



RESEARCH PAPER

Difficulties Faced by the Persons with Disabilities for Getting Employment

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ABSTRACT

The main objectives of the study were to identify the variables for the acceptance of disable persons in the community and to identify the difficulties faced by them for getting employment. The study makes aware the parents and the community members that they should not just keep in view their disabilities in spite of their abilities. The population of the study was the persons with disabilities from three main zones northern, central, and southern of Punjab. A well designed interview schedule was used to collect the data. The data was analyzed by Univariate, Bivariate and Multivariate testing. The study found that majority of respondents face prejudicial attitude of mistrust from family, they also face discrimination from employer and they face transport issues during travel. There is a dire need to create awareness and education for the acceptance of disable persons in the society. The Government also should take disciplinary actions against the employer who discriminate among persons with disabilities

Introduction

Almost all experts agreed with the phenomena that disability is more common in developing countries if we compare it with the developed nations. The main connection between it is vicious cycle of poverty because due to malnutrition, no medical access and psychological depression leads the persons towards the persons with disabilities (Yeo, R. & Moore, K. 2003). Social Adjustment is an attempt to cope with standards, values and needs of society as to be accepted. It can be defined as a psychological method adaptation of the person to the social atmosphere. Adjustment

could present itself by adopting the self to the atmosphere or by dynamic the atmosphere.

Social adjustment is necessary for the peaceful living in the society and the fulfillment of the standards, values and requirements of the society is called social adjustment. A person cannot live alone in this society. He needs the cooperation and the sharing of the members of the society because all the members in the society are dependent on each other. According to Plato "The man is a social animal". He cannot spend his life alone. Every person living in society has different qualities, different strengths and weaknesses. These persons with different characteristics try to adjust in the society with all their strengths and weaknesses. They follow the norms and values of the society to get acceptance in the society. The persons with disabilities are also a part of the society. They also want to achieve a level of acceptance in the society. But the normal member of the society and their stereotype attitude towards disability is problematic for the social adjustment of persons with disabilities.

Persons with Disabilities are also human beings and have the right to live like normal persons. But they are called special due to some disabilities in their lives. Even the employer who is disabled dealt with the discriminatory attitude in the workplace. He is forced to work on low rates because special persons do not work speedily, there is no accuracy in their work and they take more sick leaves (Jeziorna and Poland, 2003). Different NGOs and Government are working for the solution of the problems of persons with disabilities. The main objective is creating capabilities in the lives of persons with disabilities due to which they live an independent life. This independent living philosophy depends on the belief that persons with disabilities should integrate fully into society, have equal opportunities and maintain control over their lives. The persons with disabilities who have the right skills and resources they can live independently and can participate successfully in the community.

Negative myths which are already working in our society count a lot as a stereotype attitude towards Persons with disabilities. When the persons with disabilities try to play their role in the society then these prejudices can slow down the contribution of the Persons with Disabilities in the different areas of education, Vocation and Social context (Shapiro 2000). These are the not only barriers which create hurdles but there is a range of negative attitudes which create hindrance for them. Getting employment is very difficult for the persons with disabilities because they are double marginalized due to their disabilities and the problem of unemployment all over the world (Baldwin M and Johnson WG 1994). Therefore a study was conducted to analyze the situation.

Literature Review

Shapiro (2000) explains the negative myths which are already working in our society say a lot of stereotypical attitudes towards Persons with disabilities. When the persons with disabilities try to play their role in the society then these prejudices can slow down the contribution of the Persons With Disabilities in the different areas of

education, Vocation, employment and Social context. These are the not only barriers which create hurdles but there is a range of negative attitudes which create hindrance for them.

Kennedy *et al.*, (2001) describes that the negative attitude towards disability results in the rejection and preserves a higher level of social detachment to the Persons with Disabilities. These situations also count a lot in the workplace for the opportunities and dealings with the persons with disabilities. This situation create problem to get the job and they have to face discrimination at workplace. In spite of the legislation and rules passed in the USA the discriminatory attitude at the workplace has an adverse effect towards them In the context of employment outcomes.

Mont D (2004) says that social assistance in the society is very beneficial for the employment of persons with disabilities. Because when the persons with disabilities go for work they meet different types of persons who have different levels of thinking, this thing gives double benefit one they comes out from their disability and second is that they secure income for themselves. So these two benefits are very valuable for the positive changing in the lifestyle of persons with disabilities. In this way they also gain knowledge and become more perfect in their skills.

Deal (2006) elaborates in his Doctoral research that people with and without disabilities have the same attitude towards disability. Research shows that when positive scale is used then there comes a positive attitude towards disability over all. But if the attitude is negative towards anybody then the results become negative. So the people with disabilities who happily met with the other people who have disabilities then jointly obtained results in the most positive way and the attitude towards disability in the workplace became more positive from the persons with and without disabilities.

Mapuranga Barbra and Phillipa Mutswanga (2014) explain in their systematic study about the attitude of employers towards their co-workers who are persons with disabilities in Zimbabwe. In this qualitative study interview and observations of thirty respondents shows that the workers express that the persons with disabilities cannot assist and follow them in the work setting another reason is that due to slow motion work this thing remain costumers also away they respond that the persons with disabilities need complete supervision and recommend that they should assign appropriate and suitable tasks which fulfill their physical conditions. It is recommended for the persons with disabilities that there should be complete implementation of law which is made for the protection of persons with disabilities. The Ministry of labor should start some incentive packages for them. They should implement a quota system. Ministry should also implement law which protect persons with disabilities against discrimination and marginalize persons in the society.

Materials and Methods

The universe of the study was the persons with disabilities. The unit of the population was the persons with disabilities both male/female aged 5 to above 56 years. The sample was proportionately chosen from the three zones (Northern, Central and Southern) of Punjab, Pakistan. The respondents were selected from the list obtained from DHQ hospital of each district. A sample of 400 respondents was collected (120 respondents from Rawalpindi 180 respondents from Faisalabad and 100 respondents from Multan). The data was collected with the help of a well designed interview schedule. The questions were elaborated when needed. Probes are used during questions.

Uni-variate, Bivariate and multivariate techniques were used for the data analysis. Uni-variate analysis deals with the description of the respondents' social and economic conditions, variables for the acceptance of respondents in the community and challenges faced by them in the field of getting employment.

Bi-variate analysis deals with exploring the relationship among variables. It shows the relationship among various socio and economic conditions of the respondents and the challenges faced by them in the field of employment.

Results and Discussion

The descriptive results of the study are presented as under.

Table 1
Extent of Financial Constraints to Start Some Work or Business

Category	Frequency (f)	Percentage (%age)
To great extent	246	61.5
To some extent	123	30.75
Not at all	31	7.75
Total	400	100.0

Table 1 describes that large majority of respondents i.e. 61.5 percent face financial constraints to start some work or business to great extent, 30.75 percent face financial constraints to some extent while only 7.75 percent respondents did not face any financial constraints to start some work or business.

Table 2
Prejudice faced by the respondents with Normal Persons from Home in establishing any Business

Description of prejudices	Yes		No		Total	
	f	%	f	%	f	%
Preference	267	66.75	133	33.25	400	100.0
Lack of ability	283	70.75	117	29.25	400	100.0

Mistrust	273	68.25	127	31.75	400	100.0
Any other	187	46.75	213	53.25	400	100.0

Table 2 indicates the extent of responses that if the respondents had any prejudice with normal persons from home in establishing any business with the consideration of four descriptions. With the consideration of preference a large majority i.e 66.75 percent respondents face the problem of preference. With the reference of "Lack of ability" a huge majority i.e. 70.75 percent respondents face the prejudicial attitude as persons with disabilities had lack of ability to work from other family members. With the reference of "Mistrust" a great majority i.e. 68.25 percent respondents face prejudicial attitude of mistrust from other normal family members of home.

Boylan and Buchardt 2003 says that societal challenges are also the main constraints for the persons with disabilities in Australia. People with disabilities face higher levels of exclusion. Consumer did not satisfied to purchase goods and services produced and provided by the persons with disabilities

Table 3
Extent of Job Opportunities of Persons with Disabilities

Description	Agree		To some extent agree		Do not agree		Total	
	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%	<i>f</i>	%
Satisfied with opportunities	115	28.75	143	35.75	142	35.5	400	100.0
Shortage of opportunities	213	53.25	124	31	63	15.75	400	100.0
No opportunities	167	41.75	156	39	77	19.25	400	100.0
No proper guidance and counseling	187	46.75	144	36	69	17.25	400	100.0
Do not have ability to work	72	18	89	22.25	239	59.75	400	100.0

Table 3 explains the views about the work or job opportunities of persons with disabilities which are explained in five different descriptions. With the concern of "Satisfied with opportunities" 35.75 percent to some extent agreed with the statement satisfied with opportunities. With the concern of "Shortage of opportunities" more than half of the respondents' i.e.53.25 percent respondents agreed with the statement shortage of opportunities. With the concern of "No opportunities" majority 41.75 percent respondents agreed with the statement no opportunities. With the concern of "No proper guidance and counseling" majority 46.75 percent respondents agreed with the statement no proper guidance and counseling. With the concern of "Do not have ability to work" a majority i.e. 59.75 percent respondents did not agree with the statement not have ability to work.

Doyel , A . W (2002) says that Government services in developed nations are provided for the persons with disabilities but internal barriers are the main constraints in the support system by the Government.

Table 4
Discrimination of Employer towards respondents as Compare to Normal Workers

Category of response	Frequency (<i>f</i>)	Percentage (%age)
To great extent	173	43.25
To some extent	116	29
Not at all	111	27.75
Total	400	100.0

Table 4 shows that the majority of the respondents i.e. 43.25 percent respondents favored to great extent that their employer discriminated as compared to normal workers, 29 percent employer discriminated to some extent while 27.75 percent respondents did not agree with the statement that their employer discriminated as compared to normal workers. The study of Deane (2009) supports the results of the above table that a very small number of employers show readiness to accept persons with disability as employees. A great number of the employers directly discriminate against the subordination of persons with disability.

Table 5
Discrimination Faced by the Respondents at Work Place

Categories of Discrimination	Yes		No		Total	
	<i>f</i>	%	<i>f</i>	%	<i>F</i>	%
Burden of work	206	51.5	194	48.5	400	100.0
Low capability to work	247	61.75	153	38.25	400	100.0
Low salary	263	65.75	137	34.25	400	100.0
Any other	193	48.25	207	51.75	400	100.0

Table 5 depicts the response of the statement discrimination faced by the respondents at work place with regard to “burden of work” almost half of the respondents i.e.51.5 percent face the discrimination as respondents feel burden of work. With regard “Low capability to work” large majority of the respondents i.e.61.75 percent respondents face the discrimination at work place. With regard “Low salary” a great majority of the respondents’ i.e.65.75 percent face the discrimination of low salary.

Waghorn G and Lloyd C (2005) say that employers discriminate against persons with disabilities due to the misinterpretation of the idea about their abilities as they do not have ability to work. They gave them low salary due to this misconception and due to this reason they also do not want to take account of them in their labor force.

Table 6
Extent of Transport Issues to Move from Home to Workplace

Category of response	Frequency (f)	Percentage (%)
To great extent	257	64.25
To some extent	104	26
Not at all	39	9.75
Total	400	100.0

Table 6 shows the extent of transport issues to move from home to workplace, it is evident that a huge majority i.e. 64.25 percent faces transport issues to move from home to workplace to great extent, 26 percent face transport issue to move from home to work place to some extent while 9.75 percent do not face any transport issues to move from home to workplace

Roberts P and Babinard J (2004) express that people with disabilities face many difficulties in transportation that make it hectic for the employee to reach at work place. Many of them are not able to manage to pay for the daily travel expenses to and from work place at all.

In addition to above bivariate analysis was also conducted with the help of testing of different hypothesis as given below:

H1 Economic status of persons with disabilities will be associated with their social adjustment

The null hypothesis and alternative hypothesis are as under:

H0: There is no association between total monthly household income of selected persons with disabilities and their social adjustment

H1: There is an association between total monthly household income of selected persons with disabilities and their social adjustment

Table 7
Relationship between total monthly household income of selected persons with disabilities and their social adjustment

Total monthly household Income (Rs.)	Social adjustment levels			Total
	Low	Medium	High	
5000-15000	63	41	22	126
	50.0%	32.5%	17.5%	100.0%
15000-25000	44	43	76	163
	27.0%	26.4%	46.6%	100.0%
25000-35000	14	21	22	57
	24.6%	36.8%	38.6%	100.0%
Above 35000	11	18	25	54

	20.4%	33.3%	46.3%	100.0%
Total	132	123	145	400
	33.0%	30.8%	36.3%	100.0%

Chi-square = 37.30 d.f. = 6 P-value = .000**
 Gamma = .315 P-value = .000**
 ** = Highly significant

Table 7 represents the relationship between total monthly household income of selected persons with disabilities and their social adjustment. Chi-square value ($\chi^2 = 37.30$) shows a highly-significant ($p = .000$) association between monthly household income of selected persons with disabilities and their social adjustment. Gamma statistics indicating a positive and significant relationship between above discussed variables. It means, persons with disabilities belonging to high income families had more social adjustment as compared to low income families persons with disabilities. Above table also confirmed that majority (50%) of the persons with disabilities belong to low income (Rs. 5000-15000) families had low level social adjustment, on the other hand an extensive proportion (46.3%) of the high income (above Rs. 35000) families of persons with disabilities had high level social adjustment. So, the hypothesis "Economic status of persons with disabilities will be associated with their social adjustment" is accepted.

H 2 Employers discrimination with disabled person will be influencing on their social adjustment

The null hypothesis and alternative hypothesis are as under:

H0: There is no association between employers' discrimination with disabled as compared to normal workers and social adjustment of selected disabled person

H1: There is an association between employers' discrimination with disabled as compared to normal workers and social adjustment of selected disabled person

Table 8
Relationship between employers' discrimination with disabled as compared to normal workers and social adjustment of selected disabled person

Response	Social adjustment			Total
	Low	Medium	High	
Not at all	32	46	53	131
	24.4%	35.1%	40.5%	100.0%
To some extent	47	37	62	146
	32.2%	25.3%	42.5%	100.0%
To a great extent	53	40	30	123
	43.1%	32.5%	24.4%	100.0%
Total	132	123	145	400
	33.0%	30.8%	36.3%	100.0%

Chi-square = 16.03 d.f. = 4 P-value = .003**
Gamma = -.215 P-value = .001*
* = Significant

Table 12 represents the relationship between employers' discrimination with disabled as compared to normal workers and social adjustment of selected disabled person. Chi-square value ($\chi^2 = 16.03$) show a significant ($p = .003$) association between employers' discrimination with disabled as compared to normal workers and social adjustment of selected disabled person. Gamma statistics indicating a negative and significant relationship between above discussed variables. It means, if the disabled person were facing more discrimination from their employers then they had less social adjustment. So, the hypothesis "Employers discrimination with disabled person will be influencing on their social adjustment" is accepted.

Conclusion

Results of the data analysis show that the persons with disabilities are marginalized for getting the employment. The members of the family and the employee had a vital role to play for the removal of the barriers and the development of positive and productive participation in the economic sector. These persons with disabilities are marginalized and disadvantaged due to the negative attitude of households and the authorities belonging to the economic sector. So as the awareness and level of education of the respondents would increase there would be better social adjustment of the persons with disabilities.

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