

**ADDIS ABABA UNIVERSITY  
COLLEGE OF SOCIAL SCIENCES  
DEPARTMENT OF SOCIAL ANTHROPOLOGY**

**OPPORTUNITIES, CHALLENGES AND COPPING MECHANISMS OF  
WWD JOBSEEKERS IN GULALE SUB- CITY *WOREDA* 03, ADDIA  
ABABA**

**By  
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**OPPORTUNITIES, CHALLENGES AND COPPING MECHANISMS OF WWD  
JOBSEEKERS IN GULALE SUB- CITY WOREDA 03, ADDIA ABABA**

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**Approved by board of examiners:**

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## DECLARATION

I the undersigned certify that the thesis entitled “Opportunities, Challenges and coping mechanisms of WWD jobseekers in Gulale Sub- City *Woreda* 03, Addis Ababa”, which is submitted to the school of graduate studies of Addis Ababa University to award a degree of Master of Arts in Social Anthropology is my original work.

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## ABSTRACT

*Disability occurs due to natural and manmade cases, and it takes diverse dimensions viz; economic, social, religious and cultural, which makes complex, strives for lasting solution. A plainly instance in this case is the challenge that women with disability faces in their endeavor to get job. In principle, as they are part and parcel of their community, they should have to get a special care and attention from the government, nongovernmental organization and the society too. However, even if attempts were made to address their needs and wants by the government and other concerned bodies, it is not as such satisfactory. Subsequently, cognizant of the problem, this paper aspires to explore the situation of women with disabilities in terms of the challenges they face and the institutional opportunity and the coping mechanisms, in woreda 03, Gulale sub-city, Addis Ababa, Ethiopia.*

*Both primary and secondary data were employed in this study. The methods used to collect primary data include: interview, focus group discussion, observation and case study. Informants were selected by purposive, snowball and opportunity-based sampling techniques based on variables: education, occupation and marital status and a total of 47 informants participated in the study.*

*Findings of the study revealed there is lack of coordination among stakeholders, those who deal with the problem of WWDs jobseekers, lack of proper documentation, planning and effective implementation of the constitutional rights and legal frameworks, and conventions which related with WWDs, financial shortage, problem of production and display shades, and lastly, negative attitude of the community towards WWDs that became an obstacle in their strive to self-reliance. Since, the issues of WWDs is the concern of both the federal and regional governments, and nongovernmental organizations , thus, the concerted effort of these bodies is crucial so as to alleviate the predicaments that WWDs face in the study area.*

## Table of Contents

<b>Content</b>	<b>page No.</b>
ACKNOWLEDGMENT.....	I
ABSTRACT.....	II
List of Map.....	VII
List of Tables .....	VIII
GLOSSARY .....	IX
ACRONYMS.....	XII
<b>CHAPTER ONE</b>	
INTRODUCTION .....	1
1.1 Back Ground of the study.....	1
1.2. Statement of the Problem.....	3
1.3 Research Questions .....	5
1.4 General Objective of the Study .....	5
1.4.1. Specific objectives.....	5
1.5 Research Methodology.....	6
1.5.1 Research design .....	6
1.5.2 Data Collection Techniques .....	6
1.6 Description of the Study Area Selection.....	9
1.7. Demographic Information of the Study Area.....	11
1.8 Significance of the Study .....	15
1.9 Limitation of the Study .....	16
10. Organization of the Study .....	16

## CHAPTER TWO

THEORETICAL AND CONCEPTUAL FRAMEWORK AND LITERATURE REVIEW .....	17
2.1. Theoretical Framework .....	18
2.1.1 The Feminist Disabilities Theory.....	18
2.2 The Definitions and Conceptual Framework .....	20
2.2.1 The Medical / Individual/ model.....	22
2.2.2 The Social Model.....	23
2.3. Historical Development of the Rehabilitation Program .....	26
2.3.1 The Rehabilitation Service .....	30
2.4 Implementability of the Rehabilitation program .....	31

## CHAPTER THREE

THE OPPORTUNITIES AND SUITABLE ENVIRONMENTS ON HAVING JOB FOR WWDS .....	33
3.1 Work Opportunity and Conditions .....	33
3.2. Training Opportunity and Women with Disability .....	35
3.3. Stack Holders and Their Contribution to WWDs .....	36
3.3.1. The Rehabilitation Program of the <i>Woreda's</i> LSAO .....	37
3.3.2 The Rehabilitation Program of the Micro and Small Enterprise Office.....	38
3.3.3. The Rehabilitation Program of the Woreda's Women and Children Affair Office.....	41
3.3.4 The <i>Woreda's</i> Addis Credit and Saving Institution .....	42
3.4. The Rehabilitation in Line with the NGO .....	45

3.5. The Organizations that Stand on the Issue of PWDs .....	45
--	----

## **CHAPTER FOUR**

THE CHALLENGES OF GETTING SERVICE FOR THE WOMEN WITH DISABILITY .....	46
--	----

4.1 Challenges of the Women with Disability Job seekers .....	46
---	----

4.2. The Working Habit and Condition Conduciveness.....	49
---	----

4.2.1. The Circumstance of Work Area of the <i>Woreda</i> .....	50
---	----

4.2.2. The Product Display in Shades and Bazaars .....	52
--	----

4.3 The Obstacles in the Service Provided from Government .....	53
---	----

4.4. Challenges of WWD those who do not get Rehabilitation .....	54
--	----

4.4.1 The Job Offer and WWDs .....	55
------------------------------------	----

4.5. Challenges of Employment to WWDs .....	59
---	----

4.5.1 Getting License is a Problem in Getting Job .....	59
---	----

4.5.2 Resource Related Problems .....	61
---------------------------------------	----

4.5.3 Problems with Materials and Facilities .....	61
--	----

4.5.4. Budget Restraint and Professional Deficiency .....	62
---	----

4.5.5. Implementation Related Problems.....	63
---	----

4.5.6. Administration and Safety Related Problems.....	64
--	----

4.5.7. Attitudinal Problems .....	65
-----------------------------------	----

4.5.8. Challenge of Social Perception .....	66
---	----

4.5.8.1. Perceiving the PWDs as Dependent and Charitable .....	67
--	----

4.5.8.2. The Dependency of WWDs .....	67
---------------------------------------	----

4. 5.8.3. The Conception of Evil, Curse and Sin .....	68
4.5.8.4. Participation in Social Institutions (Edir) .....	69
<b>CHAPTER FIVE</b>	
THE COPPING UP MECHANISMS OF THE <i>WOREDA</i> WWDs.....	71
5.1. The Women with Disabilities in the Rehabilitation.....	71
5.2. The Women with Disabilities not in the Rehabilitation.....	72
<b>CHAPTER SIX</b>	
THE SUMMARY, CONCLUSION AND RECOMMENDATION .....	74
6.1. Summary .....	74
6.2 Conclusion.....	77
6.3 Recommendations .....	80
References	
Album of the study	

## List of Map

### Page No.

Map 1: Gulale sub-city, Addis Ababa-----	13
Map 2: <i>Woreda</i> 03, Gulale sub-city, Addis Ababa-----	14

## List of Tables

	<b>Page No.</b>
<b>Table 1:</b> A table that illustrate a better job position of WWDs-----	<b>35</b>
<b>Table 2:</b> Background of the Respondents within the <i>woreda</i> 's WWD -----	<b>48</b>
<b>Table 3:-</b> Better job position given for WWDs-----	<b>50</b>
<b>Table 4:-</b> Illustrate the working condition for informants-----	<b>51</b>
<b>Table 5:-</b> Shows the conduciveness of product displayed -----	<b>52</b>
<b>Table 5.1:-</b> A table to illustrate the better job position given for WWDs-----	<b>56</b>

## GLOSSARY

### 1. Amharic terms:-

<b>Edir:</b>	Communal Burial association
<b>Ekub:</b>	A Form of rotating saving scheme
<b>Etane:</b>	Incense
<b>Dantel:</b>	Lacy
<b>Kedus:</b>	Holly
<b>Netelachama:</b>	Flip -float
<b>Sendel:</b>	Sandalwood
<b>Shama:</b>	Candel
<b>Tebel:</b>	Holly Water
<b>Tewaf:</b>	Bougie
<b>Kebeto:</b>	walate
<b>Kebele:</b>	The lowest administrative unit of earlier time, which is called now “Woreda”
<b>Woreda:</b>	Administrative unit less than Sub-City
<b>Medhanialm:</b>	Emmanuel

## 2. English Terms:-

**Disability:** Any restriction or lack (resulting from an impairment) of ability to perform an activity in normal manner. It is also the result of environment as well as to some extent hereditary factors. It is any reduction, resulting from impairment, in the capacity to perform a physical or mental ability (Tirussew, 2001).

**Discrimination:** intentional or unintentional unequal treatment of individual or groups based on attributes unrelated to merit, ability, or past performance. It is also means to accord different treatment in employment opportunity because of disability; provided, however, that any inherent requirement of the job or measures of affirmative actions may not be considered as discrimination.

**Handicap:** A disadvantage for a given individual resulting from an impairment or a Disability, that prevents the fulfillment of a role that is normal for the individual.

**Impairment:** Any lose or abnormality of physiological or anatomical structure of function.

**Leprosy:** a chronic, mildly infectious disease caused by *Mycobacterium leprae*, affecting the peripheral nervous system, skin, and nasal mucosa and variously characterized by ulcerations, tubercular nodules, and loss of sensation that sometimes leads to traumatic amputation of the anesthetized part.

**Person with disability:** means an individual whose equal employment opportunity is reduced as a result of his physical, mental or sensory impairments in relation with social, economic and cultural discrimination.

**Prejudice:** a rigid and usually unfavorable judgment about an out group that does not change in the face of contradictory evidence and that applies to anyone who shares the distinguishing characteristics of the group.

**Rehabilitation:** Is the combined and coordinated use of medical, social, educational and vocational measures for training or re-training the individuals to the highest possible level of functional activity.

**Social exclusion:** refers to tendency of vulnerability of people to be excluded socio-culturally to the inability of a society to treat all groups with equality

**Social Marginalization:** is discrimination based on the basis of caste, gender, age, HIV status, occupation, ethnicity , religion, sexual orientation color leading to stigma, discrimination, sustained exclusion and something violence, overlooked development challenges or themes such as chat addiction and mental health problems.

**Stigma:** is an attitude of identifying and labeling people, based on presumed thought through out to be unacceptable qualities or deviant.

## ACRONYMS

<b>CRPD:</b>	Convention on the Right of Persons with Disabilities
<b>CSA:</b>	Central Statistics Authority
<b>DPOs:</b>	Disabled Persons Organizations
<b>DDI:</b>	Developmental Disabilities Institutions
<b>ECDD:</b>	Ethiopian Center for Disability and development
<b>EFPD:</b>	Ethiopian Federation of Persons with Disabilities
<b>FDRE:</b>	Federal Democratic Republic of Ethiopia
<b>FGD:</b>	Focus Group Discussion
<b>FMSEDA:</b>	Federal Micro and Small enterprises development Agency
<b>GTP:</b>	Growth and Transformation Plan
<b>ILO:</b>	International Labour Organization
<b>MOLSA:</b>	Ministry of Labor and Social Affairs
<b>MOWA:</b>	Ministry Of Women's Affairs
<b>MSEs:</b>	Micro and Small Enterprises
<b>MWD:</b>	Men with Disability
<b>NGO:</b>	Non-Governmental Organizations
<b>PWD:</b>	Persons with Disability
<b>TDVA:</b>	Tigray Disabled Veterans Association
<b>UN:</b>	United Nations
<b>UNCRPD:</b>	The UN Convention on the Rights of Persons with Disabilities
<b>UNICEF:</b>	United Nations International Children’s Emergency Fund
<b>WHO:</b>	World Health Organization
<b>WJCT:</b>	Women Job Creation Teams
<b>WWD:</b>	Women with Disabilities

# CHAPTER ONE

## INTRODUCTION

### 1.1 Back Ground of the study

The number of person with disabilities has shown a tremendous growth in the world today. Since disability occurs because of several factors like natural factors /disease, inborn, or through age related factors like stroke, that can damage part of the body and through manmade factors such as accidents. According to the statistical reports by (Facts on Disability 2009), the number of people with disabilities is estimated to be 10 percent of the world's population.

The World Health Organization (WHO 2011) report states that more than one billion (15% of the world's populations) have disability. More than half are females and out of which nearly 200 million experience considerable difficulties in functioning. This shows that in the years ahead, disability will be an even greater concern as its prevalence is still on the rise. According to Ethiopia's census data report presented in a SIDA publication (SIDA 2014), in Ethiopia there are about 15 million peoples living with disability. Moreover, the report indicates that 60 percent of the countries person with disability registered as unemployed and of whom two-thirds are self-employed.

For the betterment of the women with disabilities life different socio-cultural outlook have their own spot in bringing a transformed and edible developmental change. The opportunities and challenges of women with disability towards their conduct in the communities and the ways of survival depend on the social acceptance and the integrative ability in their environment.

The opportunities for their unemployment reduction measure have been under taking through different concerned sectors to the problem. These intended sectors avail criteria's for their effective enrichment of their activity. The Ethiopian government has planned to make a rehabilitation program in order to address the person with disability parts of the community. Supplementary on the governments behave the nongovernmental organizations were also undertaking their own measure in the poverty and unemployment reduction. Since poverty and disability are causes for one another's occurrence. The international organizations also contribute their part in keeping the right and welfare of the vulnerable part of the society. According to the International Labour Organization (2003), the Ethiopian Federation of Persons with Disabilities (EFPD) “aims to promote economic empowerment among women with disabilities and women with disabled dependants, by providing training in micro-enterprise skills, arranging access to vocational skills training and credit and supporting the women to start a business activity or develop an existing one’. The Tigray Disabled Veterans Association (TDVA) is the other ILO Project in Developing Entrepreneurship among Women with Disabilities ‘...reintegrate war veterans into the society and to advocate for the provision of training and job placement for them” (Ethiopia Country Profile 2004:9-10).

The United Nation endorses the inclusion of person with disability right of involvement in all aspects of development area was in the journal of (UN 2011). Ethiopia as a member of this organization has included the right of persons with disability in the Federal Constitutional article of 41(5). Through different government sectors including Labor and Social Affairs Offices (LSAO) and Micro and Small Enterprises, Ethiopia has been working to address the question of disabled persons. Even though there are different laws, legislations in announcing of keep the right, and reaching the need of the women with disability their enactment is beyond

the gratitude expected. Having this general in background this thesis attempts to explore the opportunities and challenges of women with Disabilities and also by considering their coping mechanism in seeking and getting job through the government's unemployment reduction program, in, *woreda* 03, Gulale sub-city, Addis Ababa, Ethiopia.

## **1.2. Statement of the Problem**

Societies have culture and beliefs that regulate the interactions of their members. In the women with disabilities life, the cultural values tend to thwart them from accessing skill training, credit and business development services and impede the development of a family's income (Enterprise Development Consultants 2002 and Berhanu 2015). The International Labor Organization (2003) indicates that poverty also hits women and girls with disabilities harder than other women.

(Chindimba 2000) argued to the point that WWD are not only alienated from their sisterhoods but they are greatly alienated from the other same impairment of the physical body appearance MWD just because of their gender variation. She asserted that the patriarchal system of property ownership manifests the disproportionate resource allocation in developing countries that let most WWD to see the hands of others for survival. "Women are reported to be the largest group in the global disability population, and they have been historically subject to discrimination both on grounds of their disability and gender" (J. Godwin & Adaikalasamy .n.d. 34). According to the information gotten from a fact sheet (Women Watch n.d.) women with disabilities are twice less likely to have job than men with disability. Therefore, women with disability further more separated from the centers of power and have little influence on decisions making. (Leonard Cheshire disability, 2014).

The other point is that WWD are highly exposed to isolation than the MWD in social interactions like; *Edir, Equb*, marriage etc as their contributive role in it was expected great. Tirussew (2005) and Getenet (2001) also mentioned that family members of the WWD perceive them as a curse, device retribution, and fate. Therefore, for WWD the accessibility of being engaged to social institutions like *Edir* getting acceptance is less than the MWD. Berhanu (2015), in his study shows that women with disability have been suffering from psychological and social challenges with in their community. Berhanu in his extended explication notes that psychological problems hinder women with disability from taking part in any activities. The awareness created to transform the psychological aspiration view of the society on WWDs is too low. On the contrary, as to the account of Susan (1989) there are persons that fully well in their physical stance but act like individuals with disability as they need support from other.

The last point was that, WWD contribute their part for family's income but their effort did not weighted /observed as that of MWDs, so they opt to tie up in homemade activities rather than looking for public activities, which can brought greater profit. In similar vein, many studies reveal that WWDs are dependent on others, this let them to be attacked even raped by their relatives and exposes them to several diseases and unwanted pregnancy (Women and Girls with Disabilities 2004).

Therefore, this study tries to fill this research gap by exploring the situation of women with disabilities in terms of the challenges they face and the institutional opportunities and coping mechanism in *woreda* 03, Gulale sub city, in Addis Ababa.

### **1.3 Research Questions**

1. How many of them are not dependent on their family?
2. What is the better job among the society for WWD?
3. How many of them are working in the opportunity that the city administration provides?
4. How the WWD does experienced the rehabilitation offer among the society?
5. Is the working condition conducive to them [including their nearness to their residence]?
6. Does their work bring the expected profit as they spent their whole time on it?
7. What are the coping mechanisms by the WWD out of the rehabilitation offer?

### **1.4 General Objective of the Study**

The major objective of this paper is to explore the situation of women with disabilities in terms of the challenges they face and the institutional opportunities and the coping mechanism in *woreda* 03, Gulale sub city, in Addis Ababa, Ethiopia.

#### **1.4.1. Specific objectives**

The specific objectives of this study are as follows:-

1. To have a better insight in women with disabilities job seekers on the study area.
2. To explore the opportunities and the conducive work environment among WWDs.
3. To identify the challenges and barriers of WWDs in having job within the study area.
4. To see the coping mechanism of WWDs for life survival within the study area.

## **1.5 Research Methodology**

### **1.5.1 Research design**

Since the objective of this study is exploring the opportunities and challenges of WWDs job seekers in line with their coping mechanism, thus, qualitative method is suitable way to find out the challenges that they face in their endeavor for survival. One of the advantages of the qualitative method in conducting a research is that it enables informants to explicate their life experience with their own words and perspectives without any interference. In addition, it renders the chance of probing to have a better insight to the view of informants and besides, it suits to grasp different views and perspectives of informants from diverse backgrounds (e.g., stakeholders, women with disabilities, and people from different age groups). According to Creswell, (2014) qualitative method is best when the issue of concern at hand needs exploration, comprehensive understanding of the context and the phenomenon.

In terms of data source, this research has employed a primary and secondary source. In regards to primary interview, focus group discussion, observation and case studies. And in the Secondary data, includes; books, journals, articles, archival documents, and published and unpublished thesis, however, these documents was critically examined putting in concern their authenticity.

### **1.5.2 Data Collection Techniques**

Different data collection methods have undertaken in order to grasp relevant information that can achieve the objectives of the research. From Primary data gathering methods in interview, I used a semi-structured interview to make my informants express their idea freely. Informants that provided information in the study were; WWD jobseekers, WWD who had job offer from the city administration, family members of the WWD, women with

disabilities who own means of income by themselves, informants from government offices (LSAO and Micro and Small Scale Enterprises) and other stakeholders. I also employed observation to collect reliable data on the lives of women with disabilities particularly focusing on their working places, the cope up strategies of WWD who do not earn income from government service. I also conduct focus group discussions with the women with disabilities in order to get their shared views in the presence of all concerned parts attended. I employed purposive sampling, snowball and Diversity sampling from the job offered up to jobless but struggle to survive were selected participants in the study. The major data collection methods are outlined below.

### **Interviewing**

For the data gathering process, I have used a semi-structured interview guide. The number of informants participated in the interview were 37 informants (34 females and 3 males) Key informants were selected considering their knowledge about the targeted groups and their willingness to participate. The fifteen key informants were from government officials in different structural positions and offices, two from the *woreda*'s disabled person association, and three from a non-governmental organization. The rest were a collection of persons with disability those who had job and those who do not have. Informants participated in the interview include representatives of state-organized disability groups, officials from government offices dealing with PWDs issues, social workers and other service providers, and women with disabilities (employed and unemployed), parents of WWD, men with disability, and women with disability.

## **Focus Group Discussion**

My plan was to conduct three focus group discussions but because of several factors, I conducted one focus group discussion with people who are knowledgeable about the situation of the WWD. There were 10 participants in the focus group discussion. The participants of the FDG includes; person with disabilities working under the *woreda's* rehabilitation offer, the representative of the DDI, the *woreda's* disabled persons association (DPA) representative, and LSAO as well as MSEO officers were involved. Although one FGD is not sufficient to gather a wide range of data, the FGD was vibrant as most of the participants reflected their point of view. The data gathered from the FGD revealed the reasons for the poor achievement for the rehabilitation program of people with disability including WWD.

## **Observation**

I employed an observation method to collect additional data. I have observed the governments support to WWD such as the provision of working area for the PWDs; women with disabilities working leather goods such as sandal shoes, belt, bag and wallet; and their working and display room in Gundishmeda around Shiromeda. My observation also covers women with disabilities who sell different things including charcoal, grass, incense, taper, and hand woven cloths around the gates of Medhanialm church. Generally, my observation undertakes among WWDs working under the shades provided by the government and those who strive to earn their daily income by their own effort in different business activities.

## **Case studies**

In my study, I also employed case study as a source of data in order to have a better and comprehensive understanding of predicaments of women with disabilities in my study area. This tool provided me with the opportunity the use of this research design is to examine the contemporary real life situations of the Gulale sub-city *woreda* 03 women with disabilities jobseekers. Therefore, the study conducted using the purposive and snowball sampling techniques to get access in to the larger compound of the *woredas* Women with disabilities jobseekers case. The case study undertaken through those women with disabilities under the rehabilitation program and those who live by their own income generating means to see the suitable environment and challenges in the life of the *woredas* WWD job seekers. Because a case study involves a deep understanding through multiple types of data sources like explanatory, exploratory, or describing an event, I prefer to conduct by these type of qualitative methods too.

### **1.6 Description of the Study Area Selection**

In my study area selection, my primary plan was finding out a sub-city with the highest concentration of WWD. Then after that to find women with disabilities, that are a private owner to means of income and those works under the government's rehabilitation program. I have come to a decision to see the opportunities and challenges of the women with disability in having job. Moreover, find out the coping mechanism of the women with disability those who are under rehabilitation and those who are not but fit life by their own.

Under the hindrance, for the women with disability not to get employee through the rehabilitation, I have tried to see whether the government's program was not enough and may

underestimate their need. During my discussion, I have gotten the necessary information about them from the Gulale sub-city *woreda* 03, concerned government offices. Then found women with disabilities who are in need of job and try to see the job opportunity offers of the city administer as well as the opportunities that can reach out their needs.

Before I get in to selecting the study area, I first communicated the Addis Ababa Labour and Social Affair bureau that is located around Piyassa, Tewodros Square for the information gathered about the job created and the accesses found among the women with disabilities. The Addis Ababa Labour and Social Affaire bureau's rehabilitation program Coordinator Mrs. Ayenew Demeke led me to the officers those who work under the rehabilitation program. Then I have tried to get the yearly variation of women with disabilities that got the chance of the rehabilitation offer but they told me not able to identify with sex ratio variation. Then I put another option, contacting the sub cities and get the effective one that catches the women with disabilities working under the rehabilitation offered program in abundance. They were prioritized as; Yeka, Gulale and Kirkose Sub cities in high concentration of WWD working under the rehabilitation program. Then I communicated each of the Labour and Social Affair office leaders of the sub cities. The yeka's sub city leader of Labor and social Affair Bureau Mrs. Yesewzere Esubalew, and the kirkose leader Mr. Alemu told me that the concentration of the WWD were not in a mass concentration. The highest WWD data concentration working under the government's provision go to Gulale Sub city. Mrs. Konjit Tamana of the Gulale Sub cities Labour and Social Affair Office Leader told me that the WWDs are blessed in the job that the government offers and form a union to manage their own means of income by working on leather goods production. This was in *woreda* 03, I directly change all of my attention to the place, and my first step was to communicate the

*woreda*'s leader of Labor and Social Affairs office Mr. Getnat Belete and see the working and displaying place /Shade/ of the WWDs. It was in Gundishmada compound where the working and displaying take place in Shiromeda. Then I found them in the ground block while working the leather goods like Women and men bag, sandal shoes, belt and wallet of men and women. They were greater in concentration and the association has a naming of "Meskerem, Etageny and their friends". They were six women and one man under the union who made a leather product production as their daily base of income. To have the idea about in what way that I choose to follow and administer my conduct during my data gathering let me put the necessary anthropological procedures in the gathering action.

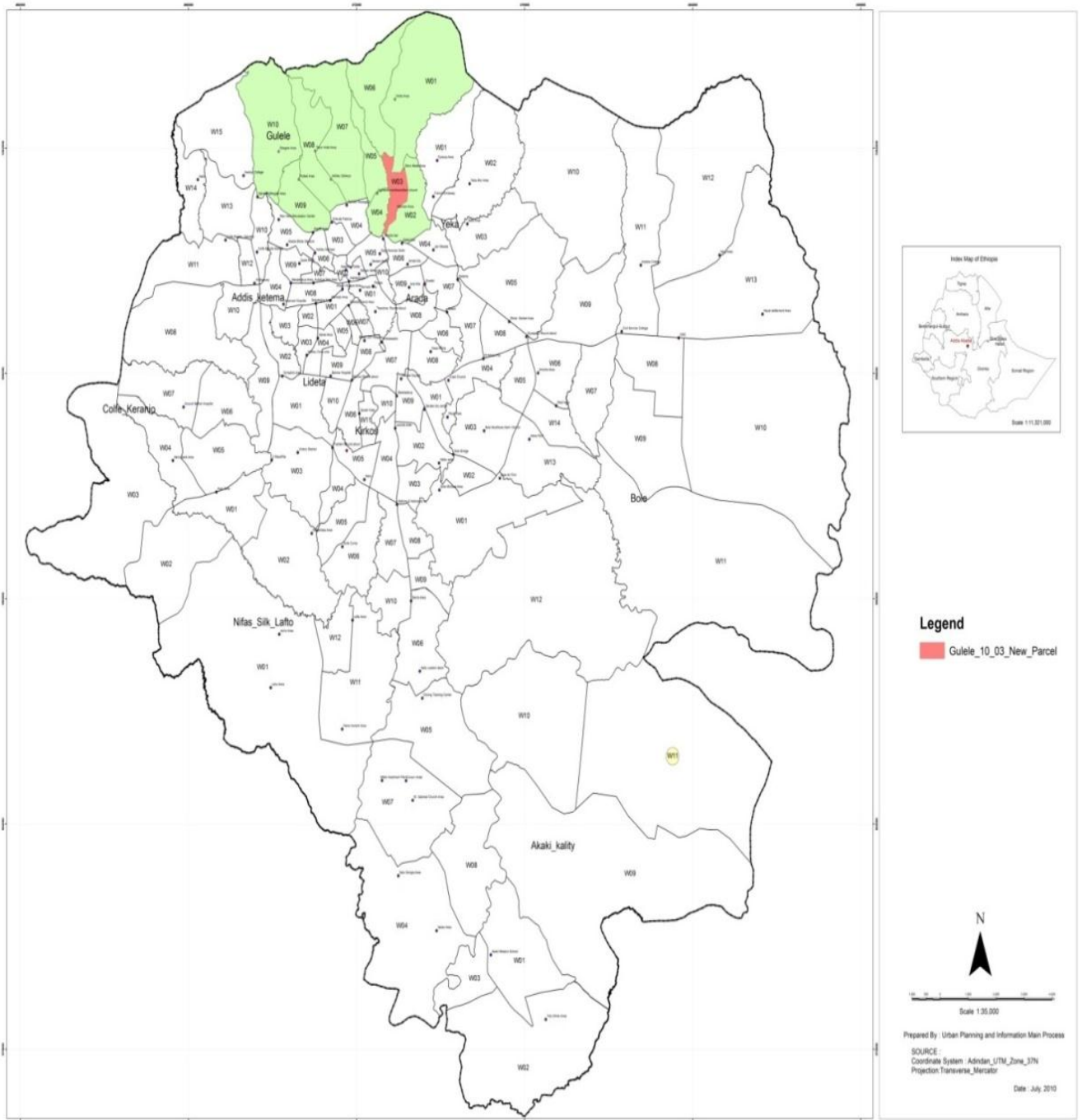
### **1.7. Demographic Information of the Study Area**

The study is carryout in *woreda* 03 of Gulale Sub-city, Addis Ababa Ethiopia. Gulale sub-city is one of the ten sub-cities in the Addis Ababa City Administration. According to the 2011 census report of Central Statistics Authority/CSA/, the population of the sub-city was 248,865. The total area coverage of the sub-city is 30.18 km<sup>2</sup>. The sub-city is located in the northern suburb of the city, near to the Mount Entoto and Entoto Natural Park. It borders with Kolfe Keranio, Addis Ketema, Arada and Yeka sub-cities.

*Woreda* 03 of Gulale sub-city is the specific site of this study. It is located in the northwestern direction of the city. The *woreda* covers the place from Afenchober up to the Spain Embay in the western direction and from the Sidest kilo Assembly Hall to Mennen secondary School (Archive Source of *Woreda* 03 LSAO). Data gathered from the *woreda* LSAO indicate that the total population of the *woreda* 03 was about 39,100 whereas the number of households was 4997. The number of PWD registered in the *woreda*'s LSAO was 91. The women with disability that form a union by themselves under the government's

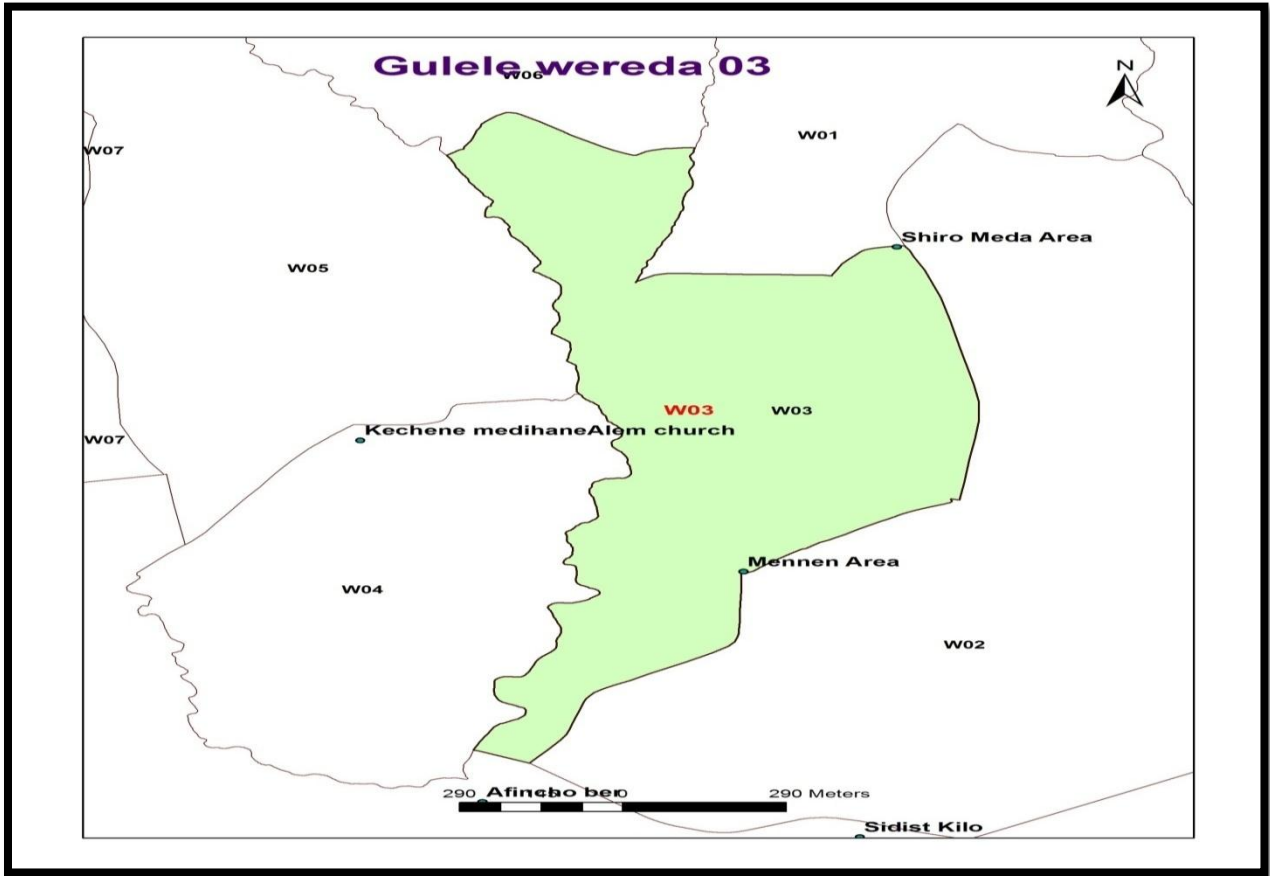
provision of working and showroom named Shade are totally 34 that are working under different work fields: they were 25 in 2015 and 9 were added in 2018. Among them the WWDs those organized by themselves under their own leadership was counted to be 7 members including one MWD under the same union.

Map 1: Gulale sub-city, Addis Ababa



Source: Addis Ababa City Administration pos

Map 2: Woreda03, Gulale sub-city, Addis Ababa



Source: - Archive document source of the *woreda* 03 Labour and Social Affair Office

According to the *woreda*03 LSAO sources, in addition to registering the names of person with disabilities in their list, the *woreda* is now on the way to prepare working conditions. The head quarter of the LSAO, announce the recently registered number of PWDs, associations in the city administration is 65 members and in Gulale sub city *woreda* 03 they are 7 representatives.

As the rehabilitation program coordinator said, the earlier registered WWDs were not involved in the job offer because of the scarcity of working area or Shade, lack of finance to get in to the job and fear of paying back their loan; many related problems mentioned such as

the training offered which may not match with their need. The type of training that were offered for the first time by the *woreda*'s rehabilitation program coordinators are; tailoring, commerce, leather goods production, weaving, biddy production, wood goods production, computer skill and mobile maintenance, hairdressing, food preparation are the lists of training. (Archive documentary source of the LSAO of *woreda* 03)

### **1.8 Significance of the Study**

The purpose of this study is to show the suitable ground for eradicating unemployment among the study area's WWD through different mechanisms. This brought a great opportunity in finding out the barriers in the effective implementability of the planned action to scratch the problem out of the unemployed WWD groups. In addition, the study sees the coping mechanism in the life of the women with disabilities. This is by seeing their present condition and tries to set an indication to develop a suitable measure in eradicating unemployment.

The outcome of the study will pave away in reviling and scratching the problem for effectiveness of the government planned action in changing the living standard of the WWDs. It will bring a significant impact as it reviles their problem and will enhance their moral in one way or another. What should not have to be forgotten is that, for one country to use the available resource / manpower/ wisely brings a greater impact for the development of a country. Therefore, the study will compensate the uncovered need of the WWD with the provision of job opportunity by the government bodies. It can be also as an ingredient for the corrective measure of the government sectors to address the recent problem of the WWD within Gulale *woreda* 03.

## **1.9 Limitation of the Study**

Gaining actual figure on women with disabilities in Gulale sub-city *woreda* 03 was difficult as the available data was fragmented and incomplete. The information that I got from the head office of the LSAO of the sub-city was not satisfactory. Training offered to WWDs, the number of women with disabilities obtain the training, and the duration of the trainings were not adequately recorded and documented. Thus, the data I got on the issue is very fragmented and limited which is hard to organize and get the actual stance of the *woreda*'s WWDs.

## **10. Organization of the Study**

The thesis has five chapters. The first chapter deals with background of the study, statement of the problem, the objective and methods of the study. Chapter 2 presents theoretical and conceptual framework and literature review. Chapter 3 takes about the opportunities and suitable environments on having job for WWDs in the study area. The fourth chapter shows the challenges of getting service for the women with disability. Moreover, chapter five shows the coping up mechanisms of the *woreda* WWDs and the last chapter entails about the summary conclusion and recommendation of the study area.

## **CHAPTER TWO**

### **THEORETICAL AND CONCEPTUAL FRAMEWORK AND LITERATURE REVIEW**

The world organization report and presses are reliable in casual announce of providing reliable information than any other sources since their data are carefully collected. Most organizations work to keep the right and welfare of vulnerable part of a society. As evidence, the International Labour Organization (ILO, 2003) shows several international institutions that operate in our country including the women with disabilities right protection in line with the international human rights conventions.

The program of developing entrepreneurship among WWD in Ethiopia implemented by the Ethiopian Federation of Persons with Disabilities (EFPD) and the Tigray Disabled Veterans Association (TDVA), dedicated on the program of developing entrepreneurship among WWD in Ethiopia; it is operating under the International Labor Organization (GLADNET Collection 2003 and ILO 2003). Funded under the government of Ireland, that has a mission to empower women with disability to make them economically self-reliant. The program implements in the city of Addis Ababa and Tigray Region, and replicated in to other regions of the country.

Ethiopia accepted and included international laws of human right protection enactments in the constitutional article because as Article 9(4) and Article 13(2) of the Constitution says, “All international agreements ratified by the Ethiopian government automatically become part of the law.”

On the ground to this idea, The Constitution of the Federal Democratic Republic of Ethiopia ratified about the rights of the person with disability on Article 41(5).

As the paper is intended to explore the challenge of the women with disability in seeking and getting job opportunity through the government's unemployed reduction program, it also look in to the challenges of being a PWD and unemployed women with disability and the problem they face from several dimensions. The pervasiveness of the challenge among women with disabilities is higher than non-WWD as well as the MWDs. The women with disability often face attitudinal and environmental barriers that prevent their full, equal and active participation in a society. (Berhanu2015).

## **2.1. Theoretical Framework**

### **2.1.1 The Feminist Disabilities Theory**

As the main topic goes to the women with disabilities, several written documents mainstream about their issue. To start up with the feminist's movement pioneers and their contributions on, it will be better to know how the movement has passed through different theoretical periods until the new feminist disabilities theory emerge.

In the early theoreticians' period of the 60<sup>th</sup> and 70<sup>th</sup> century feminist movement leaders, deny recognizing and involving women with disabilities in their movement even separately seen from their sisterhoods. The early pioneers of the feminist movement leaders are not equally seen with the men scientists. Even though they lack recognition, they did not stop to struggle in different issues also their movement was not that much effective.

However, in the second round of the 19<sup>th</sup> century, they get acceptance in the position of assistant in some key role activities for men scientists. Later on in the 21<sup>th</sup> century, they were

even struggling for many core issues like racial outlook and the disabilities agenda. This paves the way for empowering the role of female pioneers in the theoretician's movement. The women with disabilities were even point of discussion to the movement, as both agenda and movement leaders (Chindimba 2000 and Maria 2015).

Then the feminist disability theory starts to take over the feminist's theory view by integrating and transforming the role of action. The integration process by itself indicates integrating the disability agenda within the feminist theory in the area of the civil rights movement. As Garland (2002: 4) said, "the main goal of feminist disability theory is to augment the terms and confront the limits of the ways we understand human diversity, the materiality of the body, multiculturalism, and the social formations that interpret bodily differences."

It aimed at transforming the idea of the feminists to involve the disability agenda with their points of view. Early theoreticians gave scanty attention to disability matter at all. It is undeniable that their movement has a great spot for the development of the present international conventional rights. (R. Traustadottir 1990)

The core idea of integrating disables and transforming the feminist theory in the way of renewal means of perception takes different dimensions. A feminist disability theory introduces the universalizing view of disability. As the American academic scholar on gender studies, Eve Sedgwick said, "Universalizing view replace the persists Minoritizing view of which resulted from understanding of how disability operates as an identity category and cultural concept enhance how to understand what it is to be a human, In our relationships with one another..." (Garland 2002:5). Therefore, the theory confronts the cultural way of

oppression. Totally, the feminist movement pioneers criticized by the feminists with disabilities theoreticians for excluding the experiences of women with disabilities from feminist analysis in the scholarship (Fine & Asch 1988, Hannaford 1985). However, gradually they begin to get the attention of the scholars and start to get the ear of many.

Eventually beyond the physical and mental deterioration, women with disability can contribute their part for the development of the country but their source of failure comes primarily from the society by itself. This was completely exposed by the book of Abberley (1987) entitled the “Theory of Oppression” as he explains the way that the society already marginalize and internalize the issue of disability like that of racism, gays etc and to adapt they were in the inferior position as compared with other members of the society. So that this is why, the government has planned to access means addressing the problem through different mechanisms like preparing income-earning meanness. Here is that women with disability are highly expected to be incapable as compared with the men with disability in every circumstance. However, according to the feminists disabilities theory the physical impairability does not impose any misfortune to perform any task. These feminist disability theories have passed through strong fatigues among the theoretician of men and women with disability to change the negative attitude. Lastly, passing all this hardships, the clear achievements of the women with disability announced, as they became main theoreticians.

## **2.2 The Definitions and Conceptual Framework**

Disability can happen in every one at some point in life because we are living in a world that no one can control incidents from happening. They might happen in a form of accident or because of several diseases relate with aging like diabetes and blood pressure. As McDermott &Herve (1995: 2) describe disability as the “otherness” meant as unique because of that

anyone may become a PWD at any time. By the health control activities, the spread of Leprosy in the pre-natal stage able to controlled through preventive vaccines. However, the after birth situation is most of the time unpreventable.

According to the types of physical difficulty a person with disabilities experience, disability can be categorized as physical difficulty, hearing difficulty, visual difficulty, deaf-blindness, voice and speaking difficulties, mental disorder, and multiple disabilities (Ethiopian National Disability Action Network (ENDAN) 2010). Here, there impairability also varies in accordance with their nature of difficulty to a person. The incidents way of disability occurs most of the time during works like construction or natural resource extraction, industries and transport. (Philips 2012)

In Ethiopia, there are several reasons for the occurrence of disability, such as poverty, ignorance, war, disease, harmful traditional practices and drought are the major causes of disability in the country (Teketel 2010).

Before coming to the disabilities idea, it is better to see words that were interchangeably use with disability but now differs in meaning. The term are ‘Handicap and impairability’, even though they are most of the time literally been used to express disability, they had their own meaning. The World Health Organization (2011) uses a definition of disability that is different; for impairment, it is the loss or abnormality of a psychological or anatomical structure of a body and for handicap, it is the loss of advantage because of in capability to perform a certain task or action on an equal level with others. When, we come to the definition of disability, different organizations use several ways of explanation. There is no

uniform and similar definition announced to agree. Similarly, the WHO and the ILO come up with different way of interpretations but later on shared and agree on one idea that

Disability is any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being (WHO 1980: 28).

However, to come to the socio-cultural rang of outlook I looked at the way of the term “disability” formation. It is the combination of several perspectives or theories. These models are; the “Medical Model theory”, the “Social Model theory” and the “Bio-Psycho-Social Model theory” which means the combination of the two models (Tirussew 2001 and World Report on Disability 2011). The medical model testifies that the physical impairability is what make a person to be disabled and do not raise the social matter. In the opposite side, the social models believe in the shift of idea from medical to that of social marginalization.

I opted to follow the social model theory since my view resides in the social and cultural dimension of the women with disability. The social model viewers falsify that the physical stance does not matter for the activity of PWDs, the society outlook is the one that hinders peoples with a disability to count unable to work (Shakespeare 1996). Lastly, both models were accepted and commonly named as the Bio-Psycho-Social Model, since the combination of the two models is a union in assertive of both ideas. However, as I said earlier, for this paper, I have decided to use the social theory since my mission is to see the socio-cultural condition of the women with disabilities in the society.

### **2.2.1 The Medical / Individual/ model**

In the medical care, our country has shown a greater change in controlling and preventing the mycobacterium transition that led to disability. The door-to-door prenatal stage immunizing

vaccine and the increased awareness of the society also brought disability fared in polio and leprosy. As Bryce son A. (1990) said the disease of leprosy is “a chronic infectious disease of man caused by *Mycobacterium laprea* leprosy is essentially a disease of peripheral nerves but it also affects the skin and sometimes certain other tissues, notably the eye, the mucus of the upper respiratory tract, muscle, bone and testes”. The physical impairment of a person with disability can be seen in different form; hearing, visual, mental disorder and multiples. That is what the Medical model is trying to say about the impaired part of the body and it functional difficulty to a person.

This model is based on medical and as well as health conditions of a person through the lifetime. The World Health Organizations definition about disability issue and worked out by this organization worldwide to prevent the expansion of the leprosy disease. In the Medical Model, the physical outlook of a person matters for a person to be normal and disable and believes that the physical barriers matter in a person’s life to perform their day-to-day activity. However, when we talk about the rate of disability even if the medical care trying to control, the low means of income and the accessibility to the treatment service let women disabled person to be more vulnerable to disability than the men (Fact sheet Women and Girls with Disabilities 2004).

### **2.2.2 The Social Model**

This model has emerged due to the over wrong resemblance subdued over the person with disabilities in resisting the assumption to show the social influence also matters. “The Social Model of Disability emerged in the 1960s (Hunt, 1966) and 1970s (UPIAS, 1977) by disabled activists challenging the control that the quasi medical and social service professions exerted over disabled people.”(Yared 2008:42)

In Ethiopia, the social outlook towards PWDs had a negative dimension. Tirusew (2005) state that in Ethiopia, there is a general tendency to think of persons with disabilities as weak, hopeless, dependent, unable to learn and the subject of charity. As our country is following a patriarchal way of outlook, the acceptance about women's is not that much transformed as the education and awareness creation means enhanced. Girls with disabilities are far less likely than either boys with disabilities or non-women with girls to attend primary school (European Policy Briefing 2014).

Here since their contribution to a family's income is unconsidered, their involvement in all aspect did not weighted or observed. That is why most women including the WWDs face poverty since they were marginalization in almost all direction especially they are PWDs.

The way the society treats women with disability influence in their lifetime beginning from their childhood stage. They could not get the chance to get education and other necessary support from their compound, which let them to be dependent on others for their basic needs. The society accredits in the life of disables by their support in living and they rescued them to shelter under their shoulder. Most of the times women with disabilities because of their impairment are attacked by their family members and supporter, get violence and abuse as they relay in them for all (Fact sheet Women and Girls with Disabilities 2004).

Most often, challenge in life exists by means cannot even be seen and be put under a conclusion for their psychological stress. With regard to women with a disability, some cultural, legal and even institutional barriers make them to be victims of two-fold; as women and as persons with disabilities (Berhanu 2015).

As a piece of evidence tells, the women with disabilities were stifled and tied up even though they are capable enough to produce their means of earning. Most women with disability are living under the poverty line due to their marginalization from means of income earning. They face challenge because of their gender as well as their physical impairability. That is why the Social Model theory was saying about the capability of the person with disability including them, as they can be productive and income contributor to their household. They are able to put their part for the betterment of the living standard of their family, not as a burden to the society rather as a facilitator of development in the society.

The Model is about a shifting point for the medical or individualists to the agreed point of view the social model. According to Jenny Morris (2001), the leader of the women with disability movement said, social model construe a limit on people with disabilities as social rooted negative taught by imposing bias against their impairability. Once as understood as goods of bias rather than biology, PWDs disadvantaged can be remedied through the pursuit of justice to reform the practices that oppress them (Stanford encyclopedia of philosophy 2013).

The International Labor Organization is the one that put this thought in bold. The Social Models falsify that the physical stance does not matter for the activity of a person with disability; the society outlook is the one that hinders persons with disability seen as unable. This disparity manifests the on ground fact that related disability towards the social outlook and its consequence (World Health Organization 2011).

According to the information gotten from a fact sheet (Women Watch n.d.) women with disabilities are twice less likely to have job than men with disability. There is disparity

among the PWDs and the other non-disabled once in social-cultural and civil because of stigma or limitation of resource (Youth with disabilities n.d). As the World Bank report on a fact sheet of (Disability and Decent Work 2009) around 20 percent of the world's poor have a disability. On the same page, the UN estimates that 80 percent of person with disability in developing countries live under poverty. As we see the thesis of (Alem 2017) and (Elwan 1999) the social theory of disability testifies that poverty and disability are so related and one can be the cause for the other. That is why the government has planned to access means of income earning. However, this study aspires to see governmental institutional support, which extends support to women with disabilities in the socio-cultural outlook, especially in the rehabilitation program of job creation that brought a sustainable development.

### **2.3. Historical Development of the Rehabilitation Program**

The government program in the implement ability of rehabilitation facilitated through the city Administrations Bureaus. First of all in the historical development of the organization, the first rehabilitation center in the countries profile for Person With Disability/PWD/ to enhance the economic self-dependency was found in (Tsegay 1991) as it is called the 'Ethio-craft center' established in 1966. It was operating in Shiromeda and holding 400 PWDs gathered from churchyards and mosques by junior social workers sponsored by Municipality and Ministry of national community development and social affairs. They were training in the production of handicraft like embroidery, weaving, carpets etc. A person with disability is capable of developing his residual resource to an unexpected degree if given the right opportunity of so doing and become in most instances on an economic asset to the country.

As time goes on there was a great change towards the government support and intervention of non- governmental organizations to facilitate the diverse way of supporting the PWDs.

From government side, the Ministry of Labour and Social Affair (MOLSA) office is the one that operates in a different aspect of job creation and puts the disables agenda in the part of unemployed reduction in the country in collaboration with other supplementary sectors.

As National social protection policy of Ethiopia ( 2012) says the main mission of the MOLSA are; Doing to settle industrial peace, maintain employee's health and safety at workplace, improve working condition and environment, and promote efficient and equitable employment services; maintain developmental social welfare of the citizens' in particular, to "Ensure the benefit of PWDs from equal opportunities and full participation; Provide care and support to elderly and encourage their participation; Prevent social problems and provide rehabilitation services to the affected members of the society, by conducting studies and creating conducive conditions in cooperation with relevant stakeholders" (National social protection policy of Ethiopia 2012:11).

The other prominent work of the MOLSA as it jointly works with the Ministry of Trade and Industry including the ILO to strengthen the implementation of legislation in providing equal opportune in work for persons with disabilities. ILO is supporting programs through Disabled Persons Organizations/DPOs/ and women's associations to enable persons with disabilities, particularly women, to become economically sustainable through entrepreneurship (Assefa 2008 and Augustina 2015).

The constitution of the Federal Democratic Republic of Ethiopia (1995:10), encourage women to get priority through the affirmative action plan as enshrined and declared in article 35 (3).

“The historical legacy of inequality and discrimination suffered by women in Ethiopia taken into account, women in order to remedy this legacy, are entitled to affirmative measures. The purpose of such measures shall be to provide special attention to women so as to enable them to compete and participate on the basis of equality with men in political, social and economic life as well as in public and private institutions”

In addition, Article 89(7) of the constitution obligates the state to “ensure the participation of women in equality with men in all economic and social development endeavors.” Therefore, the constitution makes it clear for the prioritization as well as equality of women in all affairs. It is in the proclamation No. 568 that guarantees the right of employment of persons with disability to pensions and outlines employers’ responsibility in ensuring appropriate working and training conditions and environments so that they can perform their work (Helina, 2015).

The other supplementary sector in the rehabilitation of person with disability is the Micro and Small Enterprise and it has seen as sector engaged in the Industry Sector. Micro and Small Enterprise Development Program in Ethiopia started its purpose and given due attention by the government since 2004/2005. The program started to run this activity intertwining, both disability and poverty. So disability in developing countries has become to be both the cause and consequence of poverty (Alem 2017).

She also states PWD disadvantaged to employ in government and privately owned organization, the best place for them is to be engaged in private profit-oriented works. The private sector improves the well-being of the poor and the PWDs through better access to saving services and loans (EEA 2007).

In the social stance, the MOWA 2006/2010 says that the low awareness and attitudinal problem among society about the potentials of WWDs exists and says it has resulted from the lack of support in government and other concerned bodies. The feeling of hopelessness and low self-esteem among WWDs binned with unawareness of their human rights in perpetuating discrimination (Bureau of labor statistics 2012).

“For people with disabilities requires improved access to basic education, vocational training relevant to labor market needs and jobs suited to their skills, interests, and abilities, with adaptations as needed. Many societies are also recognizing the need to dismantle other barriers-making the physical environment more accessible, providing information in a variety of formats, and challenging attitudes and mistaken assumptions about people with disabilities” (Mellese 2013:1).

As they were alienated from the larger community, their economic capital also won allow them to move forward in income generating mechanism as well in availing surplus labor market. As we can see on the journal report of (European Policy Briefing 2014), Women’s with Disability are exposed to poverty since they are not given the chance of earning their livelihood. Since they were denied equal right as any individual person had to hold and inherit profitable assets, they became totally depend on others in seek of help. This let them confront life challenges and persuade them to be drown-out in unnecessary place, Like street beggars.

To support the point of view we can see the fact sheet press of (Women Watch n.d.) that WWD are twice less likely to have a job than men with disability. As we see the thesis of (Alem 2017 and Elwan 1999), the social theory of disability testifies that poverty and

disability are so related and one can be the cause for the other. Therefore, that is why the government has planned to access means of income earning through its dedicated bureaus.

Abebe et.al, (2015) citing UNICEF (2014) estimated that about 98% of the children with disabilities in Ethiopia had no access to school or vocational training. In line with this problem, the Ethiopian government has made endeavors to provide vocational training to persons with disabilities through formal technical and vocational education programs. The rehabilitation has brought a change in the self-supportive capacity among the trainers. In order to use their human labor power, we must have to draw them in several activities and help them to be self-efficient in their life which put a great effect on the development of one country.

### **2.3.1 The Rehabilitation Service**

The rehabilitation program undertakes in order to resilience the PWDs in the society that seeks the assistance of others that can bring a tremendous and permanent change in the unemployed PWD life. The program can be implemented accordance with the need of the vulnerable person. The constitution of the FDRE Article 41(5) directly indicates about the rehabilitation program offer of the government in a clear and precise manner, as it is responsible in bringing a tangible change in the life of the person with disability.

“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” (FDRE Constitution 1995)

This is by providing aiding materials like for the blind person to read in a brail, for the deaf person a hearing aid, for movement aid wheelchair and crunch. The other type is through

providing work for the unemployed and first by training them in a field they preferred to get skill and then guide them until they engage in the job. Therefore, for the WWDs, also, the necessary thing provided equally with the men with disability and much focus done on them, most tied up in homemade activities.

The constitution of the FDRE accept and proclaim international laws and rights that support the PWDs through the rehabilitation program which is implemented by different endemic organization and government offices. However, since the government of Ethiopia deposes a high tax rate on non-governmental organizations most of them are phasing out from their activity. Now a day the government undertakes the rehabilitation program through dedicated offices.

#### **2.4 Implementability of the Rehabilitation program**

For the effectiveness and implementability of the necessary activities and services need to know the challenges of disability in our country Ethiopia. This challenge can come from “a lack of resources, a lack of trained personnel, and inadequate enforcement of existing legislation, which perpetuates negative attitudes and stereotypes, and poor communication between national and international organizations. Many organizations are working in the sector of PWDs but the approach is uncoordinated and lacks direction”. (Assefa 2008:1). Consequently, this depicts an additional problem especially for women’s with Disability.

Our countries constitution has ratified the right and welfare of the PWDs in its constitutional articles as Assefa (2008) mentioned it earlier. However, the capability of the implementability of the drafted article and the way of the law’s enactment puts it under question. The Proclamation no. 568 about the PWD protects and promotes there right to gain

the appropriate way of training, employment opportunities and salary, and to prevent any workplace discrimination.

When we return to the infrastructural design of many offices and buildings there is a problem for person with disability. Here most of the time the accessibility of necessities on building design form lacks attention. The government tries to enforce the accessibility starting from 2011 using several policies but they were not implemented effectively (The Advocates for human rights 2016). What I observed in Gulale sub-city *woreda* 03 that eventhough the building design of the Labour and Social Affair office is found in the ground floor, the coordinate office, the Micro and Small Enterprise office was in the third stair of the building so this shows the low estimation and expectation concern for the person with disability in the *woreda*.

The other problem I have seen was the working showroom area the Gundishmeda's shade, the toilet service is also in a stage of giving no service as the swage is outside the room. As the leader of the Gundishmeda WWD leader Miss. Meskerem said that, "the sanitarian service is out of their concern since the swage is overflow and had a bad smell in their place of work. So they were forced to use the other buildings by payment for one service in one birr".

This problem needs an immediate alleviation as soon as possible because no one can control the natural system of excreting waste material. As an alternative option for this problem, they are now using service from another building toilet room by giving money and this causes another burden on their income. They said it is about a month since they announce to the *Woreda* but there is no response until this very recent moment.

## **CHAPTER THREE:**

### **THE OPPORTUNITIES AND SUITABLE ENVIRONMENTS ON HAVING JOB FOR WWDS**

#### **3.1 Work Opportunity and Conditions**

The federal government of Ethiopia has been trying to solve the socio cultural and psychological problems of WWDS through coordinated effort of both the federal and regional government offices. The country ratified the 1983 ILO Convention No.159 on Vocational Rehabilitation and Employment (Persons with Disability) on 28 January 1991 and the Convention on the Rights of persons with disabilities in March 2007. By providing promotion and action, concerning the rehabilitation activity, Ethiopia adheres to the Continental Plan of Action for the African Decade of Persons with Disabilities meeting (1999-2009) which focuses on the empowerment and equalization of opportunities for people with disabilities.

The right of PWD that landmine the principal disabilities law to employment enforced under the Proclamation No. 568, which aimed at protecting and promoting the rights of persons with disabilities to get the appropriate training, employment opportunities, and salary, and to prevent workplace discrimination. The ILO is supporting programs through Disabled Persons Organizations (DPOs) and women's associations to enable persons with disabilities, particularly women, to become economically sustainable through entrepreneurship. In addition, there are many organizations from inside or outside taking action in the country; their provision will not fulfill all steps in the process. Consequently, the government's support expected to cover the missing target point but the office did not work beyond the tying problems.

In the study area, there are three different kind of WWDs living by diverse way with their own means of income earning activities also there are WWD who are under the shoulder of their parents and lastly those who are blessed by the rehabilitation of the government's program. The women with disabilities blessed by the opportunity the city administration grants to have employed even though there was no smooth road for their fulfillment they get their requirements through strong struggle.

In Gulale sub-city, *woreda 03* where I put my concern was under the government's support, but they initially acquire the training and material supports necessary ingredients from the non- governmental organization. The training offer and all the equipment granted were from the DDI, non-profitable organization. However, they get the working place allowance after they communicated the *woreda's* Micro and Small Enterprises office. Even though, they did not begin with the government's means of accessing to the job, accomplishment was achieved by the government's institution support.

The women with disability, those working under the private means of income generation in the *woreda* by the program of the Micro and Small Finance office were mostly self-reliance. In which they are capable to support themselves and their families as they get some profit out of the product they sold.

The rest part of the women with disabilities group of the society who does not earn their living means by working under the rehabilitation offer of the government has their own means, which enables them not to see others hand though not in reliable stance.

### 3.2. Training Opportunity and Women with Disability

Here the kind of training that the women with disability are given from the concerned offices varies significantly. To utmost, what matters is the interest of the trainers. The training brought significant contribution in advancing the life of the job seekers and it was given by the assistance of the micro and small finance provision, from government there are also some options that let to bind up under the chance of getting work place even if they were outside the government's provision of rehabilitation support. The person with disabilities were registered and compiled to be filled under the *woreda's* Disables Person Association/DPA/. The association works under the Labour and Social Affair office with the assistance of the *woreda*. According to the information from Ato Sisay, there is periodical meeting with the Labour and Social Affair office. Subsequently, through this procedure the interest of the WWDs and the type of work they prefer should be presented. Followed by, as soon as the necessary evidences are fulfilled for being registered as a trainer their name will be transferred to the Micro and Small Finance to get shade/work place/.

**Table 1:** A table that illustrate a better job position of WWDs

Types of Training	What better job positions were prearranged for the unemployed WWDs?		
	Response	Frequency	Percentage
Leather goods	7	7	100
Dress designing and sewing	-	-	-
Husbandry and their product	-	-	-
Animal husbandry and their product			
In small trade and marketing	3	1	34

**N.B:** The respondents were all WWDs in the *woreda*

The kind of training they obtain is also greater in the leather production than the small trades and marketing. Almost all those who train the leather production are now working under the governments rehabilitation offer.

### **3.3. Stack Holders and Their Contribution to WWDs**

The government of Ethiopia started to take over the activity of working on the vulnerable part of the community like the women with disability assisting aiding program of NGOs by controlling and increasing their income tax revenue to the country. To begin with, the government-PWDs rehabilitation aid program of women with disability comes from MOLSA and the MSEO. The Minister of Women and Children Affair office is also indirectly involved in assisting women with disabilities in collaboration with other sector of the government.

According to the account of the *woreda* 03 LSAO, there are certain procedures that government expects from women with disabilities provide training to person with disability job seekers. These include residential identity card of the person with disability, which can briefly illustrate about their status. The problem is a PWD can be born in Addis Ababa but for various reasons including perceptual gap, their family did not register them as family members in their respective *woreda*. Hence, they may not have the *woreda's* identity card. The other problem is obtaining the free will of the WWDs to get the training and be involved in job by forming a group or as a single licensed entrepreneur. Here a single PWD can get a loan from Addis Credit and saving institutions and begin their business. The last case is that WWDs are not allowed to have two certificates from there *woreda*. This means they should register and gets job in one item from one specified *woreda*. As the government support, the PWD in line with the non-governmental agents their contribution in accessing and facilitating the necessary rehabilitation program is be great. From the government side, MOLSA

operates in facilitating rehabilitation programs and puts the person with disability agenda in the part of unemployment reduction program of the country in collaboration with stock holders.

### **3.3.1. The Rehabilitation Program of the *Woreda's* LSAO**

A person with disability is capable in utilizing residual resources and get means into unexpected degree of transformation if they get in touch with the right opportunity in most instances on the asset of countries development. In the Gulale sub-city *woreda* 03, the LSAO hierarchically stretched upward from local to main office. The mission of the LSAO office focuses on in bringing a settled industrial peace, maintain employee's health and safety during their work, improve their working condition and environment.

In promoting efficient and equitable employment, the *Woreda* 03 of Gulale sub-city also provides a rehabilitation program such as: Maintain developmental social welfare of the citizens' in particular, to ensure the benefit of person with disabilities from equal opportunities and full participation; provide care and support to elderly and encourage their participation; prevent social problems and provide rehabilitation services to the affected members of the society, by conducting studies and creating conducive conditions in cooperation with relevant stakeholders (Social protection 2017).

Among these activities, the mission of the office in providing activities to the person with disabilities goes as;

- protecting and promoting the rights of PWD to get the appropriate training, employment opportunities, salary, and to prevent any workplace discrimination, facilitate the provision of aiding materials like wheelchair from the center of

delivering place named Alemgena, following the necessary procedure and lastly they list out the most poorest PWDs to be incorporated in the safety net programs viz road cleaning and gardening activities.

Because of lack of serious follow up from officials from the head office, those who registered for training were found failing to accomplish the training and some of those who pass through were not successful in getting job. However, after the disabled persons association (DPA) have been planted in the *woreda* the work became easier as the PWD got a representative that communicate with the government offices up to head office that brought necessary information during their meeting or as urgent situation happen to be held.

According to the *woreda* 03 leaders of Labour and Social Affairs office, the office links certified trained group of PWDs to the micro and small enterprise office so as to get loan and to do their business. The Shade of *woreda* 03 Gulale sub-city is found around Shiromeda in a specific compound called Gundishmeda.

### **3.3.2 The Rehabilitation Program of the Micro and Small Enterprise Office**

This is the other supplementary sector in the rehabilitation procedure of PWD is by the Micro and Small Enterprise/MSE and seen as a sector engaged in the industrial sect. The MSE, designed to ensure sustainability in the economic sectors of the country, in order to bring developmental change to the country.(FDRE Ministry of Trade and Industry, 1997).The Federal Micro and Small Enterprises Development Agency (FMSEDA) are responsible in supporting, coordinating and drafting policies and programs, for the promotion and development of the MSE sector. The sector is important in the economic and social development of the country as it generates broader job opportunities and assistance to

alleviate poverty and facilitates rural and urban economic linkage in order to improve the economy as well as promotes entrepreneurship culture and enhance self-employment and serves as fertile ground for the Medium and Large scale Industries, etc. The government's focus towards this sector is to create job opportunities through Micro and Small Enterprise development, to reduce unemployment and alleviate poverty and enhancing MSE to be base for industrial development in the country. In which the disables also take part in the development program as the office give a special attention to the vulnerable parts of the society. As inferred from the thesis of Alem (2017) person with disabilities were not advantages if they are employed in government and private owned organization, rather they became successful if they engage in their own business. The sector was designed to improve the poor through better access to saving services and loans. The *woreda* also accredits the above -mentioned duties in order to improve the living condition of women with disabilities through provision of the necessary services.

To get some hint about the necessary activities implemented under the *woredas* office of Micro and Small Enterprise, it is important to have a general knowledge of the activities of the sector. The government of Ethiopia designed the first MSEs Development Strategy in 1997. This strategy was intended to create coherence with the other economic sectors and outline duties and responsibilities of all the stakeholders from Federal to *woreda* levels.

The second revised MSE Development Strategy was designed in 2011 in order to integrate the development of the sector with the country's five year (2003-2007 E.C) Growth and Transformation Plan (GTP), hoped to bring a rapid economic growth and lift up the country into the middle-income level. The Micro and Small Enterprises Development is integrated in using the GTP as a pillar for the Industrial Development Plan/IDP and taken as one of the

best tools to implementing the country's IDP program. According to revised strategy, MSEs defined on the base of to Micro and Small Enterprise total capital and working labor engaged. The MSE vary in their human power and total asset. "For the Micro Enterprise/ME, the total asset must be less than 100,000 birr (USD 6000) and the human power is less than five people. For the Small Enterprise/SE the total asset must be less than birr 1.5 million (\$9000 or EU70000) and the human power is from six up thirties person" (Federal Micro and Small Enterprise Development Agency 2016:8).

The new city department, Micro and Small Enterprises, created within the Trade and Industry Development Bureau in 2004 began in Addis Ababa. The Micro and Small Enterprise Development department administers the program with help of NGOs, training institutes, and micro-credit financial institutions. These organizations help provide training, disbursement of loans and technical assistance. Some Micro or Small Enterprises even developed into Middle or Large Scale Enterprises.

As to the account of the *woreda* Micro and Small enterprises, the training offered is inclusive in business area like; leather production, cloth sewing by hand and tailor machine, poultry, likewise. It is estimated that, 37% of participants in the business classes' trainers were women. It opens a way for Women Job Creation Teams (WJCT) after the training which might involve the physically disables. As mentioned earlier the Enterprise uses a Micro-Credit loans and business training to alleviate poverty and unemployment from the city of Addis Ababa (UN Women/Carolina Sjolander .n.d). As the Gulale sub-city *Woreda* 03 office provides me the information, there are Women with disabilities who get the blessing fruit of their provision both the loan gaining status from the Addis Credit and Saving association and working area named Shade.

### **3.3.3. The Rehabilitation Program of the Woreda's Women and Children Affair Office**

The office is a partner in the rehabilitation process and in the endeavor to solve the unemployment problem of government in the life of WWDs. The rehabilitation strategy of the government can also invite other non-governmental organizations who need to facilitate or support the disables in different means. Here, the Women and Children Affair involves its assistance as they are working issues related to women with disability and those who have been in Middle East and came back to their homeland (MoWCYA 2013).

In the procedure, the woreda's WCAO works by a team with other sectors for the facilitation of the rehabilitation program. First, they work in home-to-home register service of the disables number with the Labour and Social Affair office. After that based on the need of the disables and the severity of their problem, they try to contact and get assistance from non-governmental charitable organizations. Therefore, they put their contribution on those who are at bed and have no one who supports them. This is not the only thing they do but they also prepare festivals like 'women's day'/ March 8/ and invite the women with disability to be part of the ceremony (Archive Source of Women and Children Affair office). The implication of such activities is that to aware the community and mobilize the society so as stand for the right of PWDs. As we are concerned about the impact of the women with disability on the community, we should have to remember that there are many influential women in our country who put great pressure and influence the right PWDs, for instance the 2017 Right Livelihood Award winner and the Sweden's alternative Nobel Prize winner a Female blind lawyer named Mrs. Yetnebersh Nigussie. She contributed greatly in the development of the organization of the Ethiopian Center for Disability and Development (ECDD), which is established and registered, under the Ministry of Justice in December

2005. That holds around 42 persons with disabilities who serve in several activities including the rehabilitation program. They engaged in changing the life of WWDs and the organization now stretched out its branch in to several parts of the country. It operates in line with the government sectors, engaged in training WWDs, and supports them in their work (The International Agency for the Prevention of Blindness 2017). Just to quote from Yetnebersh's influential speeches on women with disabilities during her prestigious award time, "...it signals that [her award] women with disabilities are significant contributors to development and aid" (African leadership magazine news 2017).

As one of my informant from the *woredas* WWDs union Miss. Meskerem said, "Mrs. Yetnebersh Niguse is just like their sister. She appreciates their work, as they were first to begin their leather goods manufacture by facilitating the necessary material and financial provisions through the branch office of DDI Ethiopia under the ECDD non-profitable organizations. She visits them until now occasionally and buys their goods".

According to my informants the women with disabilities working in the *Gundishmeda* compound first trained by this organization of DDI at Tefari Mekonnen technical and vocational training school. They also provide machines to support their job. After this, the government takes under the loan provision of assistance and a place for production and store.

### **3.3.4 The *Woreda's* Addis Credit and Saving Institution**

The institution of Addis Credit and saving is a microfinance institute that is engaged in development activities in the country since 1994 as the National Bank of Ethiopia give accredit to work in giving credit service for micro and small enterprise operators or potential operators and low-income peoples who can work in low income generating activities.

In the *woreda*, the crucial role played in transforming those who are affected by severe poverty by this institution is that it creates employment opportunity through income generation activities with limited resource. Therefore, it plays an important role especially by alleviating poverty for low income earning peoples. It introduces Micro and Small Enterprises for poverty and unemployment reduction. It is suitable as it can offer a loan for those who cannot access credit from a bank.

The Microfinance of the *woreda* is also hierarchically stretched from upward to downward in three levels; head office, branch office, and service delivery post offer services to the poor such as; loaning, saving and insurance, which is either for individual or in a group stance. The institution gains its profit from the loan repays rate system. As for the *woreda's* women with disability working within the rehabilitation the loan is 10% of the amount they lend which the repay.

The service offers operations for those who can fulfill the established criteria such as; being residence of *woreda 03*, above the age of 18, who is about to engage in micro and small scale business, permanently working with in the *woreda*, have a certificate from technical and vocational training in the rehabilitation offer, owns a license for the business so as to get a loan greater than 5000.00 birr and finally ready to engage in the business as per the plan (Archive source from the Addis Credit and Saving Institution 2018).

The loan guarantee for the Microfinance offer invites; salary of permanent employees of different organizations in the *woreda*, possession of assets such as a house or vehicles, group guarantee or joint liability and lastly, clients of the institution based on their saving or business enterprise can be a guaranty for the loan.

The type of loan differs according to the type of customers. For small enterprises it is 5000.00 and for medium 50,000.00. A customer will receive the next loan after s/he has successfully accomplished the first loan with its credit. The institution also offers a saving service for both borrowers and non-borrowers (Fikirte 2011). It first established in Ethiopia in 2000 and is one of the largest microfinance institutions in Addis Ababa. According to the revised proclamation No. 626 the objective was shifted for both rural and urban entrepreneurs (Addis Credit and Saving Institution 2018).

Here in *woreda* 03 the women with disability come to this organization in order to get a loan through the help of the Micro and Small Enterprise office as the individual person come up to get the loan. The person who needs the loan should have to fulfill certain issues like; Identity Card that can give their personal information, a tangible resource like the house, a person that can be a guaranty in order to get the loan and should have also a tangible asset or gets permanent payable employee. Therefore, for a disable person the microfinance takes the risk and lends money as they have the certificate of the technical and vocational school.

Then when I return to the issue of Gulale sub-city *woreda* 03 of the disabled women's association of the Gundishmeda, their association have been blessed by the *woreda's* Addis credit and saving organization beginning from the year 2005 until presently. As the chairperson of the association Miss. Meskerem said, "We are now working freely since we finished our repay before one year ago. Our association is now in a good stance as we became able to save money in the name of the association, however additionally we used to save money traditionally for immediate use in time of emergency".

They will take their money for the purpose of social accommodations. As she also mentioned that their contact with the *woredas* Addis credit and saving association service is satisfactory and is successfully accomplished which enable them to stand by their own without any problem and assistance of others.

### **3.4. The Rehabilitation in Line with the NGO**

There are women with disability blessed by the opportunity the city administration grants even though there was no smooth road in the achievement as they get their need through strong struggle. In *woreda* three where I put my concern, is under the governments support but they get the training offer and supported by non- governmental organization. The training offer and all the equipments granted from the DDI non-profitable organization. However, they get the working place allowance after they communicated the *woreda's* Micro and Small Enterprises office. Therefore, even though they did not begin with the government's means of accessing to the job, it was become real by the aid of the governments support.

### **3.5. The Organizations that Stand on the Issue of PWDs**

The organizations that stand on the side of the person with disability in protecting and struggling for the right and welfares of the PWDs are; the Ethiopian National Association of the Blind, the Ethiopian Federation of Persons with Disabilities, the Ethiopian National Association of the Physically Handicapped and the Ethiopian National Association of the Deaf. These are some out of the many organizations that works in line with the constitution of the country and protect effectively the right of a disabled person. (SIDA 2014)

## CHAPTER FOUR

### THE CHALLENGES OF GETTING SERVICE FOR THE WOMEN WITH DISABILITY

#### 4.1 Challenges of the Women with Disability Job seekers

Challenges in being attendant of the rehabilitation and in providing adequate services for Women with Disabilities in the *woreda* include a lack of resources, a lack of trained personnel, and inadequate enforcement of existing legislation, which perpetuates negative attitudes and stereotypes, and poor communication between national and international organizations. Many organizations are working in the disability sector but the approach is uncoordinated and lacks direction.

For many developing countries including our country Ethiopia, the challenge that Women with disability face are worth noting. Even though the legislated and proclaimed laws are not sub ducting or discriminating, women's with disability still face a host of abuse from different dimension; family, neighbors, and the state. Even if the exact data rate is not found about the violence and discrimination on WWDs, it is casually known that, none WWDs number will not exceed.

In this specified study area, as I mentioned earlier, the interview undertakes with 37 informants (34 female and 3 male). There were 12 informants with different disability types, nine was in moving, and the rest three were in visual, hearing and armpit manipulation related problems. Out of them, the seven PWDs work by the government's provision of rehabilitation support, in the earlier chapter mentioned union. The rest five are unemployed and are not under the provision of governments or any other charitable organizational

support. What should not have to be forgotten was the issue of employability of the WWD under any circumstances, the women with disability in the *woreda* that had job are seven in number and out of them 3 got married and two of them bear a child with normal physical and mental health condition. About educational status, one out of the seven workers holds Bachelor Degree in computer science in line with the certificate and the rest six got a certificate that contributed for their employment by taking a training offer from Tefari Mekonnen Technical and Vocational training school.

They bought pure leather and use it to produce other goods and displayed them or sold in bazaar. Sometimes they work for large industries by taking order that took at list a month to pack out. They are formed and structurally organized in their leadership mandate to manage their income and output. They have goat four leaders; the chairperson, the secondary chairperson, the writer and the financial controller. They put their money in a bank under three representatives from the leaders of the union. They all are women with disabilities and not only their bank deposit but also they experienced another saving mechanism, which serve to reach for their social needs. As Miss. Meskerem the leader and founder argues that their union has been showing a great change up to taking order from huge companies. As an example, the *Ambessa* shoes factory order different design of shoes, took as long as a month for to completion and deliver the products. The contrary earning means, which brought profit, is while taking order in their work place and the holyday festivals eve sells on main roads of the city called *Bazaar*. She said their goods would be displayed in the main roads for three times throughout the year under a restrict periods by the facilitation of the Micro and Small Enterprises.

**Table 2:** Background of the Respondents within the *woreda*'s WWD

<b>Character</b>	<b>Participants</b>	<b>Frequency</b>	<b>Those who work under government support</b>	<b>Those who are not in governments provision</b>
Types of disability	Visual	1	-	1
	Hearing	1	-	1
	Moving	9	7	2
	Unarmed	1		1
	Multiple	-		
<b>Total</b>		<b>12</b>	<b>7</b>	<b>5</b>
Employment Opportunity	WWD has job in rehabilitation	7	6	1
	WWD doesn't have job/ hand to mouths	2	0	0
<b>Total</b>		<b>9</b>	<b>6</b>	<b>1</b>
Marital status	Married	5	3	2
	Unmarried	7	3	4
<b>Total</b>		<b>12</b>	<b>6</b>	<b>6</b>
Educational Background	Degree	1	1	-
	Diploma			
	Certificate	10	7	3
	Twelve complete			
	Tenth complete			
	Less than ten	1	0	1
<b>Total</b>		<b>12</b>	<b>8</b>	<b>4</b>

As it is indicated in the above table the educational status of ten informants were certified and gain the training offer by Tefari Mekonnen vocational training school and one of them have also a Bachelor degree in computer science, while the rest varies in their academic stance.

#### **4.2. The Working Habit and Condition Conduciveness**

The women with disabilities that are working under the private means of income generation by the program of the Micro and Small enterprises office was mostly self reliance. In which they are capable to support themselves and their families as they get some profit out of the product they sold. Here what I see was there is a problem in which the place of work distanced from their home compound. This brought a greater challenge to them in getting on time to their work.

The other thing what they told me was the problem to display product. The schedule for display in a big bazaar was not placed in a manner that led them to sell their product properly. They were mess led in their attempt to display goods by government officers and this brought discourage to their work. Sometimes as they noted, the government officials call them for meeting in their working time without their will for consecutive period. This also have an impact on their rate of production.

**Table 3:- Better job position given for WWDs**

<b>The workers</b>	How does the WWD experienced the working habit from the city administration offers		
	<b>Response</b>	<b>Good</b>	<b>Not good</b>
Married Women with disability	3	2	1
-Who have children	2	-	2
-Who have no children	1	-	1
Non-Married Women with disability	4	3	1

The response of those women with disability who work under the rehabilitation program answered as such but most of them specially the WWD who get married were not comfortable because of their home activities and distance from their compound.

The other thing what they told me was the display of product problem. The schedule for display in a big bazaar sell did not settle in a manner that led them to show their product adequately. Sometimes they were mess- led to display goods in a wrong place from government officers and this brought discourage to their work. Sometimes as they said, the government officials call them for meeting in their working time without their will for consecutive period. This also kept tied their product from getting access to sell and get order of production from others. Therefore, this has an impact on their rate of production.

#### **4.2.1. The Circumstance of Work Area of the *Woreda***

As I have mentioned earlier the most aggravating issue is the general circumstance of the working place. The nearness of the working place/shade/ from their home compound matters

to get their moral of wok. The women with disabilities working in the rehabilitation program under the offer of forming a union, and working in a shade by the working condition that Micro and Small Enterprise prepare. Here the working environment of the Gulale sub-city *Woreda* 03 shade was not build in the manner that can avail the person with disabilities in proper way. The work place must be conducive that holds the necessary building places like a working and shopping or a product display place, a restroom, bathroom and the like.

Here what I consider as a problem is the distance from the place of work/shade to their home compound. This brought a challenge to them in reaching on time for work. As the association leader of the women with disability working in leather goods productions Miss. Meskerem Abay said, some women with a disability live in distance place like Sarbet but still insist in work among them. Because of such reason, there is a problem in their time managing since most of the workers did not agree to work earlier or stay longer to produce more.

**Table 4:-** Illustrate the working condition for informants

<b>Character</b>	Is the working condition conducive to the Gundishmeda's WWDs union?		
	<b>Response</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Distance</b>			
Nearness to their home	Near	4	57%
	Far	3	43%
<b>Conduciveness</b>			
The working environment has the necessary things to work	Agree	0	
	Disagree	7	100%
<b>The stair type</b>			
The stair they are working on	Conducive to display product	0	
	Not conducive to display product	7	100%

The above table illustrates the *Woreda* 03 Gundishmeda compound employee under the union, which mentioned as a model for other places. As explained earlier there are seven members and all are women with disabilities except one man with disability work in the group.

#### 4.2.2. The Product Display in Shades and Bazaars

The most important thing that announces the product sold is the marketplace situation and their price competition. The marketplace option also matters as the Micro and Small Enterprise office provides displaying product place called *Bazaar*. The Bazaar or street marketplace is prepared only for holyday eve and festival dwells about five consecutive days before the celebration. This kind of market announcement is prepared three times a year. That takes places in New Year eve, in Christmas Eve and in the Easter eve.

**Table 5:-** Shows the conduciveness of product displayed

Place of the goods sold	The question answered concerning goods display effectively to be sold in where?	
	Response	Reason
In Bazaar	✚ All members of the union are satisfied in bazaar even though the time of displaying goods cannot be publicized for long.	❖ All likes it but put undermined the time limit in unsatisfactory
In the shade	✚ They are not satisfied because the place is not conducive to display goods rather than to work.	❖ The work place even holds different clusters of unions in one room that has discomfort to work.
Taking order outside their compound	✚ They are happy to work since they work in a abundance but sometimes they may face hardship in service delivery on the intended period of time.	❖ Because of delay of payment or lack of ingredient for great number of production or because of an expected meeting order from government offices.

According to informants, perhaps the government earns profit from the union of leather goods producers, if the bazaar was occasional to sell their product than in shade.

### **4.3 The Obstacles in the Service Provided from Government**

The responsible and primary risk taken for the hindrance of the life of women with disability is not to take transformative act on changing their socio-cultural status by eradicating unemployment through a transformative and successful rehabilitation program. Good options boost means of income as it overwhelms the initiating to begin work. In addition, the family places the greater role both in changing the social outlook as well as the family member of WWDs as they grant them the valuable treatment.

From the government side, the intended sectors those alleviate the gap in the socio cultural perspective requires a greater initiation and hard work on transforming the society's judgment. The labour and Social Affair must be curious in any matter that involves the right of PWDs more than any other supplementary donor. The sector must form a strict tied up follow in the life of the PWDs. As the sector works from home to home registration activity, both the seeking of unemployed person registration and assessing the needy part provide them with rehabilitation services.

Even though the awareness creation mechanism must be outreached, from several directions like the health care centers, the office should also involved in for the life of the disables by taking measure in awareness creation in any suitable circumstances. The other is the Micro and Small Enterprise that directly put its hand in remarking a transformed life change for the PWDs. The office provides a way through which the training opportunity to begin work will be provided. After that, the working place or Shade is prepared for PWDs by putting in to

consideration different situations like distance from their home in order to form a conducive working environment.

Not only that it can provide also a display for their product after had they put their hand on the business. The product showroom display in two means, one in their working place/shade/ and the other is through bazaars in holyday eve. Here the problem begins as the product is produced continuously. In addition, the materials need a suitable and attractive place to get publicity. Without this, it will be hard to sell out the goods. The other is as the schedule for bazaar is three times a year it is too short and priority in bazaar should given to PWDs, this also has its own impact. Because a person with disability may not facilitate its product out of the available marketplace like the non-PWDs.

The office should consider their situation and give them priority for PWDs especially for women with disabilities in such opportunities. The same is with the workplace it must be in the ground level or in the first floor of buildings since the stairs confronting them may forsake what they began. Most buildings of the government offices also put in to consideration that how their building should be designed by making the disables incentive.

#### **4.4. Challenges of WWD those who do not get Rehabilitation**

In relation to WWDs, who do not sheltered under the government's provision of the rehabilitation program, I come to search the cop up strategy of the Gulale *Woreda* 03 WWD dwellers, through consultation with Mr. Sisay Tesema. They directed me to contact different WWDs living standard and the situation they are now through the *woredas* representatives of the Disabled Persons Associations/ DPA/. For example, MrsTadelach watuma lives by shopping small goods, Miss. Sillass works on selling sacred materials like *Tewaf, Etan and*

*Shama* around the main gate of the Orthodox church of St. Mednanialem, and the other third respondent Mrs. Madhya Mohamed uses to selling charcoal and different things earlier was under the safety net program on road cleaning work paid monthly salary of 720 birr. She said

**1. Case study:**

“I am a 39 years old women working under the safety net program for seven months and paid about 720 birr per a month, which is not sufficient for a family protection. At home, my husband had no job and I do have a baby that is also another burden to our family. In fact, I did not get walking aid materials like wheelchair. I have been applying to the concerned offices of the *woreda* but with no help, since they get the materials from Alemgena town where the machines provided and it needs my presence to receive the artificial leg. Here for a person like me it is difficult so I kept silent and began to sell charcoal at my gate even when I was at child bed”.

All of them earn their own means of income and poverty prevails in the one who engaged in sell sacred materials, for the reason that income depends on the occasions of holyday since most believers flew to attain in that specific period in abundance than any other day.

**4.4.1 The Job Offer and WWDs**

Here the kind of work that WWDs are given varies, the very important thing that matter is the interest of the trainers. Since the way the trainer take brings a significant contribution in advancing the life of the job seekers. As the training presented with the assistance of the Micro and Small Enterprises provision of assistance, from government there are also some options that let to be binned up under the chance of getting work place even if they were outside the government’s provision of rehabilitation support. The association works under the Labour and Social Affair office assistance of the *woreda*. According to the information of the association’s president, there was periodical meeting with the Labour and Social Affair office

to discuss on their problem. Therefore, through this procedure the interest of the WWDs and the type of training they prefer to work with will be registered and transferred to other sector dedicated in the rehabilitation program.

**Table 5.1:-** A table to illustrate the better job position given for WWDs

<b>Types of Training</b>	<b>What is the better job position avail to get trained?</b>		
	<b>Response</b>	<b>Frequency</b>	<b>Percentage</b>
Leather goods	6	6	100
Dress designing and sewing	-	-	-
Husbandry and their product	-	-	-
Animal husbandry and their product			
In small trade and marketing	3	1	34

**N. B:** The respondents of this question are all WWDs

The next case studies will illustrate the socio cultural impact that women with disabilities face in the study area for the reason that of their bodily imperilment. Those who got training long time ago by the help of governmental bodies now scattered and led their living by their own effort without any support from the government. The first WWDs with an armpit loss express her situation to me in the following manner:

## 2. Case study

Mrs. Tadelech Watuma is a resident of Gulale *woreda* 03 for about 27 years. She got married in Addis Ababa to her second husband as she left her born city Hosanna one of the cities found in Southern Nations and Nationalities Region. She left her first husband and flees to Addis at her young age. She was living with her families but she was not interested to be dependent as she is a left hand unarmed WWDS. Her educational status did not exceed grade eight. Then she decided to begin a work of *Dantel* even if she is one armed. Life was tough by her own after she decided to live independent of her family. Her product got acceptance and she began to earn profit. By 2014, she took the first rehabilitation training offered by the Labor and Social Affairs in her own *woreda*. However, she could not proceed with it as her question of getting credit by her own was not answered in the time. Then she began to selling vegetables and then shifted it in to a small goods shop with her second husband and now she is able to manager her life as she is not dependent on others.

For some WWDs, life is too hard to bear when they lack permanent job. They may be tempted until they lack their daily meal and get the chance of earning money depending on occasions like holyday ceremonies and some other reasons to get buyers of their goods. It is possible to see the life of women with disabilities living in selling small materials without having the support of neither from government nor NGOs.

## 3. Case study

“Mrs. Silas Argaw is also a dweller of Gulale sub-city *woreda* 03. She was living with her uncle for years but after her uncle gets her condominium at Semit she was forced to live in the *kebele* house. She gets this house as she

dwells in the compound for a long time and she participated in many meetings that involve the communities. In addition, because of that, she was able to get the chance of taking part in the training offer in trade and marketing like her colleague Mrs. Tadelech but she could not go farther on it. The means of coping strategy that she prefers for life is selling sacred materials like; *Shama*, *Sandal*, and *Tewafe* around church gates. She did not go far from her compound, only went to her nearby churches like; Medhanialen church, St. Markos church and sometimes St. Mary church around Arat kilo. She told me that her earning is from hand to mouth but thanks to the Labour and Social Affairs Office, now she got a wheelchair from Alemgena, which enable her to move. She did not have married and have no child to stand by her side except on God. She was educated as she flees her hometown Adwa before 30 years ago. She needs to engage in any sort of work if she got the chance”.

The last one was a woman with disabilities in gaining the rehabilitation offer of the government in line with other charitable organization like DDI in helping her interest in leather goods production. She had her own outlook towards the assistance of the government institutions and the NGO in playing important role to see a bright future in her living standard.

#### **4. Case Study**

Miss. Meskerem Abaye is also a dweller of Gulale sub-city *woreda* 03. She works in the union that the government offers to work around Shiromeda by Leather product productions like Wallet, *Netelachama*, *Qabato*, women and men bags and so on with her partners. The union was named “Meskerem, Etogene and their friends” and she has been working under this union since 2013. She got her computer science degree as she

was working in this production of leather goods but she did not want to proceed with it. She did not get married and live with her elder sister. She has brought a great contribution for the union, which also open a door for her to met popular persons like Mrs.Yetnebersh Niguse. She is also a representative of their saving account. Even though she is the youngest member in the union however, her contribution to the union is so vital. She believes that if the government enhances its support and contribution in line with their dream they expect greater achievement.

#### **4.5. Challenges of Employment to WWDs**

The other Problem women with disabilities face in lack of access and opportunity on getting job. As I have discussed it in another part of this paper, the hierarchical procedure, as well as the necessities of being licensed, begins from the Labour and Social Affair office and ends in getting certified and getting a shade or workplace by Micro and Small Enterprise Office, in every sub-city administration up to *woreda* level. This have its own challenge to WWDs since there are many restrains that hinder the women with disability from taking part outside her home compound and negligence from the society, as she is incapable to perform a task as compared to the MWD.

This can brought its own socio cultural influence from her family as well as the society and as low government's attention to them as compared with the MWD. The government offices also did not put special concern for the WWDs and they do not give priority.

##### **4.5.1 Getting License is a Problem in Getting Job**

On the conversation made with the Labor and Social Affair office leader of the rehabilitation program coordinator Mrs. Ayenew Demeka I understood that there is a great problem in a

rehabilitation program that most of the disabled cannot fulfill the basic criteria to get support. This began from having a residential identity card of the city Administration, and then a certifying letter from their *woreda* to witness that they are not in any union and registered as jobless. Moreover, the good will of the PWDs should be part of the program. So if any person with a disability cannot fulfill the above-mentioned necessities the rehabilitation will not offer.

In most developing countries, there are low esteem and place for the ability of women with disabilities like that of the men to perform certain tasks. That is why the ratio of an unemployed person is high in women than men with disability. Begging is most often a means of survival in the urban centers, including to the assistance from religious institutions and charities (ILO, 2009). In Ethiopia, disability and begging is a traditionally intertwined habit (Groce et al., 2014).

There were also persons with disability that live in street by begging to earn their mill and cannot fulfill all the above-mentioned qualities by any means. Therefore, the government has to put some consideration, as the sending back to their hometown is another option to alleviate the unemployed street dwellers problem. However, as the *woreda* 03 rehabilitation programs officer, Mr. Getnet Belete said that to alleviate the problem regarding in having identification card is now put under consideration to pass those who do not have and dwells in street. Even there is a safety net program availed by the World Bank to help the most poorest and those who do not have any means of income by providing a working schedule for those who can take part in area protection and road cleaning service paid 170 Birr in a day. In addition, they are also facilitating this working in line with the rehabilitation program.

#### **4. 5.2 Resource Related Problems**

In order to earn income, there must be necessary input for the production of the material. The most important of all resource is the financial ability to purchase the important ingredient for production. Form a union and lend money from financial institutions like those that from Micro and Small Enterprises or from Addis Credit and Saving Association to run their business and return the loan money after they earn out of the product sold. The problem of using wisely the money they lent would lead many of the WWDs to face a financial deficiency.

This occurs if the money did not spend on the intended goal or misused because of lack of knowledge by the users. The training offered for the PWDs should include the way of investing and wisely using resource besides the vocational training. As my informant, Miss. Meskerem Abay said their union gets over to start the leather goods production initially and it brought a great loss in their finance but through time, they were able to confront the situation. The resource may not be only money but also the raw materials for the production also need wise used.

#### **4.5.3 Problems with Materials and Facilities**

In Addis Ababa University, the School of Special Needs provides the necessary educational assisting materials for students with disabilities in the Campus.

“Specifically, Students with visual and physical impairments get financial and material support. These include providing technical support for blind students plus computer and laboratory training, ... with the help of donor organizations, where students can borrow hearing aids, brail equipment, wheelchair, and tape recorder, white cane and so on” (Yared 2008:77).

However, most of the time there is a complain rose by the students since there they choice and needs are not fulfilled. If we see Tilahun (2017), there is scarcity on brail and the hard paper provision, which purchase for the budget year but it did not much with the demand of the students. Therefore, the supply must much with the number of students with the need and choice of students.

In relation to WWDs who work by their own faced different problems in relation to financial restrain or lack of raw materials with low price and easy accessibility in low transportation cost. As Miss. Meskerem told me from Shiromeda shade beneficiary, in order to produce more products they faced lack of material providers in a suitable manner by quality as well as fare price.

#### **4.5.4. Budget Restraint and Professional Deficiency**

Sometimes the union formed may face budget restrain not to implement their work as they intended to do. This can occur because of the misuse the loan money wisely and if the product the manufacture was not sold, it will hold money. In order to borrow again they must return the first money and if they could not make it they will be in budget deficiency. This may happen because of lack of assessing market areas or occurs as the unsold products are in abundance. This kind of problem met the Gulale sub-city *woreda* 03 WWDs union as they told me during our conversation.

This comes from the provision of educational supply and professional's deficiency towards the special needs. The school supply, especially for non-hearing students, needs a professional teacher in the field that can communicate with their students easily. The other problem comes from the professionals themselves and they lack patience to student's mistake

and bite them badly. This comes from lack of giving heart to students with disabilities. During my conversation with Mrs. Tadelech of the Gulale sub-city *woreda* 03, she told me that “once as she took the training of sewing cloth by some non-governmental organization, her trainer didn’t gave her respect and good approach, eventhough he was the same unarmed person”.

Therefore, she quits the training just because of the approach that the professional person shows. The consequence of such incidents is becoming obstacle for WWDs and force them tied up only in their home compound in loss of hope that can alleviate their captivity of burden on others shoulder.

#### **4.5.5. Implementation Related Problems**

Even though the government has promised to fulfill their needs, it is still on their former stance. If we look at the policies and strategies, the country strives in fulfilling the Millennium Development Goal/MDG/, the first mission is to transform the country in to a middle income by using the available human and material resource. The government institution has taken the full mandate in the implementability of different proclamations. The ministry of labor and social affairs, the federal civil service agency and the appropriate regional organs shall have the power to follow up and ensure the proper implementation of the provisions of this proclamation and regulation and directive issued pursuant to this proclamation ( Abrham 2011).

The constitution of the FDRE 1995 included the PWDs provision in general legislations, the Labour Proclamation 1993 and the Federal Civil Servant Proclamation 2002 (Ethiopia Country Profile 2004). In the UNCRPD of article 27 and the FDRE employment of persons

with disabilities regarding proclamation No.624/2009, article 36 states; any public building shall have a means of access suitable for use by physical impaired person, including those who are obliged to use wheelchair and those who are able to walk but unable to negotiate steps, but the city administration was implementing the standards fully as proclaimed. (Zinabie 2017). In this regard, there is no greater reform in the physical infrastructure buildings situation of our country. The other UNCRPD, article 27, of the FDRE employment of persons with disabilities proclamation No.568/2008, art.5 states, any law, practice, custom, attitude or other discriminatory situations that impair the equal opportunity of employment of person with disabilities are illegal (Abrham 2011).

However, as we come to the reality there is a great gap between the mentioned articles and the implementation underground. If we look on the affirmative action on the employment situation for the PWDs there is a problem as most of the time they did not given priority. If we look to the bazaar, the goods that are displayed by WWDs are given equal opportunity no means of prioritization in place holding like the non-PWDs.

#### **4.5.6. Administration and Safety Related Problems**

Here what I observed was there is a greater gap between the PWDs and the government offices. The problem is that, the WWDs lost hope in a very small matter, which can be try passed by tolerance but the government offices did not give their devotion to make the necessary things to be fulfilled on time. Variation in governments in less updated fulfillment to the need and unexpected replay discourage the moral of the disables not to be happy on their work. Even if they did not provide all the needs at once, they must follow up and encourage them to keep up their moral to work. The Labor and Social Affair office celebrate every year the day of the PWDs in a month of November 18 and after that they did not

remember them for one day and left them without some mark. Their problem arises from the lack of suitable infrastructural design, public transportation service, hygienic and conducive working environment. The working place or shade of the Women with disability working and display building of Gundishmeda was not suitable.

#### **4.5.7. Attitudinal Problems**

**Cultural outlook:** As most developing countries, women's with a disability of our country also face several hardships in life. The outlook disparity on gender variation prevails especially for most of the rural part of our country experiences a gender discriminatory action that hinders them and keep locked up in their home compound. The perceptual value given to most women is still in the inferior position. Especially, the rural part of our community is still under the pressure of the customary actions (Wubante 2015).

The urban site cannot also be clear out of this perception knowingly or unknowingly. It is easy to imagine that for uneducated women with disability how worse the challenge could be. They are seen as not capable of fulfilling their need not to be trusted for other issue out of their mate. (Fine & Asch 1988). This is the cultural power engagement led for the negativity and extremely rooted perception of the community. It is clear that cultural impact has a greater influence since their acceptability resides than the science and technology impact in developing nations.

**Parent's attitude:** The perceptual problem reflected from parents. As parents are the base for development, their contribution for the growth of a nation is high. They have the capability in placing the strength or the reverse spot in the mind of their disabled children's from their childhood. In spite of all other problems, the capacity of being able and perform

any task was created as difficult in the mind of most women totally can be said by their parents. Beyond this, they can also draw a positive self-image and perception starting from the day they come to this world to trigger and face the challenges in order to survive (Endale 2014). Which will makes it to be two double burdens for WWD as compared to the MWD. As one of my informants during a FGD Mrs. Etalem speaks that, her parents were denying her from getting outworking after she has trained. Moreover, she begins to work by her own because they were ashamed of their daughters work in public. At last, they also felt sorry after she married and became pregnant, as they were suspicious that she could not bear a normal child. However, this all worry was gone as she bears a normal baby girl and her parent's shows transformed perception after they realized that everything was normal.

**Self-esteem related problems:** Lack of awareness about their right and responsibility let the WWDs to face several challenges. This comes from lack of knowledge, and the way they put its mark on their behavior and self-esteem. The problem they face from the way they are far from the school compounds and their parents. And especially the first training takers of the Gulale sub city *woreda* 03 of WWDs fear to work based on the training taken because of loss of self-esteem to form a union and start their job (Fikirte K. 2011).

#### **4.5.8. Challenge of Social Perception**

The challenge of social perception about PWDs is greater as most studies reveals and the burden that the developing countries gave a perceptual variation as women in addition to being a person with disability makes the impact to be a two folded. The same was true in the study area that respondents react to the situation, as it exists even if the cities show some knowledge variation as compared to the rural in a disability case.

Mrs. Tadelach also among the Gulale *woreda* 03 dwellers work by her own means of income earning and she is an armpit WWD. She said the society neglects to stand by their side and told me that she was selling potato and onion at her door get and one day someone comes to buy potato and as she gets up to put it in his bag he immediately refused to take and return back from the place. The perceptual gap is greater as we can perceive from the above explication based on her experience. The society should have to show a transformed way of outlook because such discouraging actions are the problem that exists today.

#### ***4.5.8.1. Perceiving the PWDs as Dependent and Charitable***

Most WWDs need support in a manner that can assist them in accordance to their impairment. As blind women need a brail to write and read, a deaf cannot communicate without sign language, as yeo (2001), said but it should be a point of concern that since the disabled person could be transform to a high degree of dependence. This will let them to be very dependent even if they are able to perform certain activities.

Even though it is not denied that in some level they need our support it should not be in the way that to mean that they expect everything from others. However, it is situations that force them to found themselves on street and beg for survival. In our country, most of the person with disabled lives by begging and this may be because of our supporting stance or because of the poverty problem (Belaynesh. n.d.).

#### ***4.5.8.2. The Dependency of WWDs***

As any non-WWD, women with disabilities also have equal right of gaining the entire necessary thing for their lifespan. To be a PWD mean having a double jeopardy as family members in developing country. That is why they are alienated from the larger community

and kept as a prisoner in their home compound even if they are capable enough to perform any task. Most of the time counted as a burden to their family even though they carry out the home made activities like any other women (Belaynesh.n.d).

The dependency stance of many persons with disabilities still insists even though the supportive provision is unlimited. “And certain people with disabilities continue to beg even when support systems work well, possibly because it left them autonomous from the existing systems that place them in the position of dependents” (Groce et al. 2014:17). As the data of my study shows most of the WWDs in my study area are in the process of getting job that indicates according to the information gathered they are still in a dependency stage.

#### ***4. 5.8.3. The Conception of Evil, Curse and Sin***

In Ethiopia, WWDs face several hardships starting from their date of birth. They are also seen because of wrongdoing of their family and their relatives (Getachew 2011 and simkhada et al 2013). Alternatively, it also is accepted as result of misfortune and witchcraft punishment (Groce et al. 2014). The perception of the wrong taught could be referred from religious view as in the Old Testament version of the Bible in Deuteronomy (15:21), Leviticus (21:18) and from New Testament; John (9:1-3), Luck (18:35- 39) the Blind person shout out to get the attention of Jesus but the crowd those who follow did not allow him instead they ignored him (The Holy Bible 1970).

The social perception and the belief that they had forced the disables to flee their hometown and live to a place that none of their family member or their neighbors could not find them. This deprives them from their society and flees to earn their mill by begging and being sheltered in churches or mosques. (Belaynesh. n.d)

Therefore, we can see here that the religious views also made their own influence among followers as such vulnerable persons who wait for others plenty gift crowd most of our religious institutions. Since most of the religious followers believe that granting money to any one specially disable person will give salvation and have reward from God. That is why most of the time for burial ceremony and their annual or anniversary memorial purpose the family of the dead person will give meal to beggars to remember the deceased and let her/his soul get rest. In my study area, I have contacted a woman with hearing impairment that experienced in her life and she noted that the perception as her deafness might come from evil spirit and her parents took her to churches to get *Tsebel* in hope to cast out the demon that deafen her. This wrong perception brought somehow sorrow among her parents and herself too, as they realize it was inborn.

#### ***4.5.8.4. Participation in Social Institutions (Edir)***

In some part of the country disable peoples face ignorance because of the low awareness of the community they are part of, specially this problem will not allow them to take part in social unions like *Edir* or *Ekub*. As Gijisberg and Vrooman (2007) said, this social exclusion is a lack of normative integration and low degree of social participation, material deprivation, and insufficient access to social rights. This problem might have come from the wrong belief that they are the consequence of the bad did of their parents so they are seen as a curse. Women with disability face alienation in such communion form of meeting of one to another. This kind of perception is most of the time even seen in marriage alliance not accepted if one of them is in a lineage of a disabled family member. In most of our rural part of the country, this kind of expectation prevails. As the community might face a lack of awareness about disability, how it transmits and occurs there is a stigmatization problem among the

communities. As Ms. Tadelech Watuma said, in early time she was idle and taken as a sinful person. Even when she went for shopping some peoples ignore to sell for her.

Therefore, it was difficult for her to work in market place and many did not feel good to buy from her. However, as time passes, she got acceptance in her *Dantal* work and let her to communicate with the rest in this way.

## **CHAPTER FIVE**

### **THE COPPING UP MECHANISMS OF THE *WOREDA* WWDs**

The coping mechanism of the WWDs varies in the study area, which I prefer to undertake my study. As most of the women with disability are still dependent in their parents but there are also some women with disabilities who became a model and an outstanding star for other sub cities. The life experience of each woman with disability varies as I tell their means of survival within the several hardship and wrong thought among the society. In coping mechanisms, several strategies undertaken in varying their nature of the problems, where some focused on influencing the situation by itself and others focus on how the individual reacts to the situation (Cristiaan 2015). The women with disabilities tries to work out their own business without putting in to consideration their physical impairability and face several challenges by different means of way out.

#### **5.1. The Women with Disabilities in the Rehabilitation**

Even though the government have prepared the rehabilitation offer to eradicate unemployment problem from the life of the community including the person with disability, there are some events that need transformed and make a smooth road for the effective and ground rooted change in the life of the women with disabilities.

The space that the women with disabilities identify and raise to be changed were mentioned in the earlier chapter of this paper in their working compound or shade so the things here I will show the mechanisms that have been undertaken also the problem insists. My informants in the Gundishmeda compound were not working in the manner they aspire because of factors that setback their efforts but even though there are problems they never give up their

job but try to find the way of solving their complications. The reality is that some get tired to chase the life challenges and live their work. The reason for their give up can be after they try their best and conclude they are incapable to go further.

## **5.2. The Women with Disabilities not in the Rehabilitation**

For vulnerable part of the community, especially the women with disability get give up very quickly than the rest because their psychology was not that much strong. The *woredas* WWDs have their own way of coping up for a living eventhough they could not be fruitful after they take part the first round training offer of the rehabilitation. In the rehabilitation offer from the *woreda's* concerned offices almost all WWD have attained the first round offer of the program, which is by 2013. Among them most have been taking the training that the TVT School learning prepared but did not last in beginning the micro financial business by forming a union and work under a shade. They fear to run a business according to the training they take and loss confidence in one another on engaging on the job.

As a coping method, they begin to perform an individual business according to the skill they have grasped in their training. One of my informants among the WWD tells me that she was among the primary offered from the rehabilitation program as the *woreda* announces to take the training in marketing but did not work under a shade. This problem comes from the government itself in lack of running financial ability and working area/shade/. Because of this and other related problems most WWDs those who take the first round training scattered and left to follow the rehabilitation and begun to see means of survival by their own way. As my informant from the WWDs said, she has passed through different hardships in her life even leave and flees her hometown Hossana in need of job without the support of others. Also she was the first rehabilitation offered she lasted in working through her own way of

earning income which is selling vegetables and now she reached until opening small good shop and get married, So life have shown her a bright way. There also others who work and earn their daily income which cannot be a sustainable stance but live in hope to come.

The severity of the problem in PWDs gets larger when it comes to WWDs so they should have to get assistance in changing their life to bring sustainable and transformed view in the community. The conclusions and recommendations on this are raised in the next topic.

## CHAPTER SIX

### THE SUMMARY, CONCLUSION AND RECOMMENDATION

#### 6.1. Summary

The study has aimed to explore the situation of women with disabilities in terms of the challenges they face and the institutional opportunities and the coping mechanism in the study area. One of the difficulties of PWDs is the negative attitude that the society hold to them. As the social model theory exposes, it roots from the wrong perception that the society evoke to these people and the perception that disability is inability.

For instance in this regard the social argue that the physical impairment of a person cannot be the cause for their disability, it is the social stance and outlook that matter most beyond physical incapability of performing certain task. It is the underestimation and wrong thought what made lack of confidence and let them tied home forever. As women with disability, it is worst to see the social outlook and struggle to win and the view of the society outside. To be women and women with disability by itself have a double spot on the life of disabled women. This is as the legendary perception and outlook for women are still in the negative image, especially in developing countries like Ethiopia.

As a result the disability of a person is seen as a curse as we have our own customary as well as cultural traditions, but it has nothing to do with the sense of punishment that God's hand is hard on the person or the family that led to a disabled body part. As we see the social dimension, we can look to much part on religious view, the cultural view and from government part as well from international conventions on PWDs. Here in this study the

WWD will also be taken in this all point of view and try to come up with the unemployment situation under the government's involvement in eradicating the unemployed person.

For a country's development using the available and on hand labor power is undeniable. Since most important thing to reach sustainable development matters that every part of the community should have to put their own contributory spot is to gain sustainable enhancement. That is why the government shows its most effort in order to alleviate the problem raise from the dimension of the WWDs and their unemployed case. As the constitution of Ethiopia agreed and work upon by compromising international humanitarian activities based on conventional laws interpreted it into our country code of action in rehabilitation program by facilitative organs operate under this conventional suitable endemic laws. The transformative hand of government into plan of action is facilitating through the agents that are capable and formulated in order to perform the intended goal of action. The government reaches the women with disabilities unemployed through its wide and stretched implementation action. This plan transformed through the two most prominent sectors; The Labor and Social Affair office and The Micro and Small Enterprise Offices. In addition, the other supplementary sectors towards fulfilling this plan of action are the Women and Children Affair, the Addis Credit and Saving Associations, and the Tefari Mekonnen Technical and Vocational Training Schools are some.

Here the main dedication of the government's plan of action in taking the issue of WWDs their main concern by the above mentioned governments sectors. The Labor and Social Affair office works in its rehabilitation stream to change the life of the disabled person into sustainable and self-reliance stage. The procedural steps that are necessary for the fulfillment of the program begin through adjusting the training program for those who can fulfill the

required measurements. The necessary points to get the training chance to need the following steps; to have residential identity card of their place, to get a letter of approval that the trainer did not get this chance before and their willingness to train. The next step is that their list will be transfer into the Micro and Small Enterprise that let them communicate and get training offer from Tefari Mekonnen Technical and Vocational Training Schools and became certified in specific field of skill.

The after, the Micro and Small Enterprise adjust the credit and loan service by collaborating with the Addis Credit and Saving Associations office and prepare the working area or Shade. This all sectors work in line by fulfilling the need and willing of being an employed person from the disabled part of the society. The women with disabilities also got several challenge and even though there are certain difficulties that they will pass through necessary procedures in order to have their own means of income. This is what I observed through my field visit in Gulale sub-city *Woreda* 03, as most are able to be part of the offer. Even though they did not pass through these procedures, they begin under the government's supply and they follow through necessary stages. The working and showroom of goods take place in one floor and in cooperation with another group about with eight different working groups. The other thing was there are also women with disabilities those who get the training offer but could not precede with it because of several problems.

Moreover, some of these persons are able to stand by themselves, as they are able to defend their problems in life situation. Others were unable to earn much and their income is from hand to mouth. As the main concern of this paper is to show the socio cultural situation of women with disabilities in the study area, several research methods have employed like the semi-structure interview. I have tried to examine the institutional opportunities offer of the

city administration in response of providing WWDs job seekers need as well as finding out the challenges and opportunities and to set dimensional options for both the government and the women with disabilities in solving their gap. In hindering the workable of WWD, job seekers in the study.

## **6.2 Conclusion**

Based on the above findings the following conclusions are drawn. As the number of PWDs is rising higher, it will be better to use their human power effectively in a manner that can involve them and made them be part of the society in all aspects. Since disability by itself cannot be a hindering factor for leading a transformed life what matter most is the social perception that made them not to be confident enough in being involved in developmental activity. If the necessary procedures and measures were implemented to bring the expected change, there will be no confronter to bring the transformation in the socio cultural aspect.

They face several problems as women in other developing country and PWDs not get recognition and acceptance in their endeavor. Women with disability not only face alienation they also confront with a traditional and customary way of having wrong thought for their impairability.

Even traditionally to have a marriage tie, elders of both parent of the bride and the groom's investigate their earlier lineage to check that it was free disability in order to protect the upcoming new generation. This is not only because of lack of knowhow about the problem, but most of the society neglect to communicate with PWDs, especially for women the problem is severe in communicating with their neighbors. The idea supported by the surplus

population theory in which the survivor within the socio-cultural aspect will be the one that can pass and overcome the societal conceptions.

Therefore, what I understood is that even if there is work done by government bodies to stop this kind of alienation, there has to be much work in transforming this problem from its grassroots. If the WWDs get the necessary support and follow up from the community, they can be a successful.

The vital points that I learnt from this study are the WWDs are capable to perform any activities even though their impairability did not allow them to move like the normal person they do not want to wait others assistance at all. They can perform and reach their dream without any problem if the necessary provision and supportive measures were taken as intended there is no means to disable them in their socio cultural conduct. The most important thing that comes out of this study is there should have to be a serious follow up and a government body's serious supportive follow up.

As I observe the WWDs are working under the government provision said they are not followed-up, the situation they are now, and the Labour and Social Affair office only remember them in November for the day of celebrity of PWDs. This does not mean that they are supporting and providing the necessary follow-up by the government body so they should have to correct and fix in order to reach the needs of the person with disability. The other government office that concerns in WWDs issue is the Micro and Small Enterprise office. This office also has to prepare a display and showroom to their production sine the working place or shade by itself cannot serve a dual function, as the shade is not placed into a public inevitable stance. Therefore, the bazaar should proposed for PWDs and also priority should

have to be given for WWD case and the yearly round of all bazaar users is three times and this should have to be adjusted as suitable for PWDs. Since the process of getting display place at bazaar should not be as equal as the normal person should. A persons with disability cannot move and get a sponsor to their product be sell, so priority measure should not be forgotten by putting this and other issues into consideration.

The sports festival that involves the WWD also has to be open and invite them to give them moral in all aspect since the *woreda's* Labor and Social Affair office linkage in preparing such occasions did not satisfy the disabled women interest in building their moral. The other thing that I should not forget to raise was the rehabilitation procedure in disabled person totally by the government should strongly be build up. This means it should have to begin with having a clear data about the disabled person of the *woreda*. Even though the PWDs association of the *woreda* has its own list it is not enough, they must have to share their information and work together to change the situation that PWDs face.

The Labour and Social Affair office started giving the first rehabilitation training is by 2013 in small trade and marketing program but they did not proceed with it because of lack of follow-up as the trainers of the time said. So this kind of situation also needs be seen and gave a solution since they are now jobless and live in a hand to mouth situation. So this and many things can be made to solve the unemployment problem of WWDs in the *woreda* working together with non-governmental but charitable organization.

The other concerning governmental office is the Women and children Affair which has the capacity to do its part in solving the problem of PWDs, together with Labor and Social Affair in designing workable plan and strategies, and showing their utmost commitment to these

people. The rest stakeholders were also raise and their effort on the mission of eradicating joblessness from the vulnerable part of the society especially from WWDs not undermined but the effectiveness in addressing their need is still uncovered. Therefore, in line with the government other stakeholders those working on the issue of PWDs should have to join the unemployment reduction strategy to get fruitful end.

Here what should have to be put under consideration and the necessary measures are clearly stated in the recommendation in the manner that each concerned bodies can see and work for the betterment in the life of WWDs.

### **6.3 Recommendations**

In the light of the above summary and conclusions, the following recommendations aim at improving the life of WWDs in the study area forwarded here under as follows.

- ✓ Consequently, to alleviate the problem of unemployment of WWDs, the rehabilitation program should be implemented with strong follow up, and integration of material and human resources within and among stakeholders.
- ✓ Though the constitution, and other legal frameworks and conventions ratified by the federal government of Ethiopia has a great role in dealing with the problem of WWDs nonetheless, there is a great gap in practicing these laws and conventions do to a number of reasons, subsequently enforcing legal issues in accordance with the right of WWDs should not be a matter of choice.
- ✓ The other crucial point is the need to have a proper documentation and well-organized data on the life of WWDs, accordingly, to have a well articulated plan in terms of budget, time, material and human resources, which is important to facilitate the efforts

of stakeholders in their endeavor to change the life of WWDs. What is more, awareness creation has to be the concern of both governmental and nongovernmental organization to bring attitudinal change within the community and help WWDs to have a sound self-esteem for themselves.

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## Album of the study area

### 1. Focus Group Discussion



2. Interviewing and Observing the Female Disabled person in their work place (Gundishmeda)



**3. Interviewing and Observing disabled women in their home who did not work but cop up by their own means to survive.**

