide. The majority of staff-members agreed with the first statement indicated above. But, the opposite is true for the second item.

Concerning the attitude staff-members and managers have towards visually impaired women, FGD result reveals that, it appears more or less to be fair. But still, the participants stated that there are individuals who dislike working with visually impaired women. It was also raised, in the discussion that there are some managers who remain silent when visually impaired women want to request them for permission, as if they were not in the office.

To sum up, the institutions has fair management policy for both visually impaired and non-disabled staff-members. It also observed that the conditions at work more or less

well with the stated items. Hence, most staff-members have positive attitude towards visually impaired women at work.

The test of significance for the differences between the attitude for the male and female respondents on the attitude scales by the use of the chi-square (χ^2) test statistics revealed that the difference across all the variables are not statistically significant at 0.05. Hence, the responses of both genders are more or less similar across all variables.

The relation of sex to the attitude towards working with visually impaired women and perception about management system in the institutions was tested on the basis of chi-square. It was done by taking some selected items.

Table 19: Difference Between the Attitudes of Male and Females with Respect to the Statement “I often get bored to work with visually impaired women

Item			Sex of Respondents		Total
			Male	Female	
I often get bored to work with visually impaired women	Strongly disagree	Observed	11	14	25
		Expected	10.9	14.1	25.0
	Disagree	Observed	7	7	14
		Expected	6.1	7.9	14.0
	I don't decide	Observed	1	3	4
		Expected	1.7	2.3	4.0
	Agree	Observed	4	5	9
		Expected	3.9	5.1	9.0
	Strongly agree	Observed	1	2	3
		Expected	1.3	1.7	3.0
Total		Observed	24	31	55
		Expected	24.0	31.0	55.0

$$\chi^2 = 0.929, df=4, P>0.05$$

The test of significance for the difference between the attitudes of male and female staff-members on the item “I often get bored to work with visually impaired women” was made. And the χ^2 -test revealed that there is no statistically difference at 0.05 with χ^2 -value of 0.929 and df=4.

Table 20: The Difference Between Males' and Females' Attitudes with Respect to “I get disappointed to work with visually impaired women

Item			Sex of Respondents		Total
			Male	Female	
I disappointed to work with visually impaired women	Strongly disagree	Observed	10	10	20
		Expected	8.7	11.3	20.0
	Disagree	Observed	8	9	17
		Expected	7.4	9.6	17.0
	I don't decide	Observed	3	3	6
		Expected	2.6	3.4	6.0
	Agree	Observed	2	5	7
		Expected	3.1	3.9	7.0
	Strongly agree	Observed	1	4	5
		Expected	2.2	2.8	5.0
	Total	Observed	24	31	55
		Expected	24.0	31.0	55.0

$$\chi^2=2.291, df=4, p>0.05$$

As the significance for the deference of the attitudes of male and female staff-members tested in table 19, table 20 also deals with the similar idea. As the result, χ^2 -test showed that there is insignificance between the attitudes of females and males concerning their willingness to work with visually impaired women ($\chi^2=2.291, df=4, p>0.05$).

Table 21: The difference Between Perceptions of Male and Female Staff-members with Respect to the Management Has Fair Personnel Policy for both Visually Impaired Women and Non-disabled Staff-members

Item			Sex of Respondents		Total
			Male	Female	
The management has fair personnel policy for both visually impaired women and non-disabled staff-members	Strongly disagree	Observed	1.0	4.0	5.0
		Expected	2.2	2.8	5.0
	Disagree	Observed	3.0	4.0	7.0
		Expected	3.1	3.9	7.0
	I don't decide	Observed	2.0	4.0	6.0
		Expected	2.6	3.4	6.0
	Agree	Observed	11.0	7.0	18.0
		Expected	7.9	10.1	18.0
	Strongly agree	Observed	7.0	12.0	19
		Expected	8.3	10.7	19.0
Total		Observed	24.0	31.0	55.0
		Expected	24.0	31.0	55.0

$$\chi^2=3.988, df=4, p>0.05$$

Concerning the item “the management has fair personnel policy for both visually impaired women and non-disabled staff-members”, ch-square was used to determine whether there is a difference in perception of female and male staff-members. It was found that there is insignificant difference in their perceptions at 0.05 with χ^2 -value of 3.988 and df=4.

Table 22: The Difference Between the Perceptions of Males and Females with Respect to Visually Impaired Women Get Very Little Attention from the Employer

			Sex Respondent		Total
			Male	Female	
Visually impaired women get very little attention from the employers	Strongly disagree	Observed	6	13	19
		Expected	8.3	10.7	19.0
	Disagree	Observed	7	11	18
		Expected	7.9	10.1	18.0
	I don't decide	Observed	3	5	8
		Expected	3.5	4.5	8.0
	Agree	Observed	5	1	6
		Expected	2.6	3.4	6.0
	Strongly agree	Observed	3	1	4
		Expected	1.7	2.3	4.0
Total		Observed	24	31	55
		Expected	24.0	31.0	55.0

$$\chi^2=0.144, df=4, p>0.05$$

Table 22 shows that there is no statistically significant difference between the perception of male and female respondents concerning the item visually impaired women get very little attention from the employers at ($\chi^2=0.144, df=4, p>0.05$).

4.2 Discussion

4.2.1 Employment Opportunity for Visually Impaired Women

As mentioned in section 4.1, almost all respondents (99.1%) stated that discrimination is observed in hiring visually impaired women. It seems that is why more than three fourth (78.7%) of the visually impaired women interviewed reported that they did not try to get job. Because, they lose hope when they look at the employment opportunity of visually impaired women in Ethiopia and most of them stopped applying for a job after trying once. On the other hand, 21.3% of them tried to get job but were unsuccessful. Out of the applicants who applied to one institution were 56.5%. About 26.1% of them to two institutions, whereas, 13% to three institutions. The remaining 4.3% of the applicants applied to four institutions. One can see that, the number of applicants decrease constantly. At first attempt, the numbers of applicants were relatively many, at second less and it continues decreasing through a course of time.

In the same way, 96.3% of visually impaired women indicated that they have not worked in any /other/ institutions. From this one may say that visually impaired women have less job opportunity as compared to other members of the society. Other studies

have shown similar results on employment opportunities of persons with disabilities (Berthoud et al, 1993 in kitchen, 1998; Jeremy and Stuart, 1996).

Thus, 100% of employed and unemployed visually impaired women stated that either always (98.1%) or sometimes (1.9%) vision loss affects the employment opportunity of women with visual impairment. On the other hand, 97.2% of the respondents indicated that either always (33.3%) or sometimes (63.9%) being female affects the employment opportunity of women with visual impairment. One can say that vision loss and gender almost equally affect the employment opportunities of women with visual impairment. Focus group discussion results also reveal that though the employment opportunity of visually impaired women and men appear to be determined by their educational background and whether the institutions are under civil service or NGOs, women with visual impairment do not have equal chance unlike other groups. Therefore, the chance or access to job is very low. So, women with visual problem are double jeopardy one from sex and the other from viewpoint of vision loss. ILO (1993) also agrees to it.

As FGD results show that if visually impaired women get chance for employment, they are required for additional qualifications. It is true that Hallahan and Kauffman (1991) observe many visually impaired adults in their working age are unemployed and those who are working are often overqualified for the jobs they hold, especially women with visual impairment. This leads to the conclusion that, women with visual impairment have more problems to have job opportunity.

FGD results reveal that let alone women with visual impairment get a chance of competitive employment, they have difficulty for self-employment. According to view point of FGD members, When visually impaired women want to involve in self-employment, they might be raped by some immoral men and also stolen their properties, when they try to move from place to place. This implies that they have less access to any types of employment, because of the causes indicated below.

4.2.2 The Causes of Employment Problem

According to this finding, the causal attributions of employment problem of women with visual impairment ranges from personal (i.e. inside an individual) to environment (i.e. conditions that are surrounding an individual).

4.2.2.1 Environmental Causes

Environmental factors affect job opportunities of visually impaired women other than their personal characteristics and qualities.

The majority (79.6 %) of the unemployed and employed visually impaired women believed that the cause of low employment opportunity among women with visual impairment is low awareness of the society. In other words, the society considered the visually impaired women as if they lack ability to effectively fulfil a given task. But what makes them handicap is the absence of arranging suitable conditions depending

upon the degree of impairment they have. In line with this result, Redclift (1991) found that, women and men participate in the labour market on a very different basis. So, women's relatively low earnings can be explained on the basis of the belief that they are less skilled than men irrespective of their actual skill levels.

The other major cause of employment problem of women with visual impairment is lack of education and training as 44% employed and unemployed visually impaired women respondents indicate it. In other words, they have little chance to get either formal or informal education. Hence, though it is not always true, no chance for education and/ or training results in no employment opportunity. Even those who have access to education and training suffer from lack of adequate moral and/or material support during school life. Families, neighbours and school community give less attention to girls with visual impairment as it indicated by 10.2% employed and unemployed of the visually impaired women respondents.

It leads to the conclusion that, to have opportunity for education and training is a problem by itself. Moreover, lack of support during school life is another challenge for girls/women with visual impairment to be successful in their education or training so as to lead independent life.

In addition to the present study, there are also other researchers who found similar result. Kitchen (1998) people with disabilities represent one of the poorest groups. Apart from being excluded and marginalized from the workplace, people with disabilities are often segregated within schooling. According to International Disability

Foundation (1998), over 80% of visually impaired people live in countries of the developing world- often in poverty, with little access to education, particularly girls/women with visual impairment. In the same way, Abu-Habib and DAA (1997) indicated that education might not be perceived as a priority for girls, and having girls with disabilities have been prevented from developing their skills because of discrimination in education and training. As women with no disability, the situation for women with disability is compounded by the idea "education for women is a waste of time and money." This means, it does not matter whether a female child is educated or not.

Abu-Habib claims that lack of education and training make women unemployable. As he indicated this is a result of restrictions imposed on women with visual impairment as a result of their gender, rather than disabilities. Thus, according to DAA /1997/, lack of adequate education results in low economic status, which, in turn, creates dependency on families or caregivers. The data collected through FGD also reveals the same result.

As (25%) of unemployed and employed visually impaired women indicated cultural influence is the other cause for less employment opportunity of women with visual impairment. The culture in which someone lives influences the position that may be given for him/her. Generally, Ethiopian women are found in the lower ladder. The condition becomes worse with visually impaired women. In line with the present finding, Maja-Pearce / N.Y/ states that the traditional status of women is to be subservient to men which means that many of them are dependent upon "permission"

from their husbands, brothers, fathers or uncles. According to Porter et al., (1999) although there are some aspects of poverty and exploitation that are shared by both women and men, women face social and cultural discrimination on grounds of sex. This affects every aspects of their life, including employment opportunity.

The result from FGD also reveals that, culturally, men are superior to women in many aspects. When visually impaired men and women compete for vacancy, men have more chance to be employed. This is mainly because culturally women are weaker and submissive and lack of employment opportunity contributes to this problem.

As a result, Sweetman (1996) says women in employment concentrate in low-skilled jobs, where pay and conditions as compared to men are often insufficient to keep them in good health. This study also supports the previous findings in that the respondents who have a chance of employment are concentrated mainly at production centres and very few of them who have first degree or diploma are found in the offices . The other employment problems of women with visual impairment are the attitude of employers towards visually impaired women and rigid criteria (18.6%). Since the employers have negative attitude towards women with visual impairment, their selection criteria are inflexible with the conditions.

Similarly, 11.1% of both employed and unemployed visually impaired women identify that hiring assistant for women with visual impairment at work and employers' sensitivity about the time elapsed by the women during pregnancy and bearing child as

causes for discrimination during employment. Because hiring assistant incurs extra expenses to the institutions.

According to Tirussew (1998) employers are unwilling to hire visually impaired women due to their biases that the visually impaired women could not adequately perform a given job. Officials say, "We can't hire additional person who read and write to them." If they are lucky and employed, they are being paid less than their qualification. Inflexible posted vacancy is the other cause for less employment opportunities of women with visual impairment. It also indicated by one of the managers at the Society for the Rehabilitation of the Blind and Handicapped -Addis Ababa Production No.1 that, it was a time when the institution rejected one of the B.A. degree holders because of rigid criteria at rehabilitation center. From the manager's view point one can say that if the rehabilitation center opposed employing visually impaired women, it is difficult to say they have chance to be employed in other non-rehabilitation centers. It is also possible to say that since the posted vacancy was for administrative position they have less access to be employed in such position. Because there are other visually impaired women who had a chance for work in the same institution, but they are predominantly at low status. It is possible to say that the rehabilitation center missed its goal. Because, the aim of rehabilitation center was for those who have certain kinds of impairments, regardless of educational background and sex. Therefore, employer's attitude whether it is negative or positive determines visually impaired women's access to employment. The representative of policy makers from Rehabilitation Agency generally knows the selection criteria that employers use to screen employees. According to the

representative of policy makers view it is difficult to discourage unfair screening method in the absence of implementation strategies. Moreover, Ethiopia follows the policy of free market economy or competitive market. Therefore, it is difficult for government to force the employers to employ the visually impaired women. All these challenges result from the inconvenient environment, but there are also problems encountered as a result of individual personality.

4.2.1 Personal Cause

Both employed and unemployed visually impaired respondents indicated that, causes of low employment opportunity of women with visual impairment are not only environmental influences, but also the individuals themselves. As a result, 13 % of the visually impaired women's responses indicated that, low self-esteem and hopelessness are attributed to less access to employment opportunity of women with visual impairment. Concerning self- esteem, one has to have positive understanding about oneself. This shows that a good perception about one's own ability enrich the employment opportunity of visually impaired women. In other words the " I can do" belief is very important. On the contrary, low self-esteem and hopelessness narrow the job opportunity of visually impaired women. Once they try to get job and miss the chance, they will not try it again. Because they thought that as if they have do not chances in the future.

Crudden (1996) reports that both the likelihood of rehabilitation and the jobs in which people with visual impairment are placed depends on their characteristics (sex, and motivation), level of education, training and competencies of the person, which is also verified in present study.

4.2.3. The Situation of Visually Impaired Women at Work

As indicated in the earlier section, the present study reveals that many women with visual impairment encounter discrimination and challenges not only in getting job but also at work place.

One of the discrimination is in payment. Concerning whether there is equal payment between visually impaired women and visually impaired men, the majority of both employed and unemployed visually impaired women (61.7%) indicated that their occupation or the field in which they involved determine their payment. However, 18.5% of them stated, women with visual impairment have less chance to get equal payment with the visually impaired men. Studies like ILO (1998): Sweetman (1986); and Kitchin (1998) have found out similar results

Similarly, employed and unemployed visually impaired women respondents are asked whether there is equal payment between visually impaired women and non-disabled women or not. The majority of them (56.5%) said that the type of occupation determines the payment. On the other hand, a good number of respondents (29.6%) claimed that there is no equal payment between women with visual impairment and non-disabled ones. Unequal payment between visually impaired women and other

groups also verified by the data obtained from one of employers at the Society for the Rehabilitation of the Blind and Handicapped Production No.1. The results show that there is little difference between visually impaired women and non-disabled women in payment and also between visually impaired women and visually impaired men. Those who are non-disabled women are design leaders and paid more. In the same way, men with visual impairment who are involved in the activities that need much force like lifting up heavy things, metal work activities get a bit more payment than visually impaired women paid.

The results from FGD reveal that unfair performance evaluation and the difference of their occupation are the causes for unequal payment among the employees. This is true particularly at production centers (i.e. Labourers). As a result, unequal payment is more observed between visually impaired women and non-disabled women than between visually impaired men and visually impaired women. However, as the majority of visually impaired women respondents indicated, payment is determined by their occupation.

The other problem of visually impaired women at work is the issue of promotion. A total of 94.8% of employed visually impaired women respondents reported that they have been promoted in their current organization. However, 4.9% of the respondents stated that, they were not promoted while their staff-members had the chance. On the other hand, 91.4% of employed visually impaired women respondents indicated that in general there is less chance to be promoted in their organization and 93.1% of them

think there is no chance specifically for women with visual impairment in the future as well. According to DAA (1997), discrimination continues in terms of promotion and training opportunities for visually impaired women at work. Employed visually impaired women respondents indicated their worries about promotion. About 46.6% of them noted that the organization (Namely, Ethio-craft Enterprise, the Society for the Rehabilitation of the Blind and Handicapped-Addis Ababa Production No.1, and United Abilities Factory) are unprofitable which is mostly true in these production centers/rehabilitations/. Others (43.1%) said, the reason is unfair performance evaluation. The more the institution gets profits, the more visually impaired women have chance for promotion and vice versa. Unfair performance evaluation might be because of both vision loss and gender, which is double problem.

Concerning transfer, 96.6% of the employed visually impaired women respondents reported there is no chance in general to transfer, and 98.3% of them said there is no chance particularly for transfer for women with visual impairment. It can be concluded from this that, the chance visually impaired women have for transfer is almost closed.

About 86.2% of the employed visually impaired women respondents indicated they did not have opportunity of either in-service training or on job training while non-disabled staff-members get the chance of it. However, only 13.8% of them had the chance for training. This reveals that the majority of the respondents have less access for training.

About 39.7% of the employed visually impaired women respondents identified employers low awareness as one reason for less access for training. Employers do not

understand the advantage of training for visually impaired women. Because, visually impaired women are thought to be unproductive group by the employers. So, opening an opportunity of training for visually impaired women is valueless. In the same way, 36.2% of the respondents pointed that the employers take the opportunity for themselves, as it is useful for promotion and per diem or give for non-disabled staff-members. The FGD results also reveal that the person in charge does not disclose information about training opportunities, instead he uses the chance for himself or give for other group. This is true especially where visually impaired women with diploma or degree education are available.

4.2.4 Legislation versus Employment Opportunities of Women with Visual Impairment

Concerning the knowledge of visually impaired women respondents about the law or policy of employment opportunity, 54.6 % of them do have some idea about what the policy says. However, a good number of respondents (45.4%) do not have any idea about it. This implies that those who do not know what the law /policy says appear to be afraid of struggling for their rights, when they come across the institution which opposes to employ persons with disabilities. As a result, they become passive on the matter.

Those respondents who knew what law/policy says about employment opportunity of persons with disabilities show that there is difference between what is on a paper and in reality and almost all of them (98.3%) said that the law/policy does not go beyond the

paper it is written on. In other words, though the law/policy is against discrimination in employment, many of visually impaired women do not have the chance for employment. As a result, their livelihood depends on begging rather than using their potential.

According to ILO (1998), several measures have been taken in order to combat discrimination against women with disabilities in training and employment. These are reflected in a number of policies, conventions and declaration. Though the principles against discrimination on training and employment were formulated in Ethiopia, they have not been implemented yet. Proclamation No. 101/1994 which is entitled "The right of disabled persons to employment" states that a person with disability having the necessary qualifications should, unless, the nature, or the work dictates otherwise have the right to compete and to be selected for:

- a) a vacant post in any office or undertaking through recruitment, promotion placement or transfer procedures;
- b) a training program to be conducted either locally or abroad

In the same way, proclamations No. 1/1995 under title of "proclamation of the constitution of the Federal Democratic Republic of Ethiopia" dictates in article 41(5) the state shall, within available means, allocate resources to provide rehabilitation and assistance to the physically and mentally disabled, the aged, and to children who are left without parents or guardian.

In spite of the fact, when we look at the reality, it is different. That is why many of visually impaired women are without job and suffer from lack of opportunities to employment and training. As 29.3% of the respondents indicated, one of the reasons why the formulated law/policy is not implemented is because of the absence of the detailed strategy whereas, 27.6 % of them said it is because of employers' negative attitude towards visually impaired women. Moreover, 24.1% of the respondents identified the cause is the lack of follow up by government body. There are also respondents (17.2%)who said, "Our society does not cooperate to implement the formulated law/policy. It may result from the absence of incentive that is given to those who employ persons with disabilities.

Other cause may be the society's level of awareness. The present finding of FGD identified that society considers the visually impaired women as if they are not capable of doing anything except begging. FGD members indicated that there were individuals who ask themselves how visually impaired people can dress and feed themselves.

FGD results also reveal that government gives little attention for persons with disabilities. Even if the government has power to influence and force the employers, it remained silent. Coleridge (1993) also stated that in many developing countries, governments and aid agencies often perceive disability as a problem, but not as priority.

However, the data gathered from the representative of policy makers particularly from Rehabilitation Agency indicated government couldn't force any institution to employ persons with disabilities in general. Because, Ethiopia is following policy of free

market economy, in which government cannot force, the institutions. Institutions have right to employ whomever they want.

As the representative of Policy makers from Rehabilitation Agency indicated there is nothing stated concerning incentive to be given to institutions/ employers for those who voluntary to employ persons with disabilities even in the proposed strategies. Only those who are under umbrella of disabilities associations are free of tax when import the goods for the purpose of helping of persons with the disabilities. The taxing system depends on the institution's aim. In other words, if the institution imports goods to get profit, it will be taxed. According to ILO (1998), however, in order to give equal opportunity to workers with disabilities and non-disabled workers generally, government can use different types of methods. For instance, hiring subsidies -this types of measures consists of providing financial assistance to encourage employers to hire people with disabilities. It tends to dispel certain concerns that employers might have in regard to productivity losses due to the disability; it is granted at the employer's request and covers a varying portion of the workers disabilities wage during a specific period.

As ILO states the other incentive type is reducing tax burden. It consists of reducing the tax burden on employers or even exempting them entirely from certain taxes and charges applied to enterprise in general; they are based on the number of people with disabilities employed.

4.2.5 Staff-Members Attitude Towards Visually impaired Women at Work

As indicated in the earlier section, 70.9% of staff-members are willing to work with visually impaired women (in which 38.2% indicated by females and 32.7% by males) and among these 45.5% strongly agreed to work with visually impaired women. It was also noted that 21.9% of staff-members do not like to work with visually impaired women. The majority of the staff-members disagree to the item "I often get bored to work with visually impaired women." However, one can say that females are happier to work with visually impaired women than males. But it is not statistically significant at 0.05 with chi-square value of 0.920, df=4. In the same way, in responding to the item "I get disappointed to work with visually impaired women," almost three-fourth (67.3%) of the staff-members are against (about 34.6% responses by females whereas 32.7% by males). Among these 36.4% strongly disagree with this item. Most of the respondents disagreed with the statement presented. On the other hand, 21.8% of them indicated their agreement with the stated item. This in general shows that most of the staff-members are happy to work with the visually impaired women. But from item two one can also say that female staff-members are happier to work with visually impaired women than male staff-members; which is not statistically significant at 0.05 with chi-square value of 0.682, df=4.

There were also some reactions to the items related to management situation at work place. About 67.2% (i.e. 43.6% females' response, 23.6% by males) of the staff-members also disagreed to the item "visually impaired women get very little attention from the management staff" and among these 34.5% strongly against the stated item

whereas, 18.2% of them agreed to the presented item. This reveals that, most of the staff -members disagreed to the item. One can also say that females are more indicated that there is attention for visually impaired women from their respective employers than males which is statistically insignificant at of 0.05 with chi-square value of 0.144,df=4. One can say that, most of staff-members disagreed to the presented item. Hence, the majority of staff-members have positive attitude towards visually impaired women at work and also the management system in organizations/institutions is fair. This finding also revealed that, there is no significance between the attitude of male and female on the attitude scales by using chi-square (X^2) test statistics across all the variables at 0.05. In other words, the responses of both males and females are more or less similar across all variables.

Chapter Five

5. Summary, Conclusions and Recommendations

5.1. Summary

The main purpose of this study was to assess the employment opportunities and situation of women with visual impairment at work in three rehabilitation centers namely: Ethio-craft Enterprise, United Abilities Factory, and The Society for the Rehabilitation of the Blind and Handicapped- Addis Ababa Production No.1 and four other institutions namely: Remand Home, Ministry of Labour and Social Affairs, Federal Civil Service Commission and the Ethiopian National Association of the Blind were included in Addis Ababa.

The basic questions raised were, "Do visually impaired women face discrimination in employment? Is it gender or vision loss that affects the employment opportunities of women with visual impairment? What are the causes of employment problem of women with visual impairment? What are the situations of visually impaired women at work? Is there any difference between what the law/Policy says and what is in reality about the visually impaired women concerning employment opportunity and what is the attitude of the non-disabled people towards employment and work conditions of the visually impaired women?"

To answer the research questions, a descriptive survey method was employed in order to examine the existing employment problems of visually impaired women with total of 167 respondents. The sampling techniques used in this study were availability and purposeful sampling.

To gather the information from the respondents, four types of instruments namely: questionnaires, structured interviews, focus group discussion and attitude scales were employed. The information obtained through questionnaires and attitude scales were analyzed using percentages and chi-square. And the information obtained through interviews and focus group discussions were analyzed using qualitative method. Thus, the major findings are as follows.

1. Almost all visually impaired women respondents (99.1%) indicated that women with visual impairment are discriminated by hiring institutions. In other words, women with visual impairment have less access to employment.
2. Out of 108 visually impaired women respondents, those who had not worked in any/ other/ institutions were 96.3%. This indicates that, the chance visually impaired women have for job opportunity is narrow. And it could be because of this reason that the number of respondents who had a chance to work in any other institutions was few.
3. It was also found out that, 78.7% of the visually impaired women had not tried to get job. Only 21.3% of them tried to get job, but were unsuccessful. This appears to show that the majority of visually impaired women lost hope to apply for vacancy.
4. Out of 108 visually impaired women respondents, 98.1 % indicated that vision loss always affects the employment opportunity of women with visual impairment and 1.9% said it affects some times. In one way or another, all respondents (100%) reported that vision loss affects the employment opportunity of visually impaired women negatively.

5. It also found that 63.9% of the visually impaired women respondents indicated that, being female sometimes affects the employment opportunity of women with visual impairment whereas, 33.3% of them stated, it always affects their employment opportunity negatively. In general, 97.2% of them reported that being female affects the employment opportunities of women.
6. Of the 108 visually impaired women respondents, 79.6% of them reported that, the major cause for low employment opportunities of visually impaired women is low awareness of society, 44% of them indicated less opportunities for education and training, 28.7% of them said visually impaired women considered as if they have no potential to do the given task, 25% indicated it is because cultural influence, lack of adequate moral and material support at school level (10.2%), negative attitudes of employers and employers' criteria rigidity (18.6%).
7. Concerning payment, 61.1% of visually impaired women respondents indicated that their profession determines it. On the other hand 18.5% said that there is a gap between the salary of visually impaired women and men. About 56.5% of respondents stated that whether women visual impairment get equal payment with non-usually impaired one or not, is also determined by their profession, 29.6% of them said they are not paid equally. Hence unbalanced payment is more reflected between visually impaired women and non-disabled women than between visually impaired women and visually impaired men.

8. Though 94.8% of employed visually impaired women reported that they have been promoted in their current organization, 91.4% of them indicated there is no hope to be promoted for visually impaired women in general in future. About 93.1% of them also indicated that there is no chance specifically for them to be promoted in future. Their worries not to have a chance for promotion in future were: since their promotion depends on the profit of organization, they will not get promotion, particularly at production or rehabilitation centers. The other causes were unfair performance evaluation, and also employers' negative attitude.
9. Concerning transfer, 96.6% of the employed visually impaired women respondents indicated that there is no chance in general in the organization, and 98.6% of them reported that there is no such chance specifically for them when they need to transfer.
10. Of the total 86.2% of the visually impaired women respondents indicated that they had not got training opportunity when their staff-members get. The reason why women with visual impairment had less training opportunity is employers' low awareness. This number comprises 44% of the responses given. About 42% of respondents indicated that, the training might have some kinds of incentives (i.e. per diem or promotion).

11. Of the total visually impaired women respondents, 54.6% of them said that they have hint about the formulated law/policy concerning employment opportunity of persons with disabilities. However, 45.4% of them do not have any idea about it. Out of 54.6.1% of the respondents, 98.3% reported that, the formulated law/policy is not implemented. Some of the reasons why the formulated law/policy is not implemented are: visually impaired women do not struggle for their right, little attention by government, and low awareness of society.
12. At last, the attitude of staff- members towards visually impaired women also examined to find out whether they are negative or positive and the result reveals that most of the staff-members' attitude towards visually impaired women is positive. That holds true for both males and females. But females are more positive than males staff-member and it is statistically insignificant at 0.05.

5.1.2 Conclusions

The study of the results of descriptive survey on 167 subjects is consisting of 108 visually impaired women, 55 staff-members, and 1 representative of policy makers from Rehabilitation Agency and 3 managers of rehabilitation centers. The research questions were designed to collect information on to what extent the visually impaired women have employment opportunity, to what extent gender or vision loss affects the employment opportunities of visually impaired women, their cause(s) of employment problem(s) (if there is any) their situation at work and the extent to which the formulated policy is being applied in the life of their job opportunity. At last the attitude of staff members of the visually impaired women towards them were collected and assessed.

Based on the discussions made, the following conclusions are drawn. Even though women with visual impairment encounter challenges both to get and retain the job, finding a job is more difficult. As the present study shows, they are discriminated at a stage of screening. Let alone having a chance for competitive employment, they are even in difficulty to involve in self-employment to run personal business like trading. Both vision loss and being female affects the employment opportunities of women with visual impairment in similar way.

In the study the major cause for employment problem of visually impaired women is found to be the low awareness of the society, including the employers. The society undermines the potential of persons with disabilities. Hence, women with visual impairment are the most vulnerable group. Some of the other causes are hopelessness and low self-esteem of the subjects, less opportunity for education and training, lack of adequate material and moral support, cultural influence, less attention by the government, rigid criteria of employers and their negative attitude and, non-assertiveness by women. Hence, the employment problem of visually impaired women is not only caused by environmental influence, but also by personal characteristics or qualities.

Concerning visually impaired women's situation at work it is relatively better as compared to getting job. But still there is discrimination. Discrimination in payment, for instance more observed between visually impaired women and non-disabled women than between visually impaired women and men. Promotion, training and particularly the chance they have for transfer is almost none. However, staff-members have positive attitude towards visually impaired women. Though it is statistically insignificant, females have more positive attitude than males.

Even if most of visually impaired women have concept about the present law/ policy concerning employment of persons with disability, they are also visually impaired women respondents who do not have idea about it. It seems those who do not have ideas about their duties and rights may not struggle for their rights when employers oppose their rights of employment.

There is discrepancy between what the policy/law says and its implementation on employment opportunities of persons with disabilities. The reason for this is found to be the lack of implementation strategies of the proclamation No.101/1994, and less attention by government (i.e. government knows disabilities as problem but not gives priority). If the concerned body had given due attention, the rehabilitation centers would not have been incapable of employing persons with disabilities, particularly women with visual impairment. Employers' negative attitude towards visually impaired women, and lack of assertiveness by the women also the reasons why the law/policy is not implemented.

5.3 Recommendations

On the basis of the findings and the conclusion drawn, the following recommendations may be forwarded.

1. Government and NGOs should pay attention to the present rehabilitation centers, and also establish more new ones. Because, most of the persons with disabilities are predominantly working in such areas, as result of low competition.

2. In order to encourage employers to hire persons with disabilities, especially visually impaired women, the government has to give some kinds of incentives for employers. It can be through subsidizing and giving them tax shields in order to strengthen the employers' financial potential depending on the severity of the problem.
3. Having or holding degree/diploma should not be a must to get job for visually impaired women. Hence, the government and NGOs should arrange the conditions for vocational training in which both educated and uneducated groups can be involved accordingly.
4. At present non-disabled individuals are replacing the rehabilitation centers, which were built for the purpose of rehabilitating persons with disabilities. In order to reduce employment problem of women with visual impairment job reservation should be enhanced.
5. Few organizations, whose employees are persons with disabilities, are producing various types of production for the market. But these organizations failed to compete with importers of similar products who import the products at least cost. The government has to protect these organizations by avoiding unfair competitions from importers through import restrictions. The restrictions on import of similar products increase the demand for the output of these local organizations. The increase in demand in turn encourages more productions. More production requires more labour, which leads to more employment of persons with disabilities. Otherwise, the government has to subsidize the organizations.

6. When NGOs import the product of modern technology, they should also think of adaptive computer technology. So, they can distribute with fair price for institutions, which are voluntary to employ women with visual impairment. In addition, the Government collaboration with NGOs should establish training center for adaptive computer technology.
7. In order to pass through ups and downs, someone has to have positive understanding about oneself and be rigorous or tough enough. Of course, there are many problems surrounding an individual to lessen his/her hope and make him/her to undermine himself/herself. Therefore, women with visual impairment have to have positive perception about themselves and should not lose hope in trying to get job. So, training should be given by the professionals how to develop positive self-perception or to develop assertiveness
8. Though self-employment is difficult for visually impaired women, they have to have access for loan and run personal business. If they get an opportunity, it may possible to lead independent life by having assistant. The concerned body should arrange the condition, though visually impaired women have no collateral i.e. the property offered by visually impaired women as a guarantee that will be paid back for loan.

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Appendix A
Addis Ababa University
Faculty of Education
Department Educational Psychology
(Graduate Program)

A Questionnaire Prepared For Visually-Impaired Women

Some people have more access for job opportunity, and others have less opportunity, because of different factors. The most vulnerable group is women with visual impairment. So, the researcher wants to know the employment opportunities and situations at work of visually impaired women.

The questionnaire contains 46 items of which some are open-ended and others are close-ended. You are requested to reply according to the items presented. There ARE NO RIGHT OR WRONG ANSWERS. You are kindly requested to give your honest opinion on each one of the items. The information from respondents will be kept confidential and will not affect any body in any way.

So, please answer all the questions frankly and honestly. Your frank and sincere responses will be highly appreciated.

Thank you in advance

Section I
Background Information

1. Age _____ years
2. At what age did you loss your vision? _____ Years
3. What is the degree of your vision loss now?
 1. Low vision 2. Blind
4. Level of education
 1. Illiterate
 2. 1-6 grade
 3. 7-8 grade
 4. 9-12 grade
 5. 12 complete
 6. Vocational training
5. Employment status: 1. Employed 2. Unemployed 3. Pension
6. If employed, what is the name of your organization/institution? _____
7. Your salary in Birr _____
8. Services _____ years
9. What is your current marital status?
 1. Married 2. Widower 3. Divorced 4. Not married

Section II

Questionnaire on the employment of visually impaired women

1. Is there discrimination in hiring visually impaired women?

1. Yes 2. No / If your answer to Q. No. 1 is No, go to Q. No. 3

2. If your answer to Q. No. 1 is yes? Why? How?

3. Do you think that visual-impairment affects employment opportunities of most women? 1. Yes, always 2. Yes, sometimes 3. Not at all

4. Do you think that femininity affects most women to be employed and to be continued while employed? 1. Yes always 2. Yes, sometimes 3. Not at all

5. Do you think that being female and visually -impaired make the employment opportunities of visually impaired women more complex? 1. Yes 2. No

6. What are your reasons to answer Q. No.5

7. What do you think some of the major factors that affect visually impaired women's employment opportunities?

8. In your opinion, what measures should be taken by the following bodies in order to improve employment opportunities of women with visual impermanent

a. Government _____

b. Society _____

—

c. Females themselves _____

—

d. NGOs _____

9. In your opinion do you think that visually impaired women get equal payment with visually impaired men on similar work?

1. Yes /If your

answer to Q. No 9 is yes, go to Q. No 11 2. No

3. I do not know 4. Determined by the types of profession

10. If your answer to Q. No. 9 is no, what are your reasons?

11. In your opinion, do you think that visually impaired women get equal payment with non-visually impaired women on similar work?

1. Yes /If your answer to Q. No 11 is yes, go to Q. No 13

2. No I do not know 4. Determined by the types of profession

12. If your answer to Q. No. 11 no, what are your reasons?

13. Had you tried to get a job in any institution/organization before now?

1. Yes 2. No if your answer to Q. No 13 is No, go to Q. No 18

14. If your answer to Q. No. 13 is yes, in how many institutions/organizations did you apply? _____

15. If your answer to Q. No. 13 is yes, in how many of them did you unsuccessful?

16. What do you think were the reasons for your failure in Q. No.15? (You. many choose one or more choices)

1. Because of my femininity
2. Because of my visual problem
3. Because I was not literate, since the position needs professional
4. Because of employer's reluctance of employing visually- impaired women.
5. Because of employer's reluctance of employing women
6. Because of employer's reluctance of employing both visually-impaired women and men.
7. Because of employer's criteria rigidity
8. The employers have negative attitude toward to employ females?
9. The employers have negative attitude to employ women with visual-impairment.

17. With whom did you compete to get job?

1. Men without visual problem
2. Women without visual problem
3. Visually- impaired men
4. Visually-impaired women
5. Other /specify/ _____

18. Do you know what the law says concerning employment opportunities of different groups? 1. Yes 2. No /If your answer to Q. No 18 is No, go to Q. No 21

19. Is there any difference between what the law says and what is practiced? 1. Yes
2. No /If your answer to Q. No 19 is No, go to Q. No 21

20. If your answer to Q. No. 19 is yes, how? why? _____

21. Is there any time that you failed to get job due to your visual problem?

1. Yes 2. No 3. I did not compete

22. Is there any time that you failed to get job due to your femininity?

1. Yes 2. No 3. I did not compete

23. Have you worked /at other organization/ before now?

1. Yes 2. No / If your answer to Q. No. 23 is No, go to Q. No 27/

24. If your answer to Q. No. 23 is yes, what was your reason for leaving those jobs?

1. The plant was closed

2. Family or personal reasons

3. Fired or laid off because of my visual condition

4. Fired or laid off because of my femininity

5. Seasonal work

6. Wanting to obtain higher wages

7. Conflict with supervisor or co-worker

8. Labour force reduction

25. Which one do you prefer from the current and the past organization?

1. Current 2. Past currently, I am without job/ if your answer is code 3 go to Q.No.27/

26. What are your reasons to answer Q. No. 27 or why do you preferred it?

27. Do you have the probability of getting job in the future? 1. Yes 2. No 3.

Already employed/If your answer is code 3, go to Q.No.29

28. What are your reasons to answer Q. No. 27 code 1 or 2?

Note: Except the last item the questionnaire below is only for visually impaired women who are currently working

29. Have you got promotion since you employed in-the current organization?

1. Yes 2. No/ If your answer to Q. No 29 is No, go to Q. No 31

30. If your answer to Q. No. 29 is yes, how many times? _____

31. If you were not promoted, what was the reason?

1. Because of my femininity

2. Because of my visual impairment

3. Because there was no work position that fits me

4. Because I was not literate, since the position needs a professional

5. Because of employer's negative attitude toward visually impaired people.

6. Because of employer's negative attitude toward visually impaired women.

7. Because of employer's negative attitude toward women

32. Do you think that there is chance for visually impaired women, in general, to be promoted in this organization? 1. Yes 2. No

33. What are your reasons to answer Q. No. 32?

34. Do you think that there is a chance for you to be promoted in this organization? 1. Yes 2. No

35. What are your reasons to answer Q. No. 34?

36. In your opinion what kinds of people do get a chance of promotion most of the time?

1. Men without visual disability
2. Women without visual disability
3. Men with certain disability other than visual problem
4. Women with certain disability other than visual problem
5. Men and women with out disabilities
6. Others /specify/ _____

37. What are your reasons to answer Q. No. 36 or why do you think they get more chance than others?

38. Do visually impaired women have an opportunity of transfer in general?

1. Yes /go to Q. No. 42/
2. No

39. What are your reasons to answer Q. No. 38?

40. Do you have an opportunity of transfer? 1. Yes /go to Q. No. 42 2. No

41. What are your reasons to answer Q. No. 40?

42. Is there any discrimination of visually impaired women at work place? 1. Yes

2. No/ If your answer to Q. No. 42 is No, go to Q. No. 44

43. If your answer to Q. No. 42 is yes, Why? In what case?

44. Did you get job training? 1. Yes 2. No/ If your answer to Q.

No. 44 is No, go to Q. No 46

45. If your answer to Q. No. 44 is no, why did you not get job training?

46. What do you suggest to improve the present employment opportunities
and working conditions of visually impaired women?

Thank You

Appendix B
Addis Ababa University
Faculty of Education
Department of Educational Psychology
(Graduate program)

Scale Used To Measure Attitude Toward Visually Impaired Women

Attitude scale /to be rated by staff-members/

The objective of this scale is to examine the attitude of staff-members toward visually impaired women at work place. Since the success of the study highly depends on your honesty in rating the scale, you are kindly requested to respond accordingly.

Position in the institution/ Organization _____

Age _____ Sex _____ level of Educational _____

Instruction: Each of the statement in this scale expresses a feeling or attitude towards visually- impaired women. You are asked to indicate, on five-point scale, the extent of agreement between the attitude expressed in each statement and your own personal feeling. The five points are: strongly disagree /SD/, disagree /D/, undecided /U/, agree/A/, and strongly agree /SA/. Mark/✓/ against the point which best indicates how closely you agree or disagree with the attitude expressed in each statement as it concerns you.

Thank you in advance

No.	Statement	SD	D	U	A	SA
1	I enjoy to work with visually-impaired women					
2	I often get bored to work with visually-impaired women					
4	I disappointed to work with visually impaired women.					
5	The management here discriminates visually- impaired women.					
6	The management here has a fair personnel policy for both visually impaired and non-disabled staff-members.					
7	Compared non-visually impaired women employees, visually impaired women get very little attention from the employer.					
8	There is equal payment for visually impaired women employees, compared to non-visually-impaired staff-members on similar work.					
9	There is equal payment for visually impaired women as compared to visually impaired men on similar work.					
10	There is no equal promotion for visually impaired women as compared to non-visually impaired women.					
11	There is equal promotion for visually impaired women as compared to visually impaired men here.					
12	I prefer to work with visually impaired men than visually impaired women.					
13	I prefer to work with non-visually impaired women than visually impaired women.					
15	My supervisor gives equal attention for visually impaired men and visually impaired women.					
16	There is no any obstacle for visually impaired women at work.					
17	The working conditions here for visually impaired women are annoying in this organization.					
18	In my organization, women with visual impairment are last to hire, but first to fire.					
19	Almost every area of life is closed to visually impaired women, especially employment opportunity					
20	Though women are visually impaired, they can lead a full life, if they get chance to work equally as men with visual impairment.					
21	Visually impaired women should not get equal payment & promotion with other non-visually impaired women on similar work as the former are unproductive compared to the latter?					
22	To be a woman and being visually impaired is to be double handicapped.					

Thank You

Appendix C

Addis Ababa University

Department of Educational Psychology Faculty of Education

(Graduate Program)

To be filled employers

General direction: This questionnaire is prepared to collect information about visually impaired women's employment. More specifically, the purpose of the questionnaire is to gather data about employment opportunities and situations at work place of visually impaired women.

Since the quality of data collected through this questionnaire depends on your honesty and frank responses, you are kindly requested to respond accordingly.

Thank you in advance

Interview guide lines for employers

1. The name of your organization? _____
2. Your position in the organization _____
3. Do you know any institution that opposes the idea of employing visually impaired women?
4. What do you think the reasons that employers do not want to employ visually impaired women?
5. Do you remember, a time when your organization/ institution opposed employing visually impaired women?
6. What do you think were the reasons of rejecting/ opposing the employment?
7. Is there difference in salary between visually- impaired women and non-visually impaired women in your organization/ institution on similar work?
8. What do you think were the reasons for unequal payment?
9. Is there difference in salary between visually-impaired women and visually-impaired men in your organization/ institution on similar work
10. What do you think were the reasons for unequal payment?
11. Is there difference concerning promotion between visually-impaired women and non-visually impaired women in your organization/institution on similar work?
12. What do you think are the reasons for unequal promotion?
13. Is there difference concerning promotion between visually- impaired women and visually impaired men in your organization/ institution on similar work?
14. What do you think are the reasons for unequal promotion?
15. In your opinion, what do you think about the attitude of employers towards visually- impaired women concerning employment opportunities in general?
16. What do you think about the attitudes of your institution is /organization's workers towards visually impaired women concerning employment opportunities?

17. Some Organizations use certain criteria to employ people. For instance, the type of employee they want is someone without certain disability like Visual-impairment. Do you support this idea? Why?
18. Does your organization/ initiation need any incentive from government or other supportive body to employ visually- impaired women?
19. What do you suggest to improve the present situations of employment problem of visually impaired women?

Thank You

Appendix D
Addis Ababa University
Faculty of Education
Department of Educational Psychology
(Graduate Program)

General direction: This interview guide is prepared to collect information about visually impaired women's employment. More specifically, the purpose of the questionnaire is to gather data about employment opportunities and situations at work place of visually impaired women.

Since the quality of data collected through this interview depends on your honesty and frank responses, you are kindly requested to respond accordingly.

Thank you in advance

Interview guidelines for Policy makers

1. Is there policy concerning employment opportunities of people with disabilities, especially visually-impaired women? If there is no policy what are the obstacles to do so?
2. Is there any involvement of women with visual impairment or their representatives in the formulation of policy related to employment opportunities?
3. Is there difference between employment policy for women with disability and men with disability? If yes, what are the differences? Why?
4. Do you follow up the implementation of the formulated employment policy of people with disability, especially visually impaired women? Why? How?
5. If there is no follow up of implementation, what are the obstacles to do so? If there is follow up, Is it practiced without problem?
6. Do you have any plan to improve the employment policy of people with disability, especially visually impaired women in the near future?
7. There is employment policy concerning women with out disability and men without disability differently, why is it not applied to women with disability and men with disability?
8. Is there any work condition that does not allow employment of people with disability, especially visually impaired women? Why? How?
9. Does the policy state anything about incentive to be given to institutions/organizations or employers who employ people with disability, especially women with visual-impairment? Why?
10. Some organizations/ institutions use certain criteria during staff selection. For instance, more chance for men, and non-disabled individuals. How do you see this from viewpoint of employment policy makers?

Thank you

Appendix E

Addis Ababa University
Faculty of Education
Department of Educational Psychology
(Graduate Program)

Focus Group Discussion /FGD/ for women with visual impairment

- Do you think that women with visual impairment have equal employment opportunity when compared to visually impaired men and the non-disabled population? Why?
- What are the reasons for women with visual impairment to have less access to employment?
- What does the law /policy/ says concerning employment opportunities of:
 - Non-visually-impaired women?
 - Visually- impaired women?
- Is there difference between what the law /policy/ says and what is practiced? Why?
- Is there discrimination of visually- impaired women at work place? How?
 - Concerning promotion
 - Concerning payment
 - Concerning transfer
 - Others (specify) -----
- What kinds of attitudes do non-visually-impaired people /i.e., employees, employers/ have toward visually impaired women at work place?
- What do you suggest to improve the present employment opportunities and working conditions of visually impaired women?

Thank You