

EMPLOYMENT OPPORTUNITIES

AND

DISCRIMINATION AT WORK PLACE

THE CASE OF BLIND AND PERSONS WITH MOTOR DISORDER

BY: METASEBIA ASSRAT

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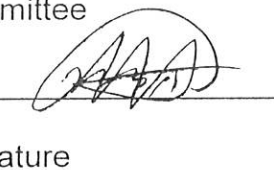


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Approval of Board of Examiners

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ABSTRACT

The study focuses on employment opportunities of persons with disability and the types and nature of discrimination they face at work place. It enquired the effect of disability on securing employment and attempted to identify the specific prevalent discriminatory instances and map out their manifestative mode.

The study was carried out in Addis Ababa and a total of 60 government employed persons with disability were used as the primary group of subjects. The data collected using different instruments was analyzed using both qualitative and quantitative methods of analysis.

The result found from the study is discussed according to the problem and the relevant long-term and short-term recommendations are made.

LIST OF ABBRIVIATIONS

ANOVA	Analysis of Variance
CBM	Christoffel Blinden Mission
CSA	Central Statistics Office
EC	European Communities
ENAPH	Ethiopian National Association of Physically Handicapped
ENAB	Ethiopian National Association of the Blind
ENAD	Ethiopian National Association of the Deaf
HI	Handicapped International
IDF	International Disability Foundation
ILO	International Labor Organization
MOLSA	Ministry of Labor and Social Affairs
NGO	Non-Governmental Organization
OPCS	Office of Population, Census and Surveys
PWD	Persons With Disability
RI	Rehabilitation International
UNDP	United Nation Development Program
WHO	World Health Organization

CHAPTER ONE

1.1 INTRODUCTION

By way of introduction it might be useful to go back into the past and to mention the names of Franklin D. Roosevelt, Beethoven, Helen Keller and so many other famous men and women who in addition to their achievements have showed us the living testimony of the fact that even those who had to cope with pain, adversity or particular physical or mental disabilities were also able to move humanity through their art and science.

Throughout history persons with disability have experienced social discrimination, segregation and exclusion. They have been characterized as incomplete or defective human beings; subjected at one extreme to neglect, persecution and death, and at the other extreme to charity, social welfare and paternalism. (Burgdorf and burgdorf, 1975)

However, there is no doubt that the mere mention of historical or outstanding figures is not enough to understand fully the immense problems facing millions and millions of persons who, either permanently or for a prolonged periods, suffer from some type of disability. Literature shows that in the majority of countries, at least 1 out of 10

persons have a physical, mental or sensory impairment, and at least 25 percent of the entire population is adversely affected by the presence of disabilities (Rehabilitation International Review, 1989). This figure shows considerably the enormous size of the problem and, in addition to its universal scope, highlights the well-known impact of this phenomenon on any society as a whole. But this quantification alone is not a sufficient basis for evaluating the actual gravity of the problem, since these persons frequently live in deplorable conditions, owing to the presence of physical and social barriers, which prevent their integration and full participation in the community.

Although the severity of disability matters in a person's economic activity, persons with disability are especially vulnerable to discrimination and disadvantage in employment. Nevertheless, disabled workers can be equally, if not further, handicapped by the ignorance, fear and prejudice of employers and able-bodied fellow workers (Walker, 1982). Like women and minority groups disabled workers often experience unequal employment opportunities, limited rights at work and reduced job security (Lyth, 1973).

Recognition of this pattern of discrimination, disadvantage and lack of opportunity, which is the life menu of many disabled persons, has led several and various voices to advocate the entrenchment of basic social, economic and political rights for persons with disability in law.

Thus, in this study there has been an effort to assess employment related problems, types of discrimination at work place and available services focusing on employment

for persons with disability.

1.2 STATEMENT OF THE PROBLEM

In light of the above introduction this study addresses the following five questions.

1. Are there difficulties in securing job opportunities for people with disability?
What specific difficulties are encountered in securing employment?
2. Is there discrimination against the person with disability at work place related to the disability? What specific discriminatory instances are encountered at work place?
3. Is there a difference by male and female persons with disabilities in employment opportunities and discrimination at workplace?
4. Are there differences in securing job and discrimination across the disability groups?
5. Are there facilities that focus on assisting people with disability in securing and developing their career?

1.3 OBJECTIVE & SIGNIFICANCE OF THE STUDY

1.3.1 OBJECTIVE OF THE STUDY

General Objective

There are a number of social issues affecting persons with disability in Ethiopia. Of these employment security and discrimination is one. Thus, the objective of this study is to assess the prevalence of problems related to employment and discrimination at work place.

Specific Objectives

1. Assessing employment related problems of persons with disability,
2. Assessing types of discrimination at work place against the disabled,
3. Assessing available services focusing on employment generation for the disabled.

1.3.2 SIGNIFICANCE OF THE STUDY

In light of the above objective, there was an effort in this study to explore the problem of employment opportunities, the type, nature and characteristics of discrimination, and the available services focusing on employment generation for persons with disabilities. This is justifiable since it is expected to relate to the problems of all people; to our awareness of the new community problems and, finally and most importantly, the problems of those of us as professional persons attempting to assist these children.

Though the issue of employment, especially for the disabled has become a serious worldwide problem, there is no adequate information on different areas, particularly, on getting an opportunity and being given an equal right. Thus, it is timely and relevant to conduct a research on the above mentioned statements of the problem and come up with effective recommendations that would lead to a more consorted understanding of the problems of the disabled population and develop a system of intervention that

could cater to their specific needs.

1.4 LIMITATION AND DELIMITATION OF THE STUDY

1.4.1 LIMITATION OF THE STUDY

Primarily, due to lack of available literatures and empirical data the study mostly relies on ILO's reports.

Secondarily, due to time constraints the sample frame used was only 60 i.e. 30 from each disability type.

1.4.2 DELIMITATION OF THE STUDY

The study is delimited to the prevalence of difficulties in securing employment and discrimination at work place and manifestation of difficulties in securing job and discriminatory instances encountered by persons with disabilities. It is also delimited to persons with physical disorder and blind that live in Addis Ababa only.

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constitute a handicap. If a pianist or a violinist were to sustain a similar disability, however, the handicapping effects could be so severe as to compel the change of profession.

In the United States, for example, the rehabilitation Act of 1973 defined the term "handicapped individual" as any individual who "(A) has a physical or mental disability which for such individual constitutes or results in substantial handicap to employment and (B) can reasonably be expected to benefit in terms of employability from vocational rehabilitation services". In the same year, 1973, the United States Comprehensive Employment and Training Act brought the economically disadvantaged within the scope of rehabilitation services. In 1974, however, through the Rehabilitation Act Amendments, Congress amended the definition so that it was no longer limited to the dimension of employability, viz. a "handicapped individual" is defined as any person who "(A) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (B) has a record of such an impairment, or (C) is regarded as having such an impairment". This amended definition was intended to forbid discrimination against all handicapped individuals regardless of their need for or ability to benefit from vocational rehabilitation services. Subsequently, in 1977, it was made clear that the regulations forbidding discrimination covered all types of physical and mental impairments, including drug addiction and alcoholism. (UN, 1983)

Yet another widening of a definition was found necessary when the United States Rehabilitation, Comprehensive Services, and Developmental Disabilities Act was adopted in November 1978. This particular Act created a new program of comprehensive independent living services for the disabled and was designed to meet the needs of severely disabled individuals who, whilst not having the potential for employment, might benefit from vocational rehabilitation and other services which would enable them to live and function independently. The term "developmental disability" is defined as "a severe, chronic disability of a person which (A) is attributable to a mental or physical impairment or combination of mental and physical impairments; (B) is manifested before the person attains age 22; (C) is likely to continue indefinitely; (D) results in substantial functional limitations in three or more of the following areas of major life activity: (I) self-care, (II) receptive and expressive language, (III) learning, (IV) mobility (V) self-direction, (VI) capacity for independent living, and (VII) economic self-sufficiency; and (E) reflects the person's need for a combination and sequence of special, interdisciplinary, or generic care, treatment, or other services which are of lifelong or extended duration and are individually planned and coordinated."

It will be noted that there is no standard terminology and that various terms, such as "disabled person" and "handicapped person" seem to be used indiscriminately. The words "disability", "impairment" and "handicap" appear in various legislative texts, and for the sake of clarity the following definitions are offered:

- *Disability*: 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). (Note: A disability may be temporary or permanent and reversible or irreversible and may be described as progressive or regressive. A disability may or may not constitute a handicap)

- *Handicap*: A disadvantage for a given individual resulting from an impairment or disability that limits or prevents the fulfillment of a role that is normal (depending on age, sex and social; and cultural factors) for that individual (WHO)

- *Impairment*: Any loss or abnormality of psychological, physiological or anatomical structure or function (WHO)

- *Integration*: The degree of participation that disabled persons, either individually or as a group, may be able or wish to attain in the mainstream of community life. It implies the provision of adequate preparation and training, the availability of realistic opportunities and/or the reduction or elimination of social, legal, architectural and other barriers. (ILO Glossary on Vocational Rehabilitation and the Employment of the Disabled)

The United Nations World Program of Action concerning Disabled Persons defines "handicap" as a function of the relationship between disabled persons and their environment: "It occurs when they encounter cultural, physical or social barriers which prevent their access to the various systems of society that are available to other citizens. Thus, handicap is the loss or limitation of opportunities to take part in the life of the community on an equal level with others " (United Nations World Program of Action concerning disabled Persons)

According to ILO's Article 1(1) of convention No 159, "the term 'disabled person' means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment"

These definitions formulated from the health standpoint by the WHO and from the standpoint of social equality by the United Nations make no distinction between mental and physical handicap. They apply to both.

Thus, disability is no longer seen as an absolute concept, defined in terms of some impairment. It is inferred from the effects that the environment and cultural, social, physical and economic barriers have on that impairment in the person's daily life. Furthermore, occupational disadvantage is relative, because for many disabled people

it is dependent on the extent to which places of employment recognize the needs of persons with disabilities and take account of them. The workplace environment should not cater only for persons who have no disability. It should be adapted to make it accessible to all people with disabilities who are able to work, if necessary with appropriate medical or physical aids.

2.1.2 THE ILO AND WHO CONCEPTS

More appropriate concepts for most countries in the world are those adopted by the ILO as the basis for international labor convention no. 159: convention concerning vocational rehabilitation and employment (disabled persons), 1983, and for the related ILO recommendations concerning vocational rehabilitation of the disabled, 1955 (no. 99), and recommendation vocational rehabilitation and employment (disabled persons), 1983 (no.168).

According to article 1 of convention 159, now ratified by several east European countries, disability is defined as follows:

For the purpose of this convention, the term 'disabled person' means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment.

The formulation 'whose prospects are reduced' means not that the work capacity is likely to be perceived as being less productive. It can also be interpreted as pointing to the barriers and disadvantages a disabled worker may face in the exercise of his job tasks. This means that environmental factors and attitudes are recognized to be part of the problem. Furthermore, this definition implies that with proper measures, the disabled person, irrespective of his or her medical classification, could regain his or her place in the labor market. A direct link between the medically defined impairment and the employment situation is therefore excluded.

The ILO definition, formulated for the first time in 1981, thus echoes the WHO definition of the same year. The key concepts are: impairment – disability – handicap. These terms have been defined by the World Health Organization in a health context and in an effort to persuade the medical profession that it is not sufficient to look at disability as a purely medical condition.

Impairment: Any loss or abnormality of physiological structure or function.

Disability: 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.

Handicap: a disadvantage for a given individual, resulting from impairment or a disability, that limits or prevents the fulfillment of a role that is normal for a human being.

The crucial point is the 'handicap' is socially determined measure. The United Nations world program of action concerning disabled persons stated (section c, Para 6): .

....'Handicap' is therefore, a function of the relationship between disabled persons and their environment. It occurs when they encounter cultural, physical or social barriers, which prevent their access to the various systems of society that are available to other citizens. Thus, handicap is the loss or limitation of opportunities to take part in the life of the community on an equal level with others.

So, with the idea of handicap there is a sense that persons with certain characteristics, or who are believed to possess certain characteristics, face definable barriers or obstacles in the pursuit of their intended activities. Thus a disabled person may not face any handicap or may face a barrier that is related to his or her impairment or may face multiple handicaps that are only nominally to do with his or her impairment or disability. This leads to the issue of discrimination.

Before turning to that, it is worth noting another term in the legislative regulations that causes difficulties. This is the adverb 'substantially', as used in article 1 of ILO convention no. 159, which is difficult to operationalize equitably and efficiently. It is intended to ensure that policy should focus on those who have a real requirement for such assistance.

This leads back to the problems of defining 'reduced capacity to labor'. In some countries, such as Belgium, an attempt is still made to classify disabled as those 'employment capacity is reduced by at least 30 percent by a physical disability or 20 percent by a mental disability'. The UK's definition of a disabled person is someone 'who because of a physical, sensory, mental or psychiatric impairment is substantially handicapped in realizing his or her potential in the labor market'. To avoid confusion about the various definitions and classification systems, it is useful to designate two different legal purpose of the definition of disability. (ILO, 1982)

One purpose is to identify those who have a right to obtain benefits and privileges. As most social security systems have an income replacement objective, the right to receive a benefit requires evidence that an individual is no longer able to earn a full income. Hence the tendency to define disability for this purpose as an individual with reduced earning capacity. (ILO, 1982)

The other purpose is to provide legal protection for finding and maintaining a job. In this perspective the individual is identified as someone who has objective difficulties, which entitle him to assistance for labor market integration. In this context speaking of 'reduced earning capacity' is counterproductive. Instead, the purpose of the assistance is to re-establish full earning capacity and to assure a potential employer that the disabled individual is fit for work and has the necessary abilities to

make him a capable employee. (ILO, 1982)

The definition of disability is therefore a function of the respective policy objective (social protection or labor market integration). It looks at an individual from the viewpoint of whether and how he or she fits into a given legal system. The mistake that is often made is to use that definition to attach a specific label to a person. Definitions are only legitimate if they help disabled persons to realize their legal rights. They should not be used to make disabled people the object of certain state measures such as relegating them to certain types of jobs or employment situations. For such reasons, most Scandinavian countries have entirely abandoned the definition and classification of disabilities. (Hunt & Berkewitz, 1996)

Classifications will always be affected by who makes them, when they make them and for what purpose. All distinctions based on notions of incapacity or percentage loss of capacity or reduction in ability will reflect a mixture of objectives and motives. Some of these motives are legitimate, such as ensuring social protection where needed. Others are highly questionable, such as state bureaucracies believing that they have the duty to plan and direct the lives of people on account of a classified disability.

2.2 THE CONCEPT OF DISCRIMINATION

Discrimination is usually taken to mean the deliberate creation of barriers to equal opportunities, and to action that lead to denial of equal opportunity to obtain retain or advance in employment. Disability discrimination is particularly complex. (ILO, 1998)

ILO convention 111 of 1960 concerning discrimination in respect of employment and occupation states

1. ... the term 'discrimination' includes-
 - (a) Any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation:
 - (b) Such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.
2. any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

Modern human rights practice recognizes three forms of discrimination; the first two are evil motive (overt deliberate discrimination) and adverse differential treatment (treating one group differently from another, deliberately or inadvertently). In considering the first two forms, it is noted that the discrimination faced by disabled persons often takes place with the best of intentions, a genuine concern about their

capabilities and desire to 'protect' them from harm, injury and embarrassment. However, whatever the motive, it does not excuse it, nor make the results of such treatment acceptable. (ILO, 1998)

However, it is the third form of discrimination – called adverse impact or indirect or systematic discrimination (the application of apparently neutral policies or practices that has an adverse effect on minority group members as compared to majority group members) – that may be the most problematic for disabled persons. For treating disabled persons as everyone else may be a very subtle form of discrimination. An example would be the adoption of a policy, which requires all job applicants to pass an oral examination; this would have an adverse impact on persons with profound deafness and consequential speech problems. To treat all people the same is, sometimes, a form of discrimination. As a rule, we should understand and interpret the term equal treatment to mean equitable treatment. (ILO, 1998)

The social security concept of lost capacity to labor, and hence the whole concept of 'defectology' should be clearly separated from the process of assessing working ability. As a tool for determining labor market suitability it is unreliable and wrongly presumes that individuals possess a fixed set of capacities. Emphasis should shift to evaluating the potential of the individual to learn and perform a job or trade and to an understanding of what produces disadvantages in the workplace and the labor market. This would identify accommodating special needs in promoting opportunities for equal

employment.

Paternalistic and purely protective notions of disability should be jettisoned. In central and eastern Europe, it is essential to devise concepts and classification systems that avoid stigmatizing and diminishing the status of people with disability, as they aggravate the unemployment problem.

2.3 PREJUDICES AND DISCRIMINATION AGAINST DISABLED PERSONS

It is obvious that the disabilities of a person who has not received proper rehabilitation treatment will grow worse and, in some cases, become acute. If he is discriminated against in the work place because of his disability or he is simply afforded no employment opportunity, his dependence and his isolation will be greater. If the educational system does not provide for his specific situation, a disabled person finds himself excluded from it, and without proper instruction his disabilities worsen. If the cultural and sporting activities of society are designed solely for a standard category of person, which does not include him, he will be barred from culture and sport. If means of transport, pavements and buildings are inaccessible to such a person, he will be unable to move about freely. In short, it is such barriers and discrimination, which to a large extent create or aggravate disabilities and actually set people apart from society, in many cases making them a burden to the community. This demonstrates conclusively the importance of efforts to achieve the maximum degree of autonomy

and independence for disabled persons, not only for their benefit, but also for the benefit of society as a whole. (Despouy, 1993)

Lindquist, in his report concerning the disabled stated, "the ideas and concepts of equality and full participation for persons with disabilities have been developed very far on paper, but not in reality. In all countries, in all types of living conditions, the consequences of disability interfere in the lives of disabled persons to a degree, which is not at all acceptable. Many of the existing obstacles and limitations occur in areas of fundamental importance to our situation as citizens of our societies. If a person in a wheelchair wants to attend a public meeting, be it social, cultural or political, and if he cannot get into the meeting room because the building is not accessible, his rights as a citizen have been violated. A blind person interested in a public debate who has no access to the daily paper in which the discussion takes place is in a similar situation. When a person is excluded from employment because of the fact that he is disabled, he is being discriminated against as a human being. If a general education system is developed in a developing country and disabled children are excluded, their rights are being violated.

2.4 VARIABLES RELATED TO EMPLOYMENT

2.4.1 AGE

People with disabilities without work but seeking it, come from the whole period between school leaving and retirement. Clearly the problems, potential and service

needs of a 17-year old, perhaps with a congenital disability, will be very different from those of a middle-aged family man needing to return to some form of work following a serious physical injury. (Hunt & Berkewitz, 1996)

2.4.2 ONSET OF THE DISABILITY

The point in life at which a disability occurs has important implications for the nature of the rehabilitation processes required by a disabled individual. Most attempts to classify disabled people overlook this. For example, within the disability of deafness, or hearing impairment, is a wide range of conditions. One end of the spectrum will be those with profound hearing loss at the time of birth or in the first years of life before speech is developed. This results not only in loss of hearing but also in severe difficulties with learning and verbal communication. Some other deafness is gradual and related to ageing, or the effect of industrial noise; in these cases work performance and potential will deteriorate over time. Similarly, someone born with the congenital absence of one hand will adjust and compensate for this impairment differently from someone who has an arm amputated in middle years. (Hunt & Berkewitz, 1996)

2.4.2 VISIBILITY OF THE DISABILITY

Some disabilities are obvious some are hidden or invisible. Some affect every minute of a disabled person's life, others may be sporadic – as in the case of epilepsy. Some

disabilities have a high profile and are increasingly catered for with architectural and other adjustments to the environment, e.g. where the need for a wheelchair is involved. Other disabilities such as severe facial disfigurements, either from birth or injury, receive no concessions and little consideration from society. The impact of the two types of disability on a potential employer when presented at a job interview is likely to be different, with the more physically restricting disability perhaps being preferred. Whether disability is invisible as in heart disease, most psychological disorders, or epilepsy, the disability known in process of seeking employment. (Hunt & Berkewitz, 1996)

2.4.3 OTHER VARIABLES INCLUDING FAMILY CIRCUMSTANCES

There will be other variations in the circumstances of each disabled individual. The examples given above have barely touched upon the subject. Factors such as the degree of family support, or its absence, family and/or financial responsibilities; will also act as incentives or disincentives and determine the pressures involved in seeking training or employment. For some the urgency and degree of these pressures will be such that undergoing a vocational rehabilitation program may be luxury, which cannot be afforded unless long-term financial and psychological support is also available.

2.5 FINDING A JOB

Many disabled people seek, find and keep employment in mainstream occupations without resource to any form of specialized help. In many industrialized countries large numbers of people with disabilities, possibly even the majority, manage their own employment concerns in this way, using only the services available in these matters to the general population. Apart from ensuring that everyone knows what employment, their ability to do so will depend on many factors including family support and connections, education and qualifications, demand for labor in their locality, willingness to be mobile for work, financial security, independence of spirit and motivation – exactly the factors which determine employability among the non-disabled population. (IDF, 1984)

2.6 VOCATIONAL GUIDANCE

Most disabled labor force entrants require more vocational guidance than others and are likely to face greater barriers in finding it. Specifically, they are likely to need more information on:

- (i) Job seeking procedures and the availability of professional vocational guidance
- (ii) The availability of and training in the use of specialist aids to work for

disabled people

- (iii) Course in vocational training, skill upgrading, literacy and numeracy
- (iv) Benefits and or financial support availability (if any)
- (v) Jobs available locally and elsewhere
- (vi) Local support groups of disabled persons (if any)
- (vii) The benefits of trade union membership.

Information on these, and other appropriate topics, needs to be readily available. It should not be limited to printed brochures, but also as verbal advice and counseling. It needs to be specially presented for those with intellectual, visual or hearing impairments. (ILO, 1982)

Vocational guidance should start by asking 'what career might this individual reasonably expect to pursue if he or she were not disabled?' and the objective of a rehabilitation program must be to get disabled people into meaningful employment, satisfying both to them and to their employers, as expeditiously as possible and in proportion to their numbers in the population.

All policies, programs and procedures should be based upon the foregoing premise.

Sound vocational guidance, where necessary utilizing practical and psychological assessment techniques, need to be available. Most Western European countries have

special services for jobseekers with disabilities. Some are in specialized vocational rehabilitation centers, employment exchanges or by way of mobile assessment, guidance and placement teams each covering a limited geographical area. Often these services are provided through state-run agencies of central or local government, or through non-governmental voluntary agencies, or even through employer-led groups and private sector of the economy. Some countries are experimenting with a mixture of service delivery methods with governmental, NGO and private agencies participating. (Hunt & Berkewitz, 1996)

2.7 ADVANCEMENT IN EMPLOYMENT

Beyond the issue of entry into employment, there is the crucial matter of ensuring that all potential workers have access to as broad a range of jobs as possible. Often disabled workers are channeled into static, manual, low-paid jobs under-utilizing their capabilities and without prospect of advancement. This tendency stems from a common attitude, which regards the placement of a disabled person into any job as the end of the resettlement story, and an event, which they should be forever grateful. Often the stultifying type of work into which they have been channeled accentuates their productive marginalization the their disability.

Ensuring that disabled workers have equal career prospects have received less attention from policy-makers everywhere than has the prior question of access to

employment. This second step is required under *ILO convention 159*, a clear improvement over the provisions of the *Recommendation No. 99 of 1955*.

In Central and Eastern Europe disabled workers have often been placed in low-skill, low-status jobs often in the lowest-productivity workshops of a factory, often in the worst work conditions and with the most obsolete conditions, bringing additional hazards. This tendency has not been unique to the countries of the region. Nevertheless, there is an urgent need to broaden the thinking about the protection and promotion of disabled workers. By focusing almost exclusively on the issue of access to employment, little attention has been paid to the questions of regular skill enhancement and career advancement. Disabled workers deserve skill-enhancing security just as much as other workers; in many cases this requires policy intervention to overcome inherent discriminatory practices and other barriers. (Hunt & Berkewitz, 1996)

Ultimately, in a civilized society, employers will wish to base their recruitment practices on the principle of individualized evaluations of applicants rather than on preconceived ideas of how people with certain impairments function.

The pursuit of equal opportunities requires equal consideration and a willingness to make reasonable changes to job content and, if necessary, to the working environment. For most workers with disabilities, mainstream integration should be the objective; only where such resettlement proves impossible should measures such as

sheltered work be considered, and even then the rehabilitation policy must ensure periodic review of all cases.

2.8 EQUALITY OF OPPORTUNITY BETWEEN DISABLED WORKERS AND WORKERS GENERALLY

Over 500 million persons worldwide are disabled as result of a physical or mental impairment, and at least 25 percent of any population comes up against the problem of disabled persons (European Social policy supplement, 1996)

Some 350 million people with disabilities live in areas where the services needed to assist them in overcoming their limitations are not available. And even where rehabilitation services are available, disabled persons are, to a large extent, exposed to physical, cultural and social barriers, which affect their lives. (ILO,1996)

Approximately 80 percent of al persons with disabilities in developing countries live in rural areas and remote communities. In some of these countries, the proportion of the population suffering from a disability is as high as 20 percent, and if families and relatives are relative are included, the lives of 50 percent of the population are affected by disability. (IDF,1984)

The problem is exacerbated by the fact that in most cases, people with disabilities also live in extreme poverty. The absence of medical infrastructures in these areas means that the disability is detected too late, and so is often irreversible. Thus, the number of disabled persons in developing countries continues to grow, and what is more, their isolation and exclusion are compounded by the population explosion.

For many people with disabilities, either there is no possibility of finding a job or such work as they are able to obtain is usually menial and poorly paid. But the evidence shows that with appropriate training and placement, they are able to work in a wide range of occupations under normal working conditions.

Generally speaking, disabled persons are excluded from society and prevented from participating in it for such simple reasons as lack of access to buildings or transportation, or the inability to communicate orally (in the case of people with hearing and speech impairments) or in writing (in the case of those with visual impairments). (IDF, 1984)

The right of people with disabilities to equal opportunities can be secured in the first place through political and social action. Many countries have successfully endeavored to eliminate or reduce the barriers to their full participation in community life. Through the adoption of relevant legislation, people with disabilities have been given the right and the opportunity to attend school, obtain employment and avail

themselves of community services, physical and cultural barriers have been instruments on the development of human resources, some governments had referred to measures designed to integrate disabled persons in training and employment and measures taken for the purpose of allowing such persons to benefit from the same programs as those intended for the whole of the population, as well as special measures to facilitate their access to the workplace and compensate for lower output. Most countries had supplied information on special measures, including the establishment of vocational guidance training centers as well as special services. There has been a shift from public institutions to community life. In some developed as well as developing countries, emphasis is increasingly laid on the advantages of their attending ordinary school and vocational training courses with the result that specialized structures are decreasing in number. There is a growing awareness of the need to adopt such measures. It is reflected in particular, in public awareness and information campaigns aimed at altering the way people with disabilities are perceived by the community in general and by employers in particular, and hence individual and collective attitudes towards them. In many cases it is disabled people themselves who have decided to take over the equalization process to ensure that their abilities and real needs are taken into account and endeavored to become integrated in working life and society. Although their efforts have yielded encouraging results, the fact unfortunately remains that very many countries are still far from meeting the minimum conditions for equalization of opportunities. (IDF, 1984)

2.9 WOMEN WITH DISABILITIES

Despite the almost total lack of international statistics concerning the situation of disabled women, it can be reasonably assumed that they account for at least one-third (or 150 million) of the total population of disabled individuals in the world today (WHO, 1981). If disabled female children are included, then the world total of females with disabilities is in the region of 225 million or approximately 5 percent of the total population in any given country. (IDF, 1984)

Social scientists have pointed out the double discrimination from which disabled women suffer: once because of their sex and once because of their disabled status. This discrimination is severe and quite pervasive in that it affects all areas of life: education, employment, economic status, marriage and family, health care and rehabilitation.

Little research has been undertaken and little literature exists on the subject of disabled women. Nevertheless, available evidence indicates that they face serious problems of access to rehabilitation programs even in societies where such problems of access to rehabilitation programs are highly developed. As long as the potential for a return to gainful employment is a criterion crucial to the provision of rehabilitation assistance, then most disabled women will be left out. (IDF, 1984)

It has also been proved that women in many countries are disadvantaged with respect to men from the social, cultural and economic points of view, which makes it very difficult for them to have access to health services, education, vocational training, employment, etc. This statement which is valid for women in general, also applies to disabled women. For the latter, however, the lack of access to health services will certainly aggravate their disability or make it difficult for them to be rehabilitated quickly by making their participation in community life even more problematic. (Despouy, 1993)

As to employment itself, women in general face many difficulties, not the least of which is the narrow range of occupations, which are open to most of them. For this reason, as the economic recession in Western Europe worsened, women experienced more difficulties in the employment market than men; if they have a handicap or disability to contend with, even greater difficulties are encountered. (Hunt & Berkewitz, 1996)

In many developing countries women perform almost all the routine and physically exacting jobs in agriculture. Even when mechanization is introduced, this is usually applied to tasks performed by men while new practices in ridging, hoeing and weeding impose new demands on women; and when the day's work is done, the task of running the home and caring for the family, in general, confronts them. The added burden that a disability imposes on women in such circumstances may be well nigh

unbearable.

Because of prevailing sex-role stereotypes, single, divorced and widowed women who are severely disabled and heads of households with dependent children do not receive disability-related benefits and other forms of assistance as often as men.

Many disabled women around the world face discrimination not just because they are women and disabled but also because they may be illiterate, unskilled and poor. All too frequently, disabled, poor women are deprived of all human rights and may be inspired to begging for their very existence.

Another important factor is that the prevalence of disabling chronic illnesses tends to increase with age, especially after 45 years; therefore, women, whose life expectancy is on the average longer than that of men in most societies (developed as well as developing), have higher chances of becoming disabled.

When women with disabilities work, they often experience unequal hiring and promotion standards, unequal access to training and retraining, unequal access to credit and other productive resources, unequal pay for equal work and occupational segregation, and they rarely participate in economic decision making. (IDF, 1984)

A general trend worldwide is that women with disabilities are less likely to be referred

to vocational training, have a harder time gaining access to rehabilitation programs, are less likely to obtain equality in training, and if they are successfully rehabilitated, it is more likely to lead to part-time jobs or worse unemployment. Among the general public and rehabilitation counselors, the attitude still persists that women with disabilities are passive, dependent, and not capable or interested in taking up an occupation leading to employment. (IDF, 1984)

Studies have found that, even in rich countries, major programs designed to assist people with disabilities, such as supplemental security income, disability insurance, workers' compensation and vocational rehabilitation, disadvantage women because of their relationship to labor market participation. Not only do women receive fewer benefits than men, they also draw lower benefits. Moreover, despite their greater need, disabled women receive less from public income support programs. (Mudrick, 1988)

2.10 AREAS AND SCOPE OF DISCRIMINATION

Among the documents regarding the areas and scope of discrimination that persons with disability face was the listing by the World Veterans Federation cited in the United Nations document of 1993. They are:

- A Education. In most countries, educational institutions are not always accessible

to persons with disabilities and in many cases such persons are not admitted to the same schools as other people. The same applies to vocational training and to academic studies;

B Employment. In addition to the fact that many work places are not physically accessible to severely disabled persons, employers often fail to understand that a physical disability does not necessarily involve mental impairment and even fellow workers themselves may be opposed to the employment of persons with disability.

C Housing. It is noted with astonishment that even now, in highly developed countries, buildings that are not accessible to disabled persons are still being constructed. The use of wheelchairs, for instance, is extremely difficult, or even impossible, in many apartment buildings;

D Transport. Attention is drawn to the highly discriminatory effect of the failure to provide accessible means of transport and the obstacle, which that presents to an independent life for disabled persons;

E Buildings in general. The above observations also apply to other premises such as public office buildings, restaurants, cinemas, theatres, libraries, hotels, sports facilities, etc. apart from the obstacles presented by building design, prejudices often exist which render the access of disabled persons to premises such as restaurants or

bars difficult or impossible. It is common to hear the management of such establishments say that there are no tables free when a group of disabled persons attempts to enter

2.11 EMPLOYMENT OF DISABLED PERSONS IN ETHIOPIA

No formulation of comprehensive policies and programs for sustained employment promotion in Ethiopia would be complete without an examination of the issues concerning the employment of persons with disabilities, as they represent a significant and growing proportion of the population.

The identification of an individual as being disabled is clearly dependent upon social and cultural factors, and universally accepted definition of disability exists. Terminology in the disability field is primarily the result of work by experts in developed countries, and does not always accurately reflect the social and cultural perceptions and realities of developing countries. There are considerable problems in attempting to apply such definitions in developing countries such as Ethiopia.

Disabled people do not form a homogeneous group. For example, the mentally ill and the mentally retarded, the visually, hearing and speech impaired, those with restricted mobility or with so-called "medical disabilities" all encounter different barriers, of different kinds, which have to be overcome in different ways.

In Ethiopia, the following definition of a disabled person was used in order No. 70 of 1971 creating the Rehabilitation Agency for the disabled:

“Any person who because of normal physical or mental limitations, is unable to earn his livelihood.”

2.12 SITUATION OF DISABLED PERSONS IN ETHIOPIA

The relationship between disability and poverty has been clearly established in developing countries. While the risk of impairment is much greater than poverty. The birth of an impaired child, or the later occurrence of disability in a family, often places heavy demands on the limited resources of the family and pushes it deeper into poverty. The combined effect contributes to a higher proportion of disabled persons among the poorest strata of society, and has a negative impact on development efforts.

The 1984 census found the average household size to be 4.5 persons. Thus on average, every sixth household in Ethiopia would have a disabled member. No data was gathered on the educational level or occupations of disabled persons.

Today, the population of Ethiopia is estimated to be in excess of 50 million persons. Using the 3.6 percent disability rate of the 1984 census, which should not have

changed significantly, the number of disabled children, youth and adults in Ethiopia, is approaching 2 million. (MOLSA, 1990)

2.13 EDUCATION OF DISABLED CHILDREN

Only an extremely limited number of disabled children have access to educational opportunities. No data is available on the number of children with disabilities attending school. Special education services are available to blind. Deaf are provided of education in both special education services are available to blind, deaf and to a very limited number of mentally retarded children. Visual and hearing-impaired children are provided education in both special schools and special units within regular schools, or integrated in regular classrooms.

The Special Education Section within the Formal Education department of the Ministry of Education, established in 1977, attempts to upgrade, promote and co-ordinate the education of disabled children, and to train teachers in special education. Its limited resources prevent the section from carrying out the responsibilities assigned to it.

2.14 EMPLOYMENT OF DISABLED YOUTH AND ADULTS

It is worth to emphasize the importance of education and training to be competent in employment. The inadequacy of the training and education of persons with disabilities

in Ethiopia compared with the magnitude of the problem, and the long lasted charity-model approach in the provision of these services hindered and exclude the disabled in the free labor market. (Mikre,2000)

However, there are some disabled Ethiopians engaged in productive and gainful activities. Presently there are about five kinds of employment that persons with disability are engaged. These are government owned special enterprises for the disabled, employment in public agencies and undertakings, privately owned special workshops for training and production, cooperatives and self employment. Some of these institutions are owned and run by associations of persons with disabilities, some are owned by NGOs some by missionaries. There are some persons with disability serving in government institutions.

In a study conducted on problems and prospects of persons with disability by Tirusew, 1998 that tried to find out the problems encountered by persons with disabilities in the area of employment, it was found that among others "unwillingness of the management to hire persons with disability, biased and rigid criteria of employment, ignorance about the potential of persons with disability, mismatch between interest and job assignments" were the reasons for the violation of the rights of persons with disability even in the existence of a law that prohibits discrimination on the basis of disability.

The 1984 census gathered data on labor force participation rates for all persons ten years and over. It can be noted that a total of 229,549, or 3.2 percent of the total economically inactive, identified themselves as disabled. This number represents 18 percent of the disabled population or 42 percent of the 15-49 disabled working age group. It cannot be inferred, however, that 58 percent of disabled persons of working age were economically active at the time of the census, due to incompatibility between categories of data. (MOLSA, 1990)

No reliable data is available today on the number of disabled persons engaged in productive activity in Ethiopia, and labor market information being gathered on urban wage employment does not identify workers having a disability. However, approximately 1,500 disabled persons are employed in Rehabilitation Agency sheltered workshops, and an estimated 1000 employed in production centers of private agencies, including those of the Ethiopian National Association of the Blind. Some 400 disabled workers are employed in the United Abilities Company Umbrella and Dry Cell Factory in Addis Ababa. (MOLSA, 1990)

2.15 SPECIAL POPULATIONS

Disabled women represent approximately 50 percent of disabled in Ethiopia (49.5 percent 1984 census). The consequence of impairment and disability are particularly serious for women. Women in Ethiopia experience social, cultural and economic

disadvantages which impede their access to health care, education, and vocational training and wage employment. If, in addition a woman has a physical initiatives will require improving the situation of disabled women and girls.

Disabled ex-combatants number over 50,000, of whom 10 percent are disabled women. Following the end of hostilities in 1991, some 45,000 disabled ex-combatants were identified. Unlike most disabled youth and adults, disabled ex-combatants are often educated and have occupational skills and work experience. Although up to a third of disabled ex-combatants are severally disabled and rehabilitation, the provision of technical aids and devices and/or additional skills training and financial support. Special programs to assist the socio-economic reintegration of disabled ex-combatants, the majority of who remain in camps, have been planned. (MOLSA, 1990)

2.16 ORGANIZATIONS

Disabled persons in Ethiopia have formed several self-help associations of their own. The Ethiopian National Associations of the blind (ENAB) was established in 1960, and carries out educational and rehabilitative activities for blind and visually impaired persons. ENAB operates three residential primary schools for the blind, and six production centers, engaged in carper weaving, textile weaving and brush manufacture, employing over 300 blind adults. Recently, ENAB established a non-

profit "Society for Rehabilitation of Blind and Handicapped Persons", to manage its rehabilitation and production activities.

The Ethiopian National Association of the Deaf (ENAD) was founded in 1971, and assists its members to get medical help, identify job opportunities, and obtain interpretation services. ENAD also provides counseling services and at one time, helped deaf students receive vocational training at secondary schools in Addis Ababa.

Small, self-help groups have also been established by individuals disabled by leprosy, disabled war veterans and others. These groups, which have yet to be legally constituted, are engaged in productive, income-generating activities, primarily in Addis Ababa. These activities include carpet weaving, tailoring and art work, among others. Some ten such groups have been registered by the Rehabilitation Agency, and include over 150 members.

2.17 LEGISLATION

The legislative action which can be regarded as a milestone in assigning government responsibility for the care, protection, and rehabilitation of disabled persons was order No. 70 of 1971, which established the Rehabilitation Agency for the Disabled and Aged, under the Ministry of Labor and Social Affairs. Since that time, no legislation has been officially enacted concerning disabled persons. However, the Provisional Military government issued several government directives. In 1976 the National

Democratic Revolution Program of Ethiopia declared, "Orphans, abandoned children and the disabled will be given adequate care". In the 1979 draft Development Plan, it was stated that the Government "would undertake all necessary measures to ensure that proper vocational training and employment is provided to the (disabled) war victim youth of the country... in order to enable them to become self-reliant and integrated in normal community life."

The other law, which is pertinent to this study is the FDRE constitution proclamation no. 101/1994: the Right of Disabled Persons to employment. This law abandoned any kind of discrimination based on disability in the area of employment. The law provides that any disabled person has the right to compete and be selected for any vacancy and training unless the nature of the work demands otherwise; that selection criteria shall not be based on the disability of the candidate; reservation of certain jobs for persons with disabilities; persons with disabilities have the right to get the salary and benefits pertinent to the job they are doing; persons with disabilities have the right to get the necessary materials and equipments to perform the job.

The Provisional Military government of Ethiopia in 1991 ratified ILO convention No.159. The provisions of the Convention, and especially those of ILO Recommendations No. 99 and 168, are particularly helpful in providing the basic principles, which should guide the formulation of appropriate policies and program to promote the training and employment of disabled in Ethiopia. These include the

following:

"Each Member shall, in accordance with national conditions, practice and possibilities, formulate, implement and periodically review a national policy on vocational rehabilitation and employment".

"The said policy shall aim at ensuring that appropriate vocational rehabilitation measures are made available to all categories of disabled persons, and at promoting employment opportunities for disabled persons, and at promoting employment opportunities for disabled persons in open labor market".

"Measures shall be taken to promote the establishment and development of vocational rehabilitation and employment services for disabled persons in rural areas and remote communities".

"Community leaders, and groups, including disabled persons themselves and their organizations, should cooperate with health, social welfare, education, labor and other relevant government authorities in identifying the needs of disabled persons in the community and in ensuring that, whenever possible, disabled persons are included in activities and services available generally".

And finally,

“Measures should be taken to ensure, as far as practicable, that policies and programs concerning vocational rehabilitation are coordinated with policies and programs of social and economic development affecting labor administration, general employment policy and promotion, vocational training, social integration, social security, cooperatives, rural development, small-scale industry...”

CHAPTER THREE

3.1 METHODOLOGY OF THE STUDY

3.1.1 SAMPLING

The purpose of this study is to assess the difficulties faced in securing employment by persons with disability, the prevalence of discrimination at work place and the available services focusing on employment for persons with disability. Thus, a total of 60 employed persons with disability were included in the respondents sampling.

A. AREA SAMPLING

The area is purposefully selected to be Addis Ababa. This is because, since all associations of persons with disability are found in Addis Ababa, it was accessible and convenient to get a captured group of respondents, to save time and resource available for the research.

B. RESPONDENTS' SAMPLING

With regard to the sampling method of respondents, through the associations of persons with disability respondents were selected using purposive sampling. Hence, a total of 60 persons with disability that satisfy the criteria were included in the sampling frame.

The criteria used for creating the eligible respondents was that the:

1. Respondents should have worked for at least one year;
2. Respondents are willing to participate in the study;
3. Respondents are disabled; and
4. Respondents are at least 12th grade graduates or vocationally trained.

Thus, the characteristics of the respondents was as follows

Age

	N	Minimum	Maximum
AGE	60	24	45
Valid N	60		

The sample groups were aged 24-45.

Sex

Regarding sex of the sample groups, 30 were male and the rest 30 were female (15 blind and 15 persons with physical disorder in each group).

Disability Type	Sex		Total
	Male	Female	
Blind	15	15	30
Physical Disorder	15	15	30
Total	30	30	60

Marital Status

With regard to the marital status only 20% of the sample group were married and the rest were single.

Marital Status	Frequency	Percent
Married	12	20.0
Single	48	80.0
Total	60	100.0

3.1.2 INSTRUMENTS

Different sets of applicable data collecting instruments were developed to gather reliable information from the persons with disability.

Hence, the following instruments were included: -

FOCUS GROUP DISCUSSIONS

A focus group discussion was used to collect information from the groups (visually impaired, and motor disorder) to collect the overall and common problems of persons with disability related to employment and discriminatory instances at work place. Based on the findings the questionnaire was developed.

QUESTIONNAIRE

A questionnaire that consisted of 29 items that are divided into two major groups of background information and employment related information was developed in Amharic to collect specific and structured information from the respondents.

DOCUMENT ANALYSIS

Document analysis was used to find out the types and adequacy of services that are available for persons with disability in assisting and developing their career in Ethiopia.

3.1.3 DATA COLLECTION

The data collection was conducted by the researcher and trained data collectors. Primarily, global information on the overall and common problems of persons with disability in relation to employment and discrimination at work place was collected using the focus group discussion. Secondly, based on the points made by the study subjects the questionnaire was developed. At the same time assistant data collectors were recruited and the necessary training was given. And finally, data was collected from both blind and physically disordered persons using the questionnaire.

3.1.4 ANALYSIS OF DATA

The data collected was organized in line with the statement of the problem and was analyzed statistically using descriptive, and a one-way analysis of variance. Statements number one and two were put descriptively and problem statements number three and four were analyzed using quantitative analytical procedure of a one-way analysis of variance. And for problem number five, document analysis was done. The detailed results of the study found are annexed and the relevant data collected is discussed in chapter 5. The data collected from the focus group discussion is put in the discussion part as a support for the data collected through the questionnaire.

CHAPTER FOUR

RESULTS AND DISCUSSION OF THE STUDY

4.1 Results of the study

Since the primary objective of this study is to throw some light on the employment opportunities and discrimination of persons with disabilities, the following tables of results are put according to the statement of the problem.

Table 1.1: Difficulties in securing job

Answers Yes/No	Frequency	Percent	Valid Percent
Yes	46	76.7	76.7
No	14	23.3	23.3
Total	60	100.0	100.0

Among the persons with disability, that were included in the sample group, 76.7% faced difficulties in securing job due to their disability while 23.3% faced no problem in securing job.

Table 1.2: Specific difficulties encountered in securing job

Specific Problems Encountered	Yes		No	
	Fr	Valid Percent	Fr	Valid Percent
Lack of vacancy information	29	63.0	17	37.0
Regulation of offices that exclude PWD	29	63.0	17	37.0
Vacancy requirements that exclude PWD	32	69.6	14	30.4
Low attitude of employers	43	93.5	3	6.5
Low educational Level	11	23.9	35	76.1
Insufficient skill training	7	15.2	39	84.8
Inconvenient screening tests	23	50	23	50

According to persons with disability, the major difficulties encountered in the process of securing job are "Lack of vacancy information", "Regulation of offices that exclude PWD", "Vacancy requirements that exclude PWD", and "Low attitude of employers" as responded by the majority, 63%, 63%, 69.6% and 93.5% respectively.

Table 2.1: Prevalence of discrimination at work place

Answers Yes/No	Frequency	Percent	Valid Percent
Yes	34	56.7	63.0
No	20	33.3	37.0
Total	54	90.0	100.0

Regarding discrimination at work place 63% of the sample have responded that they have faced discrimination at work place due to their disability.

Table 2.2: Specific discriminatory instances encountered at work place

Specific Discriminatory Instances Encountered	Yes		No	
	Fr	Valid Percent	Fr	Valid Percent
Inconvenient office places	33	97.1	1	1.7
Being outcast	36	76.4	8	23.5
Prohibition of salary increment	24	70.6	10	29.4
Lack of opportunity for further education	21	61.8	13	38.2
Lack of working materials	19	55.9	15	44.1
Prohibition of promotion	20	58.8	14	41.2
Prohibition of change of position	7	20.6	27	79.4
Work overload	1	2.9	33	97.1
Prohibition of privileges	12	35.3	22	64.7
Sexual Abuse	-	-	34	100.0
Gossiping	8	23.5	26	76.5
Ignorance	16	47.1	18	52.9

As it is evident in the above table, the prevalent discriminatory instances encountered at work place faced by the majority of the respondents are; "inconvenient office places", "being outcast", "prohibition of salary increment", "lack of opportunity for further education", "lack of working materials", and "prohibition of promotion". These discriminatory instances were affirmed by 97.1%, 76.4%, 70.6%, 61.8%, 55.9%, and 58.8% respectively.

Table 3.1: Difficulty in securing job of disability type by sex

Disability Type	Answer Yes/No	Sex			
		Male		Female	
		Fr	%	Fr	%
Blind	Yes	7	46.7	15	100
	No	8	53.3	-	-
Motor Disorder	Yes	10	66.7	14	93.3
	No	5	33.3	1	6.7

It is indicated in the above table that 100% of female blind respondents and 93.3% of female respondents with motor disorder have faced difficulty in securing job due to their disability while only 46.7% of male blind respondents and 66.7% of male respondents with motor disorder have faced difficulty in securing job due to their disability.

A one-way analysis of variance was run to see if the difference between male and female respondents is significant.

Table 3.1a: Analysis of variance between male and female in securing job.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.400	1	2.400	16.704	.000
Within Groups	8.333	58	.144		
Total	10.733	59			

According to the one-way analysis of variance there exists a statistically significant difference between male and female persons with disability in securing employment, that is, being a female persons with disability makes securing job more difficult than male.

Table 3.2: Prevalence of discrimination at work place

Disability Type	Answer Yes/No	Sex			
		Male		Female	
		Fr	%	Fr	%
Blind	Yes	10	66.7	11	73.3
	No	5	33.3	4	26.7
Motor Disorder	Yes	7	58.3	6	50.0
	No	5	41.7	6	50.0

Regarding the difference in the prevalence of discrimination at work placed due to sex difference, it was indicated that 66.7% of male blind and 58.3% of male persons with motor disorder have faced discrimination at work place while 73.3% of female blind respondents and 50% of female respondents with motor disorder have faced discrimination at work place.

A one-way analysis of variance was run to see if the difference between male and female respondents is significant with regard to facing discrimination at work place.

Table 3.2a: Analysis of variance between male and female in the prevalence of discrimination due to sex difference.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.405E-03	1	2.405E-03	.010	.921
Within Groups	12.725	53	.240		
Total	12.727	54			

With regard to the prevalence of discrimination due to sex difference, the one-way analysis of variance run showed that there is no statistically significant difference, that is, being male or female does not make a difference in facing discrimination at work place.

Table 4.1: Difficulty in securing job by disability type

Difficulty in securing job	Answer Yes/No	Disability type			
		Blind		Motor Disorder	
		Fr	%	Fr	%
Male	Yes	7	46.7	10	66.7
	No	8	53.3	5	33.3
Female	Yes	15	100.0	14	93.3
	No	-	-	1	6.7

It is evident in the above table that 100% of female blind respondents and 93.3% of female respondents with motor disorder have reported to face difficulty in securing job owing to their disability while only 46.7% of male blind respondents and 66.7% of male

respondents with motor disorder have reported difficulty in securing job due to their disability.

Table 4.1a: Analysis of variance between the disability groups in the prevalence of difficulty in securing job.

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.667E-02	1	6.667E-02	.362	.549
Within Groups	10.667	58	.184		
Total	10.733	59			

In an effort made to see if there is more vulnerable disability type to facing difficulty in securing job, the one-way analysis of variance showed that there is no statistically significant difference due to disability type, that is, being blind or person with motor disorder does not make a difference in facing difficulty in securing job.

Table 4.2: Prevalence of discrimination at work place by disability type

Discrimination at work place	Answer Yes/No	Disability type			
		Blind		Motor Disorder	
		Fr.	%	Fr.	%
Male	Yes	10	66.7	8	61.5
	No	5	33.3	5	38.5
Female	Yes	11	73.3	6	50.0
	No	4	26.7	6	50.0

Regarding the difference in the prevalence of discrimination at work placed due to

disability type, it was indicated that 66.7% of male blind and 58.3% of male persons with motor disorder have faced discrimination at work place while 73.3% of female blind respondents and 50% of female respondents with motor disorder have faced discrimination at work place.

Table 4.2a: Analysis of variance between the disability groups in the prevalence of discrimination

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.267	1	.267	1.137	.291
Within Groups	12.460	53	.235		
Total	12.727	54			

The one-way analysis of variance computed to see the difference in facing discrimination across the disability groups showed that there isn't statistically significant difference in facing discrimination across the disability types, that is, there is no vulnerable group to face discrimination at work place due to the disability type.

Table 5.1: Available training centers known by PWD

Answers Yes/No	Frequency	Percent	Valid Percent
Yes	28	46.7	56.0
No	22	36.7	44.0
Total	50	83.3	100.0

According to the data collected, 56% of the sample group affirmed that there are training centers available for their kind of disability.

Table 5.2: Sufficiency of training centers

Answers	Frequency	Percent	Valid Percent
Enough	-	-	-
Not Enough	42	70	100.0
Total	42	70	100.0

Though 56% of the respondents affirmed the availability of training centers, 100% of the sample responded that the available training centers are insufficient.

4.2 DISCUSSION OF THE RESULT OF THE STUDY

Disability and persons with disabilities exist through out the history of mankind regardless of the developmental status of societies and cultures. Disability and persons with disabilities are recorded in various literatures of the antiquity. People living with disabilities in Sparta, Greece were exposed to execution based on the belief that they are worthless members of the society existing only to consume society's resources. (Cited in Mikre, 2000). Likewise, it is indicated in the Bible (2 SAMUEL, Ch.5, vs6) that people living with disabilities are worthless and incapable of doing anything.

Literature on the etiology of disability show that factors that causes impairment may affect an individual right from the period of conception (Hallahan, 1979). Congenital and postnatal causal factors among many include malnutrition, accidents, and infectious and non-infectious diseases. (UNESCO, 1995). Hence, one could see that disability in its congenital and acquired form affects a person irrespective of his/her race, nationality, color, social, economic status, sex etc.

Besides basic physical, sensory and intellectual impairments a person is living with, socio-cultural, economic, philosophical, religious, etc., environments impose different types of disability/handicap. In other parlance, people with impairments are denied to

actualize their potentials owing to societal erroneous outlooks such as fear, ignorance, neglect, and superstition.

Despite the developmental level of countries, persons with disability face difficulty in securing job and suffer discrimination. (Mikre, 2000). Data (RI, 1989) show that the number of people with disabilities is on the increase globally. At the present time the world population of people with disabilities is estimated to be above 600 million. Out of this population about 480 million (80%) are believed to live in the developing countries and out of these 70 per cent are in the rural areas which have a relatively low social services.

According to literature (RI, 1989) at least one person out of ten suffers from sensory, mental or physical impairment. People living with disabilities are exposed to various forms of injustices and inequalities. (United Nations, 1993). Among the information provided by non-governmental organizations was a document prepared by the World Veterans Federation listing the areas or spheres in which disabled persons find themselves at a distinct disadvantage. They are; Education, employment, transport, housing, buildings in general.

The scope of this study, however, is limited to the difficulty of securing employment and discrimination at work place for people with disabilities. As indicated in chapter two, the statements of the problem of the study are:

- A *Are there difficulties in securing job for persons with disability related to the disability? What specific difficulties are encountered in securing job?*
- B *Is there discrimination against the disabled at work place related to the disability? What specific discriminatory instances are encountered at work place?*
- C *Is there a difference by male and female persons with disabilities in securing employment and discrimination at workplace?*
- D *Is there a difference in securing employment and discrimination across the disability groups?*
- E *Are there facilities for persons with disability that focus on assisting in securing job and developing their career?*

Accordingly, the first statement of the study focused on assessing the prevalence of **difficulties in securing job** for persons with disability in Ethiopia. Furthermore, it attempts to identify the **specific difficulties people with disabilities encounter in securing job**.

Different studies and surveys show that people with disabilities are exposed to difficulties in securing jobs. For instance, the OPCS surveys (Martin and Whites, 1988) comparing the work status of people with disabilities with the general population indicated "...only a minority of the disabled adults are working compared with the total population..." Similarly, statistical data compiled in Europe show that "approximately 30 million or one in ten Europeans are disabled in the sense that they are restricted in or unable to perform an activity or function considered normal for a human being because of physical, sensory, mental or psychological impairment". (European Communities (EC), 1993).

In the same line of inquiry, this study has found out that persons with disability living in Ethiopia face difficulty in securing job. Among the subjects of the study 76.6% indicated that there is difficulty in securing job.

Findings on difficulties in securing jobs show that people with disability suffer from various forms of injustices. Weiss (Weiss, 1974) in an attempt to identify the basic problems faced by disabled persons in attempting to get employment has found out that there are five basic categories. Primarily, he indicated that disabled persons are expected to overcome "**physical ad vocational obstacles**" that they face during rehabilitation and training. Secondly, he pointed out that disabled persons are exposed to the hindrance in "**architectural design and transportation systems**". Third, the human factor, namely, "**resistance by employers to hire persons with disabilities**" he indicated is one factor. Fourth, Weiss stressed that the fact that "**disabled job-seekers experience self doubt as a product of previous prejudices**" work against themselves in securing employment. Finally, persons with disabilities are expected to "master the tests created by inflexible medical examinations, which many employers use without questioning their value and utility" posing a barricade that they could hardly bypass in securing a job which they could have fit into successfully.

An examination in to the findings of this study shows that persons encounter similar

types of difficulties with disability living in Ethiopia.

Accordingly, the data show that, the primary problem, as perceived by the persons with disability themselves, is the ***negative attitude of employers towards persons with disability***. Hence, it was noted by the great majority of the respondents (93.5%) that low attitude of employers towards persons with disability as the major difficulty faced in employment application process.

In a focus group discussion that was conducted to collect data on the overall and common problems in securing job among persons with disability, employers' negative attitude was found to be the major problem. The participants in the focus group discussion pointed out that, "...in most cases people with disability are denied jobs because their disability is identified early in the application process and that fact taints the perception of the employers towards the job-seeker.

The next most emphasized problem identified by the study subjects was ***vacancy requirements that exclude persons with disability***. Hence, 70% of the subjects indicated that employers explicitly demand that their employees are free of disabilities with the prejudice that disabled employees would find it difficult to meet the responsibility given to them.

The focus discussion held with person with disabilities again confirmed this finding.

Accordingly, the participants pointed out that vacancies in most cases require health related information or medical examinations as a precondition in the application process irrespective. Doyle (1995) also found out that despite their widespread use, pre-employment medical examinations can be grossly inaccurate in attempting to screen persons with disability. It is usually misused to disqualify people with disability from the process of application.

The third factor that makes securing job difficult for persons with disabilities is the availability of **information on vacancy**. The majority of the subjects (63%) made it a point of emphasis that they could not access to information on vacancies. It should be noted here that out of these respondents 73.3% were blinds owing to the fact that most vacancy announcements are released on printed media. The fact that vacancies are in most cases posted and are not announced by the available auditory medias makes the problem more difficult for all persons with disability and especially for blind people seeking job.

The fourth factor is the issuance of **organizational rules and regulations that exclude persons with disabilities**. Though various international conventions, such as articles 55 and 56 of the Charter of the United Nations – which refer to the fact that all Member States have undertaken to promote “higher standards of living, full employment, and conditions of economic and social progress and development”, and the national laws including the Constitution and the Development and Social and

Welfare Policy clearly indicate that persons with disabilities are **entitled to equal opportunity to employment**, some organizations have developed internal employment rules and regulations that exclude persons with disabilities.

This problem was identified by the majority of the respondents (63%) as one of the major problems that cast out persons with disability from enjoying their lawful right in securing employment.

In summary, four major problems have been identified by the respondents as specific problems encountered by persons with disability in securing employment:

- negative attitude of employers towards persons with disability.
- vacancy requirements that exclude persons with disability.
- information of vacancy
- organizational rules and regulations that exclude persons with disabilities.

The second statement of the study focused on assessing the prevalence of **discrimination against the disabled at work place related to the disability**. Coupled with the prevalence of discrimination, it attempts to identify the **specific discriminatory instances are encountered at work place**.

Available literature on discrimination at work place for people with disabilities indicates that different writers use different patterns of categories. In this study the researcher used one of these where discrimination is categorized as direct and indirect.

The expression 'direct discrimination' refers to a condition where a person with a disability is treated "less favorably" than another person with no evident disability. (Doyle, 1995). Hence, in direct discrimination, a person with disability is denied off the treatment that goes to all.

On the other hand "indirect discrimination" is a form where a person with disability demands a special treatment owing to his/her condition and is denied. In indirect discrimination people with disabilities are robbed off the opportunity to optimally use their potentials due to the unwillingness of their employers to support them through enriching their working environments.

In this line of categorization, the researcher has been able to find out that there are both direct and indirect discriminations in work place against persons with disabilities. Accordingly, the respondents have identified two direct and four indirect discriminatory instances.

The first direct discrimination identified by the study subjects is the **social exclusion and out casting** by colleagues. Accordingly, the majority of the respondents (76.4%)

indicated that fellow workers find it difficult to mingle and socialize with a person with disability owing to their strong held bias and negative attitude.

This is strongly supported by available literature. It is indicated in a study (Mikre 2000) that this kind of discriminatory instance occurs as a result of fear, ignorance, neglect and mostly in our case superstitious thinking.

This finding was further supported by the focus group discussion held with persons with disabilities. According, from the output of the focus group discussion, the researcher was able to learn that a social exclusion is a common phenomenon at the work place.

The second form of direct discrimination identified by the respondents is the disallowing of **salary increment** to employees with disability. Thus, the majority of the respondents (70.6%) pointed out that employers ban salary increment that rightfully should go to disabled employees.

The persons with disability participated in the focus group discussion expressed their belief that their rightful two years increment of salary is not given to them on time, owing to their disability. And a person with disability is forced to fight for a salary increment, which is legally his/hers.

The other type of discrimination identified is indirect in its nature – ***lack of convenient working environment***. Here, the majority of the respondents (97.1%) pointed to the fact that persons with various forms of disabilities need special office setups and equipments, which is imperative, their efficiency and productivity. However, as indicated by the respondents, employers' lack the awareness and negative attitude and possible lack of resources creates a situation where persons with disabilities are forced to work in inconvenient office places.

Apart from the inconvenient pedestrian walk and transport systems to work places, persons with disability must also overcome the barrier presented in architectural designs of office buildings in order to prove their efficiency. During the study it was observed that most offices are built in such a way that it is difficult for persons with disability to move from place to place or from one office to the other easily.

The second indirect discriminatory instance is lack of ***opportunity for further education***. More than six respondents out of ten (61.8%) indicated that employees with disabilities are not denied to further their education and upgrade their skill.

Similarly, it was brought up to light by the participants of the focus group discussion that while on job trainings are rare as they come they are hardly accessible to persons with disabilities.

The third indirect discrimination perpetuated against persons with disabilities is **prohibition of promotion**. The majority of the respondents (58.8%) pointed out that irrespective of the effectiveness and efficiency of an employee with disability promotions are rare to come.

The fourth indirect discriminatory instance identified by the respondents is **lack of working materials**. Persons with disabilities, owing to their disabilities, need specific office equipments, furniture and office materials. However, according to the data collected from the respondents 55.9% most work places are in no condition to fulfill this demand.

The third statement of the study attempts to find out if there is a **difference by male and female persons with disabilities in securing employment and discrimination at workplace**.

In his statement two basic questions are treated, namely, the group differences between male and female persons with disability in **employment and discrimination**.

Disabled women represent 49.5% (CSA, 1994) of the total persons with disability population in Ethiopia. Women in Ethiopia suffer from multidimensional inequalities and discriminations. As to the employment opportunity, available literature indicate that women in general face many difficulties, not the least of which is the narrow range of occupations, which are open to most of them. If a woman has a handicap or

disability to contend with, even greater difficulties are encountered. (Hunt & Berkewitz, 1996).

According to the result found in this study, being a female disabled person makes securing employment more difficult than male. In this regard, a one-way analysis of variance was run to find out if there exist a significant difference between male and female persons with disabilities in securing employment. Accordingly, the results show that there is statistically significant difference ($\alpha = 0.05$). This shows that female persons with disability face more difficulty in securing employment than their male counterparts.

Similarly, a one-way analysis of variance was run to find out if there is a significant difference across the sexes has shown that there is no statistically significant difference ($\alpha = 0.05$) in discrimination due to sex difference.

The fourth statement of the study attempts to find out if there is a **difference in securing employment and discrimination across the disability groups?**

In his statement two basic questions are treated, namely, the group differences between blind and physically disordered persons in **employment** and **discrimination**.

Though there isn't any empirical evidence with regards to the difference in securing employment and discrimination across the disability groups, an effort was made to see if there is a more vulnerable kind of disability in both issues (securing employment and

discrimination) in this study.

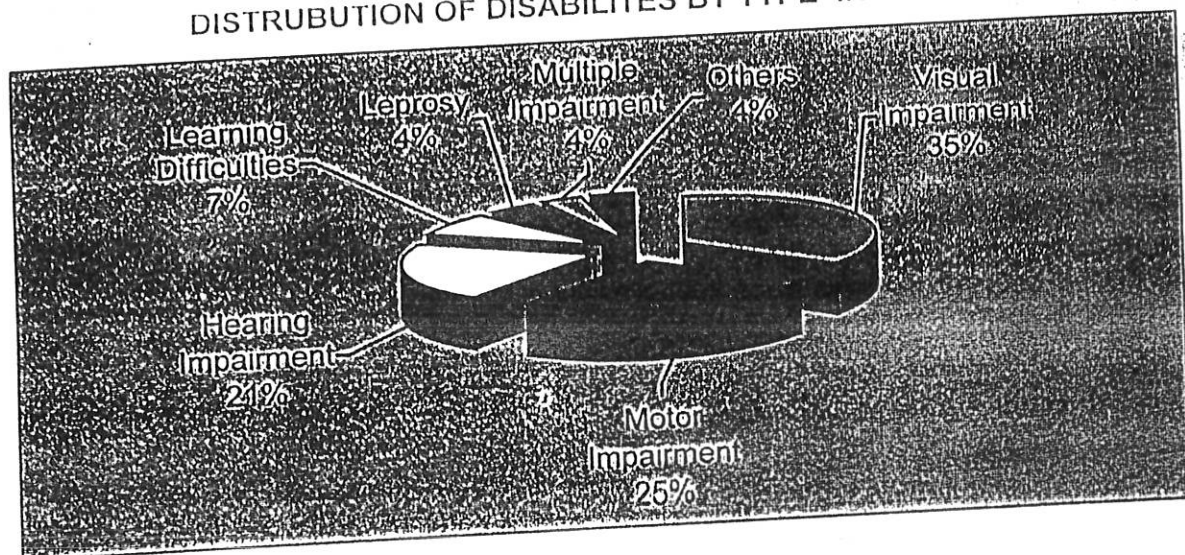
The one-way analysis of Variance was computed for the disability groups. Accordingly, there was no statistically significant difference between the disability groups both in securing employment and discrimination, respectively at ($\alpha = 0.05$). This shows that no disability group in particular is vulnerable to facing difficulty in securing employment and/or discrimination.

The fifth statement of the study is a document analysis that was done to see if there are facilities for persons with disability that focus on assisting in securing and developing their career?

The census (CSA, 1994) indicate that out of the total disabled population 32.27% are visually impaired; 23.18% are persons with mobility impairment 19.17% are persons with speech and hearing impairment; 6.48% are persons with learning difficulties; 3.47% are impaired by leprosy; 3.21% are affected by multiple impairment and others amount to 3.22%. 168,658 persons with different disabilities are living in the cities and the rest 823,259 are residing in the rural areas through out the country.

Fig. 1

DISTRUBUTION OF DISABILITES BY TYPE IN ETHIOPIA



Focusing on the Ethiopian experience we are able to identify two major approaches of service provision; namely the institutional based and the newly emerging community based services. These services are provided by governmental and non-governmental organizations.

Missionaries are said to be the pioneer of the institutionalized provisions of services. The early expressed intervention by the government towards the welfare of persons with disability in Ethiopia was the establishment of Haileselassie 1st Foundation by General Notice No. 253/1959, and Rehabilitation Agency by Order No 70/1971. Both institutions underline that one of their objectives of their existence is to rehabilitate disabled individuals. For instance the preamble of the Foundation's charter states "whereas it is our desire to establish a foundation which by its assistance to the young, the aged, the ill, the infirm, those standing in the need of physical or moral rehabilitation...". The rehabilitation agency, which was the prime governmental organizations of the above-mentioned objective, is dissolute following the present federal government structure. Today regional governments, with their limited professionals, resources, awareness and experience are responsible of rehabilitation of persons with disabilities at operational level. Accordingly institutions run by the agency are transferred to Regional and Addis Ababa city Governments.

At the central government level Ministry of Labor and Social Affairs has the duty to “study and, in cooperation with the appropriate organs, ensure the implementation of ways and means of providing assistance to the aged and the disabled as well as the rehabilitation of persons with disabilities” by proclamation No. 4/1995 article 20(10)

See annex for the table that can give the general picture of provisions of services to persons with disability in Ethiopia.

The following table indicates the availability of different services and training for persons with disability in Ethiopia

No	Type of Disability	Treatment Centers	Basic Skill Training	Sheltered Workshop	Orthopedic Workshops	Training Centers	Shelters	Beneficiaries	Ur	Ru
1	Motor disorder	5	-	-	4	2	-	5890	9	2
2	Hearing impairment	-	-	3	-	-	-	14	3	-
3	Visual impairment	-	1	6	-	1	-	401	8	-
4	Intellectual disability	-	3	-	-	-	4	637	5	1
5	Motor, visual and hearing	-	1	9	-	-	-	1671	10	1
6	Leprosy	2	-	12	5	2	-	1625	13	8
	Total	7	3	30	9	5	4	10138	47	11

Source: Dr. Tirusew Tefera, *the Participation of Persons with Disabilities in Ethiopia*, *Eth. Journal of*

Development, Vol 15, No 1, April 1993

As indicated above there exists diversified pre, peri and postnatal disabling factors and absence of early primary and secondary prophylaxis in the country at large has brought a phenomenal increase and the problem still remains to be a big challenge for the country. It is necessary here to note that the services are out of reach to the majority of the persons with disability though much has been done in this line of endeavor i.e., prevention treatment and rehabilitation.

Generally, compared to the prevalence of disability related problems in Ethiopia and specific problems encountered in the process of securing employment it is logical to conclude the provision of services are far from being adequate.

CHAPTER FIVE

CONCLUSION AND RECOMMENDATION

5.1 CONCLUSION

It is evident that disability produces vulnerability and marginality in all aspects of the daily tableau of persons with disabilities often resulting in multiple 'handicaps' as the effects of disability are felt directly in the medical and health dimensions, and then indirectly in the present context, in competitive employment.

As seen in this study also, persons with disability face difficulty in securing employment due to their disability and it was perceived that the crucial cause of facing difficulty in securing job is employer attitudes and stereotyped prejudices. Discrimination against persons with disability often takes the form of prejudice. Prejudice feeds the stereotypical, stigmatized view of persons with disability, exaggerates the negative connotations of impairment and excludes or devalues other measures of social worth or attributes. The view of disabled persons as lesser individuals poisons their chances of full participation in employment opportunities.

A fundamental point here is that the source of obstacles and difficulties, that is, what actually handicaps a person, cannot be determined by describing the disability alone (Tirusew, 1994). Thus, although the disability itself may also contribute to difficulty in goal achievement, attitudinal, legal, architectural and other social barriers are handicapping. Every individual needs respect and encouragement; the presence of a disability no matter how severe does not alter these fundamental rights.

The exclusion of people with disability from employment possibilities as well as other social services is a violation of the basic human right of the person with disability. For

instance, the exclusion of a person with disability from employment, irrespective of whether a particular job can be handled effectively by him or her is a mere reflection of the deep rooted social bias.

Furthermore, it was evident in this study that unlike the able bodied many persons with disability do not have access to the various public services rendered in the country. Among others the information system is pertinent, that is, because of absence of interpreting service the non-visuals do not benefit from TV broadcast, newspapers as well as reference materials for they are all prepared in black print.

Unlike the literature, it was indicated in this study, that education or skill training is not a factor for unequal opportunity of employment and discrimination. This could be as a result of the limited scope of the study. However, it is obvious that even those who are qualified face difficulty in the application process of securing job and also after that discrimination at work place.

Thus the major points to conclude are:

1 persons with disability living in Ethiopia face difficulty in securing job. Accordingly, the major problems encountered are

- Negative attitudes of employers;
- Vacancy requirements that excludes persons with disability;
- Inaccessibility of information on vacancy; and
- Organizational rules and regulations that exclude persons with disability.

2 employed persons with disability face discrimination at work place. The specific discriminatory instances are

- Social exclusion and out casting;
- Salary increment;
- Lack of convenient working environment;
- Lack of opportunity for further education;
- Prohibition of promotion; and
- Lack of working materials.

3. it was indicated that there is a difference in securing employment by male and female persons with disability, that is, being female and disabled makes employment more difficult to achieve. However, there is no difference in being discriminated due to sex and disability type.
4. The services that are available for persons with disability are far from being adequate and out of reach.

5.2 RECOMMENDATION

In light of the results found in this study the following long term and short term recommendations are made: -

Long-term

- Despite the many actions undertaken throughout and the valuable results that have been achieved for persons with disability in many respects, persons with disability still face difficulty related to securing job. Thus, there should be a specific governmental body in charge of monitoring respect for the human rights of persons with disability and acting, whether confidentially or publicly, when particular violations occur especially at work place.

Short-term

- Awareness raising programs should be carried out from time to time that could help the society learn more about the abilities of persons with disability.
- Further study should be carried out regarding the education of persons with disabilities in relation to specific skill training or type of education they need to be able to become independent citizens.
- Further study is also necessary in the problems encountered related to securing job with all the prevalent types of disability groups and with a large frame of sample group.

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ANNEX – 1 TABLE OF AVAILABLE SERVICES IN ETHIOPIA

ORGANIZATION	BENEFICIARY	TYPE OF SERVICES	SOURCES OF FUND
Ethiopian National Association of the Deaf (ENAD)	Auditory	Advocacy	ENAD
*Alpha School for the Deaf	Auditory	Academic education up to grade 8	Ministry of Education
*Mekanisa School for the Deaf	Auditory	Academic education up to grade 6	Church of Christ Mission
*Entoto Technical and Vocational Secondary	Auditory	Integrated vocational Education	Ministry of Education
School: Special Unit for the Deaf			
*Yekatit 23 School: Special Unit for the Deaf	Auditory	Integrated academic education up to grade 4	Ministry of Education
*Menilik II Primary and Junior High School: Special Unit for the Deaf	Auditory	Integrated academic education	Ministry of Education
*Ceniteria School For Deaf Children	Auditory	Academic education up to grade 5	Church of Christ Mission
*Mazoria School for the Deaf	Auditory	Academic education up to grade 6	Church of Christ Mission
*Hosahna School for the Deaf	Auditory	Academic education up to grade 6	Ethiopian Evangelical Church Mekane Yesus
*Alka Kidane wold Primary and Junior High school:Special Unit	Auditory	Integrated academic education	Ministry of Education
*Harar Special School for the Deaf	Auditory	Academic education up to grade 4	African outreach in Ethiopia
*Ethiopian Evangelical Church: Project of Mentally Retarded	Mental Retardation	Development of Self-help skills/nutritional/family counseling/vocational training	Ethiopian Evangelical Church Mekane Yesus
*Missionaries of Charity (Brothers)	Mental and Motor	Shelter/food/medical	Missionaries of Charity (Brothers)/Voluntary Organizations/
*Missionaries of Charity (Sisters): Home for Peace.	Mental and Motor	Shelter/food/medical	Missionaries of Charity (Sisters)/Voluntary Organizations/
*Kokebe Tsebah Comprehensive Secondary School: Special Unit for Mentally Retarded	Mental, Epilepsy and Lingual	Development of Self-help skills	Ministry of Education
*Yekatit 23 School: Special Unit for the Mentally Retarded	Mental and Motor	Development of self help skills	Ministry of Education
*Integrated Holistic Approach urban	Mental Retarded	Development of self help skills/nutritional/medical	Voluntary Organizations

Development project: Special Unit for the Mentally Retarded			
*Missionaries of Charity (Sisters)	Mental and Motor	Shelter/food/medical	Missionaries of Charity (Sisters) /voluntary Organizations
*Childrens' Amba" Special Unit for the Mentally Retarded-Zewal	Mental Retardation	Development of Self-help skills	Ministry of Labor and Social Affairs.
*Prosthetics, Orthotics Center	Motor	Production of Prostheses and Orthotics /Physiotherapy/electrotherapy/massage/gait training/physical exercise/self reliance credit scheme for family of children WDs, assistivedevices, prevention of disability	Self-supporting/Board
*Rehabilitation Agency		Initiate project, runs various vocational training and production centers, and coordinates the services, and coordinates the services of the non governmental organizations pertaining to the handicapped	
Ministry of Education: Department of Pre-school, Special Education and Primary Education		The special education unit is primarily responsible or running governmental special and integrated schools for the handicapped in the country	
Ethiopian National Association of the Physically Handicapped	Motor	Advocacy, Supportive devices	Different NGOs
Ethiopian National Association of Ex-Leprosy Patients	Ex-Leprosy Patients and Disabled	Advocacy, Credit scheme	Different Gos and NGOs
Support Organization for the Mentally Handicapped	Learning difficulties (Mental Retardation)	Counseling, Advocacy, Vocational Training	Different Gos and NGOs
Rehabilitation and Development Organization	Cross-Disability	Supportive Devices, Phusiotherapy	Different NGOs
Help for Persons with Disabilities Organization	Cross-Disability	Advocacy, Rehabilitation	Mainly Different NGOs
Voluntary Counsel for the Handicapped	Cross-Disability, Family of PWDs	Vocational Training, Rehabilitation, Supporting Devices, Community Health Education, Early Childhood Development	Mainly Different NGOs
Cheshire-CBR	Cross-Disability (Children)	Rehabilitation, Supporting Device, Credit scheme for the family of children WDs	CBM
Handicap	NGOs working	Funding and Training	HI Head quarter, UNHCR,

International (HI)	for PWDs and Organizations of PWDs		EU
Macot – Advocacy and Service Organization for the Handicapped	Cross-Disability	Advocacy, Rehabilitation	Different NGOs
Handicap National Action for Children WDs	Cross-Disability	Advocacy, Rehabilitation	Different NGOs
Land Mine survivals Network	Cross-Disability caused by Mines, Limb loss	Advocacy, peer support and counseling direct assistance, Rehabilitative services	International Aid
Ethiopian federation of Persons with Disabilities	Cross-Disability, Associations of PWDs	Advocacy, Rehabilitation	Gos and NGOs
Grare Bet Le Dkuman	Cross-Disability	Rehabilitation, Supportive Devices	NGOs
Cheshire Foundation	Cross-Disability, Family of Children with Disabilities	Rehabilitation, Food and Educational Support, Skill training program for physiotherapists	NGOs
Terre des homme Netherlands:	Motor (amputee, polio, cerebral palsy, etc.	Temporary shelter, food and medical service	Terre des homme Netherlands
Black Lion Hospital: Department of Physiotherapy	Motor (oar victims, back injuries, joint diseases and others)	Physiotherapy, electrotherapy, hydrotherapy, massage and family advise	Ministry of Health
Armed force-General Hospital: Department of Physiotherapy	Motor (mainly war victims)	Electrotherapy (physical exercise)	Ministry of defence
All Africa Leprosy and Rehabilitation Training Center (ALERT)	Motor (mainly leprosy patients)	Surgical, (physiotherapy) psycho-social rehabilitation occupational therapy, chemotherapy, health education and vocational rehabilitation	ALERT, Ministry of Health
Addis Ababa Receiving, Training and Placement Center	Motor (Leprosy cases)	Vocational Training	Rehabilitation Agency
Boys' Hostel	Motor	Residential for High School Boys	Rehabilitation Agency
Addis Household and Office Furniture Enterprise	Motor	Production	Rehabilitation Agency
Cheshire Home for the Physically Handicapped	Motor (Mainly paralytic polio cases)	Physiotherapy, medical, fittings, integrated academic education for the inmates in ordinary school childcare	Voluntary organization (coordinated by board)
Hero Center	Motor and Sensory (War Victims)	Medical/vocational education/ Psychosocial rehabilitation, orthopedic workshop	Council of Ministers
Siag Meda Receiving, Training	Motor, Sensory and Mental	Academic and vocational education	Rehabilitation Agency

and placement Center			
Shashemene Receiving, Training and Placement Center	Motor (Leprosy cases)	Agricultural	Rehabilitation Agency
Home for the Physically handicapped	Motor (mainly paralytic polio cases)	Surgical /physiotherapy/ Occupational therapy, integrated academic education	Ethiopian Catholic Church
Nazareth Garment factory	Motor	Vocational training /production	Rehabilitation Agency
Home for the physically Handicapped – Asela	Motor	Phusiotherapy /Vocational training/ occupational therapy/ integrated academic education	Ethiopian Catholic Church
Addis Hiwot Project	Motor (Leprosy cases)	Agricultural	Rehabilitation Agency
*Gonder Receiving and Training Center	Motor	Vocational training	Rehabilitation Agency
*Tigray Receiving, Training and Placement Center	Motor	Vocational Training	Rehabilitation
*Arbaminch Catholic Church Handicapped program	Motor (polio, club foot, cerebral palsy and other)	Medical /orthoses fittings / vocational training	Catholic Mission
*Ethiopia National Association of the Blind (ENAB)	Visual impairment	Advocacy for the well-being of the visually handicapped/ Braille transcription/ mobility training/ financial back-up support or visually handicapped students at college and university/ administering and monitoring all the activities o the association in collaboration with christstoffel Blinden Mission (CBM)	ENAB/CBM
*(ENAB) Addis Ababa Production Center No. 1	Visual impairment	Production	ENAB/CBM
*(ENAB) Addis Ababa Production center No.2	Visual Impairment	Production	ENAB/CBM
*Sebeta School for the Blind	Visual Impairment	Academic education up to grade 6	Ministry of Education
*Shashemene Catholic School For the Blind	Visual Impairment	Preschool program/academic education up to grade 6 /resource center/ community based program for the prevention of blindness /vocational training/ assessment/ agricultural	Ethiopian Catholic Church
*Wolayita Soddo Education and production Center	Visual Impairment	Academic Education up to grade 6 production/ agriculture	ENAB and CBM
*Bako Vocational	Visual	Academic and Vocational Education	ENAB/CBM

School and production Center	Impairment	up to grade 6	
*Gimbi School For the Blind	Visual Impairment	Academic Education up to grade 6	Ethiopian Evangelical Church Makane yesus
*Misrach Training and Rehabilitation Center	Auditory, Mental, Visual and Motor	Vocational training /production	Swiss Evangelical Mission
*Eastern Shoa Community Rehabilitation Project	Auditory, Mental, Visual and Motor	Vocational training/ orthoses and prostheses production/	Rehabilitation Agency /ILO/ /UNDP
*Arsi Community Rehabilitation Project	Auditory, Mental, Visual and Motor	Rehabilitation	Rehabilitation Agency /ILO/ /UNDP/
*United Abilities	Auditory, Motor and visual	Production (battery and	Ministry of industry
*Ethiopian National Association of the Deaf (ENAD)	Auditory	Advocacy	ENAD
*Alpha School for the Deaf	Auditory	Academic education up to grade 8	Ministry of Education
*Mekanisa School for the Deaf	Auditory	Academic education up to grade 6	Church of Christ Mission
*Entoto Technical and Vocational Secondary	Auditory	Integrated vocational Education	Ministry of Education

2.5 የሰራ እድልን ለማግኘት በአካል ጉዳተኝነት ጋር በተያያዘ ያጋጠሞት ችግር አለ?

አለ _____ የለም _____

2.6 ለጥያቄ ቁጥር 2.5 መልስዎ "አለ" ከሆነ እንደመጠነ ይገለጹ.

ተ.ቁ	የችግሩ ዓይነት	ምንም	በጥቂቱ	መካከለኛ	በጣም	እጅግ በጣም
1	በአካል ጉዳተኝነቱ ምክንያት በቂ የትምህርት ደረጃ ስለሌለኝ					
2	በአካል ጉዳተኝነቱ ምክንያት በቂ የሙያ ስልጠና ስልጠና ስለሌለኝ					
3	ክፍት የሰራ ቦታ በሚኖርበት ጊዜ መረጃ የማግኘት ችግር ስለሌለኝ					
4	በመሰሪያ ጤቶች ውስጥ ያሉ የአካል ጉዳተኞችን የማያሳትፉ የቅጥር ደንቦች (መመሪያዎች)					
5	የሚወጡ ክፍት የሰራ ቦታዎች ላይ የሚጠየቁ መሰረሮች የአካል ጉዳተኞችን የማያሳትፉ መሆን					
6	የቀጣሪዎች ለአካል ጉዳተኛ ያላቸው አመለካከት ማንስ					
7	የቅጥር ፈተኞች ለአካል ጉዳተኛ አለመመቻት					
8						
9						
10						

2.7 ለጥያቄ ቁጥር 2.5 መልስዎ "የለም" ከሆነ በአካል ጉዳተኝነት ጋር በተያያዘ ጥሩ አመለካከት (አርዳታ) ተደርጎልኛል የሚሉትን ይግለጹ።

2.8 አሁን ለተቀጠሉት ስራ ክፍት የሰራ ቦታ መጥሩን መረጃ ከየት አገኙ?

- (ሀ) ከጋዜጣ (ለ) ከራዲዮ (ሐ) ከቴሌቪዥን
 (መ) ከገጽኛ (ሠ) ሌላ ካለ ይገለጹ _____

2.9 አሁን ያሉበትን ስራ ሲይዙ የቅጥሩ ሁኔታ በምን አይነት መልኩ የተካሄደ ነበር?

- (ሀ) በውድድር (ለ) በገል ማመልከቻ (ሐ) በምደባ
 (መ) በሌላ ካለ ይገለጹ _____

2.10 ከአካል ጉዳተኝነት ጋር በተያያዘ በስራዎ ላይ ያጋጠሞት አድልዎ ወይም ተገቢ ያልሆነ የአሰሪና ሰራተኛ ግንኙነት አለ?

አለ _____ የለም _____

2.11 ለጥያቄ ቁጥር 2.10 መልስዎ 'አለ' ከሆነ አይነቶቹን እንደመጠናቸው ይገለጹ።

ተ.ቁ	የትግሩ ዓይነት	ምንም	በጥቂቱ	መካከለኛ	በጣም	እጅግ በጣም
1	የስራ ዕድገት አለማግኘት					
2	የደግገዝ ጭማሪ አለማግኘት					
3	የትምህርት አድል አለማግኘት					
4	ዝውውር አለማግኘት					
5	የስራ ጫና					
6	ቦታው የሚያስገኘውን ጥቅም አለማግኘት					
7	የወሲብ ጥቃት					
8	ሀጫት					
9	በሰራተኛው ዘንድ መገለል					
10	ለስራ አስፈላጊ የሆኑ እቃዎች አለመሟላት					
11	የቢሮው ቦታና ሁኔታ አለመሰጠት					
12	በስራ ላይ የሚያመጡትን ሃሳብ መናቅ					

2.12 ለእርስዎ አይነት የአካል ጉዳተኛ የሙያ ስልጠና የሚሰጡ ተቋሞች አሉ?

አለ _____ የለም _____

2.13 ለጥያቄ ቁጥር 2.12 መልስዎ 'አለ' ከሆነ ተቋሞቹን ይጥቀሱ

- | | |
|---|---|
| 1 | 5 |
| 2 | 6 |
| 3 | 7 |
| 4 | 8 |

2.14 በጥያቄ ቁጥር 2.13 ላይ የጠቀሷቸው ተቋሞች በቂ ናቸው ይላሉ?
ናቸው _____ አይደሉም _____

2.15 ለጥያቄ ቁጥር 2.14 መልስዎ 'አይደሉም' ከሆነ ምን ዓይነት ተቋሞች (በልጠናዎች) ያስፈልጋሉ ይላሉ?

- | | | | |
|---|-------|---|-------|
| ሀ | _____ | መ | _____ |
| ለ | _____ | ሠ | _____ |
| ሐ | _____ | ረ | _____ |

2.16 ስለ አስሪና ሰራተኛ ደንብና መብት እንዲያውቁ የሚያስችሉት ጽሁፍ ወይም አጋጣሚ ተፈጥሮ ያውቃል?
ያውቃል _____ አያውቅም _____

2.17 ለጥያቄ ቁጥር 2.16 መልስዎ 'ያውቃል' ከሆነ ያገኙት ጽሁፍ ከየት እንደሆነ ወይም አጋጣሚው እንዴት እንደሆነ ይገለጹ።

2.18 በሰራዊት ላይ ከአካል ጉዳተኝነት ጋር በተያያዘ መጽልዎ በደርብዎ የህግ ምክር ወይም አገልግሎት ሊያገኝ የሚችልበት ቦታ አለ?

- | | | | |
|----|-------|-----|-------|
| አለ | _____ | የለም | _____ |
|----|-------|-----|-------|

2.19 ለጥያቄ ቁጥር 2.18 መልስዎ 'አለ' ከሆነ በቂ ነው ይላሉ?
በቂ ነው _____ በቂ አይደለም _____

2.20 ለጥያቄ ቁጥር 2.18 መልስዎ 'የለም' ከሆነ ምን በደረግ ይገላል ይላሉ?

Annex 3

Table 1.1 Difficulties in securing job.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	46	76.7	76.7	76.7
	No	14	23.3	23.3	100.0
	Total	60	100.0	100.0	

Among the persons with disability, that were included in the sample group, 76.7% said that there are difficulties in securing job because of the disability while 23.3% faced no problem in securing job.

Table 1.2 Specific difficulties encountered in securing job

The following tables show the frequency of each of the specific difficulties encountered in securing job,

Table 1.2a: Lack of education due to the disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	35	58.3	76.1	76.1
	Not Much	2	3.3	4.3	80.4
	Medium	1	1.7	2.2	82.6
	Much	8	13.3	17.4	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

76.1% of the respondents said that low educational level is not a factor for securing job.

Table 1.2b: Lack of skill training because of the disability

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	39	65.0	84.8	84.8
	Not Much	1	1.7	2.2	87.0
	Much	6	10.0	13.0	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

84.8% of the respondents said that lack of skill training is not a factor for having difficulty in securing job.

Table 1.2c: Lack of vacancy information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	17	28.3	37.0	37.0
	Not Much	4	6.7	8.7	45.7
	Medium	3	5.0	6.5	52.2
	Much	16	26.7	34.8	87.0
	Very Much	6	10.0	13.0	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

63% of the respondents have shown that availability of information for vacancy is a factor for difficulty in securing job.

Table 1.2d: Internal regulations of offices that exclude PWD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	17	28.3	37.0	37.0
	Not much	2	3.3	4.3	41.3
	Medium	1	1.7	2.2	43.5
	Much	15	25.0	32.6	76.1
	Very much	11	18.3	23.9	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

63% of respondents have said that internal regulations of offices affect the process of securing job.

Table 1.2e: Vacancy requirements that exclude PWD

		Frequency	Percent	Valid Percent	Cumulative Percent
	Never	14	23.3	30.4	30.4
	Not much	4	6.7	8.7	39.1
	Medium	1	1.7	2.2	41.3
	Much	15	25.0	32.6	73.9
	Total	46	76.7		
Total				100.0	

70% of respondents have said that vacancy requirements also affect persons with disabilities in securing job.

Table 1.2f: Low attitude of employers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	3	5.0	6.5	6.5
	Much	12	20.0	26.1	32.6
	Very Much	31	51.7	67.4	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

Low attitude of employers towards the persons with disability is found to be the most affecting factor in securing job as responded by 93.5% of the sample.

Table 1.2g: Inconveniency of employment exams

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	23	38.3	50.0	50.0
	Not much	2	3.3	4.3	54.3
	Medium	6	10.0	13.0	67.4
	Much	7	11.7	15.2	82.6
	Very Much	8	13.3	17.4	100.0
	Total	46	76.7	100.0	
Missing	System	14	23.3		
Total		60	100.0		

Equal valid percentage of respondents have said that inconveniency of employment exams have effect on securing job.

Table 2.1 Prevalence of discrimination at work place

		Frequency	Percent	Valid Percent	Cumulative percent
Valid	Yes	34	56.7	63.0	63.0
	No	20	33.3	37.0	100.0
	Total	54	90.0	100.0	
Missing System		6	10.0		
Total		60	100.0		

Regarding discrimination at work place 63% of the sample have responded that there is discrimination at work place.

Table 2.2 Specific discriminatory instances encountered at work place

The following tables show the frequency of the respondents in accordance with the specific discriminatory instances.

Table 2.2a: Prohibition of Promotion

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	14	23.3	41.2	41.2
	Medium	4	6.7	11.8	52.9
	Much	13	21.7	38.2	91.2
	Very Much	3	5.0	8.8	100.0
	Total	34	56.7	100.0	
Missing System		26	43.3		
Total		60	100.0		

With regard to prohibition of promotion 58.8% of the sample responded that it is one of the discriminatory instances they face at work place.

Table 2.2b: Prohibition of Salary Increment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	10	16.7	29.4	29.4
	Not Much	4	6.7	11.8	41.2
	Medium	5	8.3	14.7	55.9
	Much	13	21.7	38.2	94.1
	Very Much	2	3.3	5.9	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

70.6% of the sample responded that increment of salary is also one of the discriminatory instances faced at work place.

Table 2.2c: Lack of opportunity for further education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	13	21.7	38.2	38.2
	Not Much	4	6.7	11.8	50.0
	Medium	5	8.3	14.7	64.7
	Much	8	13.3	23.5	88.2
	Very Much	4	6.7	11.8	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

With regard to lack of opportunity for further education 61.8% of the sample believed that it is among the discriminatory instances that are faced at work place.

Table 2.2d: Prohibition of change of position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	27	45.0	79.4	79.4
	Not Much	1	1.7	2.9	82.4
	Medium	2	3.3	5.9	88.2
	Much	4	6.7	11.8	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

79.4% of the respondents believed that prohibition of change of position is not among the discriminatory instances faced at work place.

Table 2.2e: Work overload

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	33	55.0	97.1	97.1
	Very Much	1	1.7	2.9	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

97.1% of the samples responded that exploitation in work overload is not included in the discriminatory instances faced at work place.

Table 2.2f: Prohibition of position privileges

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	22	36.7	64.7	64.7
	Not Much	1	1.7	2.9	67.6
	Medium	1	1.7	2.9	70.6
	Much	6	10.0	17.6	88.2
	Very Much	4	6.7	11.8	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

64.7% of the sample responded that being prohibited of the privileges the position allows is not faced as a discriminatory instance at work place.

Table 2.2g: Sexual Abuse

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	34	56.7	100.0	100.0
Missing	System	26	43.3		
Total		60	100.0		

Regarding sexual abuse, there is no case reported as being a discriminatory instance faced at work place

Table 2.2h: Gossiping

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	26	43.3	76.5	76.5
	Not Much	5	8.3	14.7	91.2
	Medium	2	3.3	5.9	97.1
	Much	1	1.7	2.9	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

76.5% of the sample has never experienced gossiping as one of the discriminatory instance in the office

Table 2.2i: Out casting

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	8	13.3	23.5	23.5
	Not Much	8	13.3	23.5	47.1
	Medium	11	18.3	32.4	79.4
	Much	6	10.0	17.6	97.1
	Very Much	1	1.7	2.9	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

Being outcast by colleagues is reported to be one of the discriminatory instances faced at work place by 76.4% of the respondents.

Table 2.2j: Lack of working materials

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	15	25.0	44.1	44.1
	Not Much	4	6.7	11.8	55.9
	Medium	4	6.7	11.8	67.6
	Much	8	13.3	23.5	91.2
	Very Much	3	5.0	8.8	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

55.9% of respondents have found lack of working materials in the office to be one of the discriminatory instances.

Table 2.2k: Inconvenient office places

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	1	1.7	2.9	2.9
	Not Much	1	1.7	2.9	5.9
	Medium	4	6.7	11.8	17.6
	Much	19	31.7	55.9	73.5
	Very Much	9	15.0	26.5	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

The inconveniency of offices for persons with disability is reported to be one of the discriminatory instances by 97.1% of the respondents.

Table 2.2I: Ignorance of working ideas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	18	30.0	52.9	52.9
	Not Much	6	10.0	17.6	70.6
	Medium	7	11.7	20.6	91.2
	Much	3	5.0	8.8	100.0
	Total	34	56.7	100.0	
Missing	System	26	43.3		
Total		60	100.0		

52.9% of the samples have responded that they have never faced ignorance at work place because of their disability.

Table 3.1: Prevalence of difficulty in securing job by sex

Disability Type				SEX		Total
				Male	Female	
Blind	Are there difficulties in securing job	Yes	Count	7	15	22
			% within SEX	46.7%	100.0%	73.3%
	No	Count	8		8	
		% within SEX	53.3%		26.7%	
Total			Count	15	15	30
			% within SEX	100.0%	100.0%	100.0%
Physical Disorder	Are there difficulties in securing job?	Yes	Count	10	14	24
			% within SEX	66.7%	93.3%	80.0%
	No	Count	5	1	6	
		% within SEX	33.3%	6.7%	20.0%	
Total			Count	15	15	30
			% within SEX	100.0%	100.0%	100.0%

56.6% of male persons with disability and 96.6% female persons with disability reported difficulty in securing job.

Table 3.2a: Analysis of Variance between prevalence of discrimination across the sexes

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.405E-03	1	2.405E-03	.010	.921
Within Groups	12.725	53	.240		
Total	12.727	54			

Table 4.1: Difficulty in securing job by disability groups.

SEX			Disability Type		Total	
			Blind	Physical Disorder		
Male	Are there difficulties in securing job?	Yes	Count	7	10	17
			% within Disability Type	46.7%	66.7%	56.7%
		No	Count	8	5	13
			% within Disability Type	53.3%	33.3%	43.3%
Total			Count	15	15	30
			% within Disability Type	100.0%	100.0%	100.0%
Female	Are there difficulties in securing job?	Yes	Count	15	14	29
			% within Disability Type	100.0%	93.3%	96.7%
		No	Count		1	1
			% within Disability Type		6.7%	3.3%
Total			Count	15	15	30
			% within Disability Type	100.0%	100.0%	100.0%

80% and 73.3% of the samples with physical disorder and blind respectively have reported securing job to be difficult due to the disability.

Table 4.1a: One-way Analysis Of Variance between the disability types in facing difficulty in securing job

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.667E-02	1	6.667E-02	.362	.549
Within Groups	10.667	58	.184		
Total	10.733	59			

One-way Analysis Of Variance shows .549 significance for difficulty in securing job * Disability type.

Table 4.2: Prevalence of discrimination across the disability groups.

SEX	Is there discrimination at work place?			Disability Type		Total
				Blind	Physical Disorder	
Male	Yes	Count	10	8	18	
		% within Disability Type	66.7%	61.5%	64.3%	
	No	Count	5	5	10	
		% within Disability Type	33.3%	38.5%	35.7%	
Total		Count	15	13	28	
		% within Disability Type	100.0%	100.0%	100.0%	
Female	Yes	Count	11	6	17	
		% within Disability Type	73.3%	50.0%	63.0%	
	No	Count	4	6	10	
		% within Disability Type	26.7%	50.0%	37.0%	
Total		Count	15	12	27	
		% within Disability Type	100.0%	100.0%	100.0%	

46.7% and 70% of the sample with physical disorder and blind respectively have reported to face discrimination at work place.

Table 4.2a: One-way Analysis of Variance between disability types in the prevalence of discrimination at work place

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.267	1	.267	1.137	.291
Within Groups	12.460	53	.235		
Total	12.727	54			

One-way Analysis of Variance shows .291 significance for discrimination at work place * disability type.

Table 5.1: Frequency of available training centers.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	46.7	56.0	56.0
	No	22	36.7	44.0	100.0
	Total	50	83.3	100.0	
Missing	System	10	16.7		
Total		60	100.0		

Among the sample group taken 56% have responded that there are training centers that give services for persons with disability according to their disability.

Table 5.2: Sufficiency of training centers

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Enough	42	70.0	100.0	100.0
Missing	System	18	30.0		
Total		60	100.0		

There was no case reported that recognizes the training centers available to be enough.

I the undersigned, hereby declare that this thesis is my original work don under the guidance of Dr. Tirusew Tefera. All relevant sources used in this thesis are dully acknowledged.

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