Employment Opportunities and Challenges of People with Disabilities in Dire-Dawa, Ethiopia: Policy and Practice

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Author’s contribution

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ABSTRACT

Disability is not a new phenomenon for human world that can/could face at some point of life. People with disability are stigmatized, discriminated in their day to day life through human made or nature. This study was focused on good opportunity with employment of people with disability and its challenges, existing policies, practice of employment of people with disability and its gap between actual and planned policy. To achieve objective of the study 50 respondents (governmental, Non-governmental organization human resource officers, employed with disabilities, experts who are working on the issues) were involved using purposive sampling method. Finding of the study reveals that presence and incorporating international conventions, national proclamation, and national action plan in employment policy of people with disability are a good employment opportunity. Although, existence international convention and proclamations, national plan, standards were not guaranteed to equal space in labour market to all individuals. The physical infrastructure of employer organization, misunderstanding about the capacity persons with disabled, lack of awareness of employers, lack of legal liabilities of employers were challenges to employability of people with disability in city administration. Besides of this, result disclose plan and...
actual practice of employed people with disability in different sectors were unrealized and insufficiently as it planned in national and international proclamation. The study conclude that Employment policies on persons with disability were also found to have very minimal impact in terms of improving the employment rate of persons with disability in labour market and in alleviating the exiting challenges.

**Keywords:** Disability; disability policy; employment opportunity; challenges.

1. INTRODUCTION

Disability is part of the human condition that can or could have temporarily, permanently impaired at some point of life. Disability should not be considered as a challenge for self-enhancement, making important contributions to society and holding significant positions on all walks of life. It becomes a handicap largely when societal discriminatory attitudes are widespread and lack of opportunities for self-growth and development is non-existent [1].

Today it has been an internationally accepted fact that, the recognition of human dignity is an indispensable factor for sustainable development and security. On this regard, Article 23 (1) of Universal Declaration of Human Rights states that: “everyone has the right to work, to free choice of employment, favourable conditions to work and to protection against unemployment”. United Nation Convention on the Rights of Persons with Disabilities (CRPD Proclamation No. 568/2008) also states that people with disability have the right and seeks to ensure equal opportunities in employment, participation in training programmes, protected and respected. It also requires employers to make reasonable accommodation by providing appropriate working and training conditions and working and training materials for persons with disability [2,3].

Ethiopia is one of the country that recognize and try to implement Article 27 of United Nation Convention of the Right of Person with Disability (UNCRPDs) on work and Employment. Article 27 stated that the person with disability has an equal basis with others to work, right to gain a living by work freely chosen or accepted in the labour market, work environment has to be inclusive to the person with disabilities. States parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation inter alia (equal opportunities and equal remuneration, employment in the public and private sectors, provision of reasonable accommodation and affirmative action (art. 27 1 a, b), f), g), h) and l)). The previous Article, Article 13 of proclamation no. 515/2007 provides for special preference in the recruitment promotion and deployment among others of qualified candidates with disabilities [4,5,6].

In light with the international convention and proclamation, Ethiopia has adopted and implemented a number of laws, policies and standards pertaining to people with disabilities, including their right to productive and decent work. For instance, Proclamation No. 568/2008, concerning the rights to employment for persons with disabilities that makes null and void any law, practice, custom, attitude and other discriminatory situations that limit equal opportunities for persons with disabilities. It also requires employers to provide appropriate working and training conditions; take all reasonable accommodation measures and affirm active actions, particularly when employing women with disabilities; and assign an assistant to enable a person with disability to perform their work or follow training. Ethiopia civil servant proclamation No. 515/2007 provides special preference for qualified candidates with disabilities in the recruitment, promotion, and deployment, among others qualified. Ethiopian Building Proclamation No.624/2009 art 36.1; states that any public building shall have a means of suitable for use by physically impaired persons, including those who are obliged to use wheelchairs and those who are able to walk but unable to negotiate steps [4,5,6].

The presence of international conventions and national policy, proclamation employment people with disability increased the opportunity and parliament included disability in its oversight function, ministries, agencies, mainstream disability in the respective mandate. However, studies have revealed that, there are still legislation and policy gap, lack harmonizing the domestic law with the content of the convention on the rights of persons with disabilities, more-urban-oriented with little significance to those living into countryside. Yet, there is little policy influence on private sector to participation of
person with disabilities in daily life is limited and ignore in Ethiopia [7].

Despite all these efforts, a study by Ledman and Brown 1993 cited in ILO [8,9] reveals that persons with disabilities (PWDs) are usually the nation’s largest minority and they tend to be marginalized in all aspects of life. They usually experience substantially poorer quality of life and are more likely to be unemployed due to institutional discrimination. People with disabilities usually have a higher rate of unemployment than the rest of the population. ILO estimates that the "unemployment rate among PWDs in the developing world is an overwhelming problem and up to 80% in some countries". On the same argument, over 80 per cent of people with disabilities of working age are unemployed (ILO 2006 cited in [2,3]).

A research result across the world indicates prevalence of poverty and livelihood insecurity of the disabled is increased. The deepening of poverty as a result of keeping away from economic and social activities limits the access to services and income support measures. Poverty not only acts as a consequence but as a cause of disability also. Some disabilities could have been cured properly if it had diagnosed at right time. The institutional, social negligence, lack of medical assistance have made complicated situation of PWD [10].

In Ethiopia, 95 per cent of all persons with disabilities are estimated to live in poverty. Many depend on family support and begging for their livelihoods and the reason behind that lack of the equitable opportunities in all aspect of services. A study in Ethiopia, oromia region, found that 55 percent of the surveyed persons with disabilities depend on family, neighbours and friends for their living, while the rest generate meagre income through self-employment, begging and providing house maid services [8,9].

It seems that there is quite a range of employment opportunities for persons with disabilities in both in governmental and non-governmental organizations as well as the private sectors. However, Study by Tirussew T. 2005 [1], disability-based biases and misconceptions held by the employers are widespread. Common problems encountered in finding employment include unwillingness on the part of the management to hire persons with disabilities, unfair and rigid criteria of employment which exclude persons with disabilities, lack of knowledge about the potential of persons with disabilities and mismatch between interest and job assignments.

An assessment that made in Dire Dawa city administration regarding accessibility of building in service sector found out 75% to 100% of their building is not accessible to people with disability [11].

The government of Ethiopia has taken a number of legislative and policy steps that indicate commitment to advancing the rights of persons with disabilities in line with the implementation of CRPD. The new right to employment of person with disability proclamation No.568/2008 also seeks to ensure equal opportunities, however public misunderstanding about the capacity persons with disabled and negative attitudes towards them make barriers to access employment opportunities in Ethiopia. Therefore, this study intends to employment opportunity policy practice and challenges with people disability in Dire-Dawa-Ethiopia and answering the following basic research question:

1. What are the good opportunities with employment of people with disability and its Challenges in Dire-Dawa city?
2. What are the existing policies and practices relating to employment of people with disability in Dire-Dawa city?
3. What are the gap between the planned and actual practice in Dire-Dawa city?

2. LITERATURE REVIEW

2.1 Concepts of Disability

Disability is a relative and dynamic concept, because it is differently understood according to cultures, attitudes and prevailing social norms. Notwithstanding, the need to have a framework for understanding and analysing disability at global level was felt decades ago and efforts made towards this have produced different frameworks or models of understanding; Which are medical model, the social model and the bio-psychosocial model [1,12].

The medical model is a traditionally held view which regards disability as an individual person’s medical condition in need of cure, rehabilitation and adaptation to society. Under this model, focus is placed on the person’s limitations to do daily activities within the home, such as ability to walk or ability to dress oneself; as such enabling persons with disabilities do the stated activities is equated with making them reach their maximum potential. In contrast to the medical model, the
social model of disability underscores inclusion or participation of persons with disabilities in society. Barrier for persons with disabilities participation in society is the society in which they live. The society does not provide for the needs of persons with disabilities (inaccessible buildings, no brail books, no sign language interpreter, etc.) and thus disables the person by not allowing for their inclusion [12].

Biopsychosocial model, disability is understood as a product of interaction between a person’s certain conditions or functional limitations and his or her physical, social, and attitudinal barriers. According to this model, medical and rehabilitative interventions are important in addressing body-level aspects of disability, i.e. impairments and limitations in a person’s capacity to perform actions; while at the same time environmental and social interventions are essential to deal with restrictions in a person’s participation in educational, economic, social, cultural and political activities [12].

The conceptual of disability shift in guiding policies and strategies towards ensuring the wellbeing of persons with disabilities. The world health organization (WHO) and international labour organization (ILO) reflects the concept of disability as captured in the explanation models. WHO understand the concept as, any restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered as normal for human beings and ILO approaches state in which functional limitations and/or impairments are causative factors of existing difficulties in performing one or more activities which, (in accordance with the subjects age, sex and normative social role) generally accepted as essential basic components of daily living such as self-care, social relationship and economic activity [8,9].

2.2 The Status of People with Disability

In many countries data on the employment of people with disabilities are not systematically available and visible. According to ILO evaluations, 650 million people - one out of every ten people in the world are disabled and 470 million (72.30%) of them are of working age [8,9].

There are no reliable, up-to-date national statistics available on disability in Ethiopia. The most recent national census in 2007 found only 805,492 persons with disabilities in Ethiopia, merely 1.09% of the total population of 86 million [4,5] and [6].

Beside, employment rates for people with disabilities are below that of the overall population and employment ratio varying from lows of 30% in South Africa and 38% in Japan to highs of 81% in Switzerland and 92% in Malawi. Governments of industrial and developing countries have the ability to promote employment for people with disabilities via exploiting technology and implementing relevant policies, programmes and strategies. Evidence shows that in the United Kingdom, the legislation of the Disability Discrimination Act (DDA) which was enacted in 1996, may not have been effective in decreasing the gap that exists between the employment rates of people with disabilities and the non-disabled [13].

The employment rate of the disabled in 1990 was 54.3% and decreased to 45.9% in 2001 against that of the non-disabled was increased from 78.3% to 82.4% within the same period. Yet, people with disabilities are at great risk of remaining unemployed or inactive while a high proportion of those employed are in low-paid jobs. The employment status of people with disability in Greece the rate of unemployment for people with disabilities is as high as 71.8% [13].

Federal democratic Republic of Ethiopia also signed such international proclamation to keep equal employment opportunity to people with disability. The significance Laws and policies on disability marks the beginning of inclusion in strategic issues of the country, sound basis and legitimacy for disability work, guides proper social perception of disability, represents some level of commitment towards disability. However, with the presence of such laws and policies people with disability face a barriers like little room for the protection in the mainstream policy, Low attention or focus, information and management system is not friendly, DPOs are not well-involved policy and practice [14].

People with disabilities are the largest invisible minority group in Ethiopia. The number of people with disability in Ethiopia were 8 million disabilities, although the World Health Organization (WHO) estimates the number to be much greater. Due to the high stigma associated with disabilities in the Ethiopian culture, most people either hide or never declare a disability (Tirussew, 2005 cited in Almaz) [15].

A study by (Mulatu, 1999 cited in, Moges, [16]), people with disabilities in Ethiopia were not allowed to participants social life with large community, because of the overall belief that
2.3 Policy and Practice

People with disability are living in poverty, behind the living standard of people with disability is usually absence of safe employment opportunity. Like non-disabled people, people with disabilities (PWDs) are well educated and have brilliant ideas to contribute towards development of their communities and indeed their nation, through public service; but they are not allowed the opportunity to do so due to their disability. Without involvement of people with disabilities, to achieve any meaningful development in all aspects of human endeavour, planning and implementation process seems impossible. People with disabled represent one fifth of the working age of world population, but are far more likely to be out of work and to lack skills than the population as a whole. Improving skills and employment for disabled people matters not just for equality, but also for national prosperity are important. Indeed, these are interlinked challenges: skills development, education are a key increasingly to improving employment [17].

Most of today’s national employment policies for people with disabilities are reaching beyond traditional hiring quotas, reserved employment schemes and rehabilitation strategies to address the root causes of unequal access to employment and unequal opportunities in the workplace. The policy trend is to promote increased private sector involvement through partnerships with employers, employees and organizations of disabled people [18].

The principles, equal opportunity are realized through legislations on employment, education and mainstreaming. The law enacted on accessibility confirms the principle under united nation convention right people with disability (UNCRPDs) article 6 of the convention. Similarly, the constitutional provision on gender equality contributes much to the implementation of article 27 of the convention of right people with disability [2,3].

Measures have also been taken to ensure affirmative action and reasonable accommodation in the promotion of employment of persons with disabilities. Article 13 of proclamation no. 515/2007 provides for special preference in the recruitment promotion and deployment among others of qualified candidates with disabilities. A disability-specific clause has been included in Ethiopia civil servant proclamation to provide for a preferential right of persons with disabilities. In order to make the employment laws more effective, Ethiopia civil service minister has prepared a draft directive. The draft directive is now ready to be circulated and is hoped to address details it seems that the idea of reasonable accommodation has already been formally adopted by the law. Employers are required to take measures with a view to applying the reasonable accommodation requirement as stipulated in the law.

Article 22 of this Convention was recognize the right of people with disabilities to earn a living by working, emphasizing the importance of economic empowerment based on the principles of equal opportunity and equal treatment. This article reinforces the ILO Convention 159, which aims to promote vocational rehabilitation, employment opportunities and fair treatment for people with disabilities; and rule 7 of the United Nations Standard Rules on the equalization of opportunities for persons with disabilities which affirms people with disabilities must have equal opportunities for productive and gainful employment in the labour market. The existing of such international and national legislation/ proclamations are as an opportunity to people with disability in making them employed, equal beneficiaries and contributors in all aspect of development. Even with laws to support the rights of the disabled and an overtly shown positive attitude, there are still barriers in everyday life between disabled and nondisabled people. A study conducted by (Seifert & Bergmann, 1983 cited in. Altwasser, C. and Krahe B. [19]), people with disability have a feelings of discomfort, rejection or fear during interaction with a non-disabled one and such feeling still prevalent, accompanied by misconceptions about the behaviour, personality and achievement potential of the people with disability.

A study by Pratt, C. W., K. J. Gill, N. M. Barrett, and M. M. Roberts [20] challenges to employment for those with disabilities are: disability level of education, cyclical nature of
their condition, prejudice; fear and discrimination, low expectations for disabled people, employers lacking in knowledge and understanding of disability issues. The path to employment for those with disabilities can be fraught with extra challenges such as access, low expectations and failure to provide the necessary support, thus continuing to deny many the opportunity and right to employment [21].

Research held Malaysia indicated that the reasons for the low hiring of people with disabilities was prejudice against persons with disabilities, poor access to public facilities, restricted location of employment, and reluctance of employers to modify or adapt machinery and facilities for workers with disabilities, low educational achievements and lack of marketable training in persons with disabilities are also contributing factors [22].

United Nation Convention Rights of Persons with Disabilities [2], stated that "people with disability in Ethiopia faces a challenge; wrong attitude and low-level awareness of the society towards them that usually hampers their inclusion, limited knowledge about the causes of disabilities that could have increased the disability population size, limited support service in education, training, access to education and other basic services, poor physical & technological accessibility that hinders independent mobility and adversely affect their overall inclusion in society, low coverage of rehabilitation services and discrimination in employment.

Baseline studies conducted by Ethiopia ministry of social and labour affair [4,5,6] found from key informant interview, people with disabilities (PWDs) are still suffering from inaccessibility of job opportunities due to employer’s negative attitude that considers PWDs as inefficient with an excuse that the disability type is an obstacle to meet the requirements of the job. Lack of access to education and health facilities also makes it difficult for PWD to be competent in the labour market. The modest access that exists in higher education system is limited to only few areas of study in social science. PWDs have hardly any access to vocational training. Almost all training centres are not designed in way that makes it possible for PWD to take part. The equal opportunity proclamation will only be meaningful when the working places have the minimum facility for PWDs. The studies have confirmed that the employment of PWDs in the formal sector is insignificant. A head of disable people organization (DOP)and key informant to this study puts it as follows " it is still common to see disabled persons with bachelor degree or diploma systematically denied job opportunities in government offices while they are equally competent (at times even more so) than their able bodied counterparts. The situation in the private sector is yet far worse. Equalization of opportunities is far less in the making (particularly) to job market than to any other dimension of life”.

Federal democratic republic of Ethiopian proclamation No 568/2008, article 4 stated that “unless the nature of the work dictates otherwise, person with disability having the necessary qualification and scored more to that of other candidates shall have the right without any discrimination”. Moreover article 5 also stated “any law, practice, custom, attitude or other discriminatory situation that impair the equal opportunity of employment of person with disabilities are illegal” [5].

3. METHODOLOGY

The design of the study was cross-sectional. Cross sectional studies, as noted by Kothari [23] provide snapshot of the outcome which is time bounded and associated with it at specific point in time and that focus on studying and drawing inference from existing difference between people, subjects or phenomena. Regarding the participants of the study, fifty human resource officers of different governmental and non-governmental organization were purposely selected. The assumption behind selecting these officers was that they have been working in the recruitment process and have direct experience and exposure to the challenges of people with disability in the screening, selection, and recruitment process.

Data was collected using questionnaire. The questionnaires consist of both close and open-ended items was developed by the researched based on the literatures and Ethiopian policies and practice in reference to people with disabilities. In addition, the questionnaire was commented by subject specialist (specialized in special needs education) and revised accordingly. Moreover, the data was collected with the researcher himself. Secondary sources like national and international policies and guidelines related with people with disability were also used as sources of data. Finally, the collected data was analysed using simple descriptive statistics such as percentages,
frequencies, and pie chart. Data obtained from the open-ended items were analysed qualitatively.

4. RESULTS

This section presents analysis part of the paper which have been interpreted and discussed to better contribute to an empirical understanding existing policy and practice of employment opportunity and challenges facing people with disabilities in Dire Dawa city administration.

4.1 Employment Status and Opportunities People with Disability

As federal city administration, all civil service offices, non-governmental organizations, and private industries were existed in city administration. From purposely selected governmental, non-government organization and private companies number of employees were 2686, around 2575 employee were permanent and 111 employee were temporary. From these permanent and temporal employed, 27 were people with disability.

In the questionnaire, respondents were asked whether there are employees with disability if in their organizations. Majority of the respondent (78%) confirmed that they have no employees with disability and only 22 percent of respondents indicated that there were employees with disability in their organization. The data further indicated that the maximum number of employee with disability was found to be 2 (two) in each of an organization called Cheshire organization and health office of city administration and justifying the reason for the absence of employees with disability, the respondents indicated in the open-ended items nature of the job, physical infrastructure of organizations, misunderstanding of families of people with disability, negative societal attitude towards PWDs, perception of employers preference, lack of awareness, and competitiveness in the labour market as hindering factors. Furthermore, data obtained from Centre for people with disability of dire-dawa city administration indicated that around twenty four qualified people with disability were hired in different civil service office through negotiation between mayor office, association of people with disability of city administration, and with certain representative of civil service bureau.

The study was sought to know the nature of support to employed and unemployed people with disability in city administration, data obtaining through open ended questions’ reveals that skill and vocational training, psychological support, material support, offer opportunity to advance their education, business training were some supports that provided by their organizations. However, most of them claim that have not any planed in supporting either employed or unemployed people with disability rather treated as equal to people with non-disable.

Respondents were asked about their perception about jobs that suit people with disability. The open ended question data disclosed that majority of the respondent believe that people with disabilities are not limited to specific job or activities. Few respondent, on the other hand, have tried to specify certain areas of activities/jobs they thought appropriate for people with disability such as non-construction activities, management area, teaching profession, health, banking, and insurance.

The study enquired about overall employment opportunity of people with disability as compared with non-disabled people in their organization and city administration. As the above pie chart disclosed, 76% of respondents believed that employment opportunities of people with disability is un-proportional, whereas 16 % of them reported as they have no idea regarding the employment opportunity and the remaining 8% of respondent perceived as proportional.

![Fig. 1. Employment opportunity & status in civil service bureau, NGO, Business industries in city administration](image-url)

4.2 Employment Challenges of People with Disability

As the Table 1 reveals, the most serious challenges that people with disability are facing in the labour market are; physical infrastructure of companies (88%), negative perception of
Table 1. Challenges of people with disabilities

<table>
<thead>
<tr>
<th>Item no</th>
<th>Challenges</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Physical infrastructure (building, inaccessible transport etc.)</td>
<td>44</td>
<td>88</td>
</tr>
<tr>
<td>2</td>
<td>Employers negative perception on skills and competence of people with disability</td>
<td>35</td>
<td>70</td>
</tr>
<tr>
<td>3</td>
<td>Inaccessibility of vacancy announcement</td>
<td>26</td>
<td>52</td>
</tr>
<tr>
<td>4</td>
<td>Fear of extra cost (cost for assistance, transport etc)</td>
<td>22</td>
<td>44</td>
</tr>
<tr>
<td>5</td>
<td>Lack of legal liabilities to employers'</td>
<td>22</td>
<td>44</td>
</tr>
</tbody>
</table>

employers (70%), and inaccessibility of vacant announcement (52%). Moreover, in the open-ended items, respondents indicated that negative societal perception towards PWDs, limited access to education, nature of the job, inadequate media coverage in creating awareness about policies related to people with disabilities and its practice, family’s low self-esteem, and low self-efficacy of people with disability themselves.

4.3 Policy and Practice

Respondents were asked for their perception about implementation of national and international policies, standards for instance, (UNCRPD, article 27, FDRE employment of persons with disabilities proclamation No.568/2008, Art.5, building code proclamation No.624/2009, Art.36.1.

Regarding proclamation No.624/2009 article 36 (any public building shall have a mean of access suitable for use by physical impaired person, including those who are obliged to use wheelchair and those who are able to walk but unable to negotiate steps), 51% of respondents believed that employer organization in Dire Dawa city administrations are implementing whereas 49% of them replied that organization were not implementing the proclamation and standards.

With UNCRPD, article 27, FDRE employment of persons with disabilities proclamation No.568/2008, art.5 (any law, practice, custom, attitude or other discriminatory situation that impair the equal opportunity of employment of person with disabilities are illegal), 44% of respondent said employer organizations’ were not implementing stated proclamation and conventions, 18% of respondents doubtful about the implementation of these legislations and proclamations. The remaining 38% of them replied as they are not sure whether or not organizations consider these national and international proclamations and convention about people with disability.

Participants were asked regarding to seek to recruit people with disabilities, 74% of them confirmed that, they had apply the same process of requirement as to non-disabled person applicants and have not special vacancy recruitment experience with their organization, 20% of them were practiced by sending a vacant letter to people with disability association of city administration, 6% of them by informal for those organization who are working directly with the issue (PWDs) in the city administration. Participants were also asked about their perception on overall status of national, international policy in its implementation as city administration, 32% of them were confirmed that policy, standards were implemented. 68% of them stated that policies, were not implemented and doubtful.

In the open ended questionnaires, participants were asked about gap between planned and actual practice of employment with disability in the labour market. Study reveals that majority participant perceived that planned and its actual practice of employment opportunity to people with disability are still in doubtful and not realized.

5. DISCUSSION

Disability is a relative, dynamic concept and understood differently across cultures and social norms. Beside, people with disabilities are marginalized, stigmatized, discriminated society in labour market and that make them to live in poverty. In fact international proclamations and conventions condemned such stigmatized and discrimination in labour market for instance, article 27, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) “recognizes the right of persons with disabilities to work, on an equal basis with others; this includes the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities [14,24]. Yet, studies by Perkins, Farmer, and
Litchfield [21] revealed that, conventions and proclamations are still not in a position of practiced and employment for those with disabilities can be fraught with extra challenges such as access, low expectations and failure to provide the necessary support, thus continuing to deny many the opportunity and right to employment.

The study reveals that most serious challenges that people with disability face in the labour market are, 88% of respondent were physical infrastructure, 70% of claim employer negative perception, 52% of them reported inaccessibility of vacant announcement, and 44% absence of legal liabilities for employer companies. Meanwhile, people with disability face challenges i.e. economically, psychological dependent on their family, friends and extended families. A study in Ethiopia oromia region, for instance, found that 55 per cent of the surveyed persons with disabilities depend on family, neighbours and friends for their living, while the rest generate meagre income through self-employment, begging and providing house maid services [8,9] However, the study reveal policy, conventions and proclamation are good opportunity of employment people with disability yet its implementation was poor. United Nation Convention Rights of Persons with Disabilities [2], stated that people with disability in Ethiopia faces; wrong attitude and low-level awareness of the society towards.

The study also shows that the overall employment opportunity compare to non-disability in government, non-governmental organization and private companies of city administration; 76% of them reported as questionable and doubtful. A study by (Mulatu, 1999 cited in, Moges [16]), also consistent with the present study, social activities in Ethiopia is not opened to people with disability.

The study also reveals that planned and its actual practice of employment policy to people with disability are still in doubtful and have lack of consistency. The study also consistence with the previous study conducted by Kassahun reveals that, lack of formal commitment to implement policy, legislation and policy gap, lack of harmonizing with domestic law of persons with disabilities, little significance to those living into countryside and have impact in improving the employment rate of persons with disability [14].

6. CONCLUSION AND IMPLICATION

The study conclude that integration and presence of international convention, nation policies with employment policy of people with disability is good opportunity. However, implementation of the policies and convention of employment people with disability is doubtful. 76% of them were confirmed that, employment opportunities to people with disability is questionable where as 16% of them claim have not any ideas and 8% of perceived as proportional.

Moreover, study disclosed that most serious employment challenges of people with disability: 88% of them perceived physical infrastructure, 70% of them claim that employer negative perception, and 52% of them reported inaccessibility of vacant announcement. Study conclude that, planned employment policy of people with disability and practice of policies have lack consistency.

The overall result of study and cited literatures reveal that policies and conventions of employment of people with disabilities are stated in different national and international documents. However, existence of conventions, policies are not warranted to employ people with disabilities. Therefore, city administration, federal government and international organizations or institution better to have parameter to evaluating practice of conventions on employment opportunity people with disabilities.

Future research should focus on nature of disability, gender, age, in line with policies and proclamation of national and international. In addition, creating awareness of human resource officer, non-disabled staff are a valuable tool to bring positive organisational changes in alleviating employment challenges of people with disabilities.

ETHICAL APPROVAL

As per international standard or university standard, ethical approval has been collected and preserved by the author.

COMPETING INTERESTS

Author has declared that no competing interests exist.
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