



LABOUR MARKET INCLUSION OF PEOPLE WITH DISABILITIES: THE ROLE OF PEOPLE WITH DISABILITY ACT 2018

Alexander Olawumi Dabor 

Department of Accounting
Edo State University Uzairue, Nigeria
dabor.alexander@edouniversity.edu.ng

Stephen Monday Omodia

Professor, Department of Political Science
Edo State University Uzairue, Nigeria
dvc@edouniversity.edu.ng

Abstract

This study is aimed at ascertaining the influence the employee and employer-related factors on the inclusion of People With Disabilities (PWDs) into the Labour Market in presence of the People With Living Disability Act. (2018). This study used a structural estimation model to analyze data gathered from the field. This study focused on some selected States in eight geo-political in Nigeria. The results revealed that employer-related factors have a negative influence on the inclusion of people living with a disability while employee-related factors have no significant influence on the inclusion of people living with disability into the labour market. The result further revealed that the people with disability act (2018) has no significant moderating effect on the relationship between employee-related factors, employers-related factors and the inclusion of people with disability into the labour market. This study recommended that the Federal government should compel the State government and government agencies to implement the PWDs act.

Keywords: Labour Market, People With Disabilities, Employee-related Factors, Employer-related Factors, Disability Act

INTRODUCTION

In the framework of a swiftly changing ecosphere, unemployment has become an issue of discourse among individuals, organizations and nations the world over. It has snowballed into a global concern, constituting a significant glitch that calls for urgent attention. Records revealed that all across the globe, persons with disabilities experience higher rates of unemployment and under-employment than persons without disabilities hence there is a need to bridge the existing employment gap. The first-ever World report on disability, produced jointly by World Health Organization and the World Bank suggests that more than a billion people in the world today experience one disability or another and about 10 per cent of the world's population are PWDs. Out of this figure given, 80 per cent of them live in developing countries. Persons with disabilities are considered one of the groups meriting specific attention in the 2030 Agenda. Sustainable Development Goals (SDGs) make explicit reference to persons with disabilities in the context of setting up decent work for this group of individuals. To align with CRDP many developing countries like Nigeria Ghana and Sierra Lone have enacted discrimination against the PWDs act.

The United Nations (2010) reports that unemployment in some low-income countries is about seventy per cent while it was as high as ninety per cent for People With Disabilities (PWDs) (World Health Organisation & World Bank, 2017). Based on these statistical reports some scholars argued that there is a need as a matter of urgency for the governments of developing countries include these individuals into the labour to them a sense of belonging. World report on Disability (ROD) (2013) documents that the number of PWDs is increasing at an increasing rate hence in the years ahead, disability will become a greater concern because its prevalence is on the rise.

Marin et al (2004) argue that the mode of education given to PWDs in developing countries, especially African countries is quite different from the kind of education afforded by students without disabilities. The kind of education given to the former makes them unemployable but rather prepares them to be self-employed. James (2018) on the contrary argues that governments the world over in both developed and developing countries have failed to meet the elementary demand of PWDs- especially their educational needs which have continuously created a great lacuna in the demand and supply of PWDs in the labour market.

To checkmate this ugly situation the United Nation passed an all-inclusive law to prevent discrimination against PWDs in the workplace and create a mandatory quarter for PWDs. Some nations of the world give tax rebates to firms that employ PWDs. However, despite the passage of the legislation on the prevention of discrimination towards PWDs in employment, many activists and academics have cast doubt on the practicability of these policies in the advancing

PWDs' status and their inclusion into the labour market (Olakunle & Owenie, 1995; Franks, Schurink & Fourie, 2006).

The Nigerian government joined the League of Nations to break the employment barrier by passing a comprehensive rights-based law for Nigerians with disabilities, that is, the discrimination against Persons with Disabilities Act in January 2019. Its enactment was aimed to strengthen the government's commitment to ensuring that the PWDs in Nigeria can finally have some protection over their basic rights in all areas of life including employment. Under this act, it is unlawful for any employer to discriminate against PWDs. However, even after three years of the enactment of these act many still argue that very few persons (both employers and employees) are aware of the enactment of this act. The act also demands that all government establishments should give a 5% quarter of total employment slots to PWDs. However anecdotal evidence shows that job opportunities for PWDs in Nigeria are majorly found mainly in the private sector. Records also showed that not all states in Nigeria have signed this act into law. The aforementioned is the motivation for this study

Extant literature reveals that professional disciplines like Accounting, Medicine and Law have not done enough to accommodate PWDs within their ranks (French, 2001; Levinson and Parritt, 2006; Authors, 2007). Professional bodies in most developing countries have no provision for PWDs, for instance, the professional examinations for accountants in developing countries like Nigeria, Benin republic and Ghana have no special provision for PWDs.

Extant literature summarizes factors posing challenges to the employment of PWDs: Client related factors, employer-related factors and co-worker-related factors. Client/customer-related factors have to do with the perception of clients about PWDs. McNeil (2000) opines that many employers express fear that their clients/customers may have negative reactions in interacting with employees with disabilities which makes them transact less business with their organizations. Employer-related factors express the perception of employers on the employment of PWDs. Angus and John (2016) document that employers need the best talent available to survive in the ever-increasing competitive global market. Barriers to employment prevent employers from discovering and benefiting from talented individuals who have disabilities. Co-worker-related factors explain colleagues' expression towards working with PWDs. Many employees complain that PWDs are very aggressive and do not have good working relationships with colleagues in the workplace because of the perceived complexity they suffer from.

Some scholars suggest that employers' attitudes are the major causes of discrimination against PWDs (Cunningham et al., 2004; Jones, 1997; Stevens, 2002, Wilson-Kovacs, 2008). Notably, organisations are said to possess inaccurate negative beliefs about their productivity,

aspirations for promotion, and quality of output which account for their reluctance to recruit disabled staff (Wilson-Kovacs et al., 2008). A common complaint made by disabled workers is the lack of availability of advancement opportunities (Mowry & Anderson, 1993; Wilson-Kovacs et al., 2008; Roulstone et al., 2003; Shah, 2005).

This study differs from prior studies in the following ways: first, it takes a sectorial approach to the subject matter that is, looking at the barriers sector by sector. Second: the scope of this study- the study will cover the eight geopolitical in Nigeria. Third, the insertion of the moderating variable into existing makes this study novel among prior studies. The need to ascertain the extent to which the Public sector has complied with the 5% quarter for PWDs as enshrined in 2018 PWDs act is justification for this study. The main objective of this study is to find out the determinants of the inclusion of People With disabilities into the Nigerian Labour force. This study is aimed at ascertaining the level of labour market inclusion of PWD With Disabilities (AWDs) in Nigeria in light of the disability act. This study covers the eight geopolitical in Nigeria.

LITERATURE REVIEW

Disability

Americans with Disabilities Act 1990 (42 U.S. Code), defines the term disability concerning an individual in three ways; first, it means a physical or mental impairment that substantially limits one or more of the major life activities of such an individual; second, a record of such an impairment (an individual meets the requirement of "being regarded as having such an impairment" if the individual establishes that he or she has been subjected to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity); and is regarded as having such an impairment.

Advisory, Conciliation and Arbitration Service (ACAS) (2016) describes PWD as a person that has a physical or mental impairment which has a substantial and long-term adverse effect on his ability to carry out normal day-to-day activities' ACAS (2016) reported seven areas where workplace disability discrimination can occur: recruitment, pay, and terms and conditions of employment, sickness absence, promotion opportunities, training opportunities, when an employee is dismissed and redundancy.

National disability legislation

The Nigerian Constitution states that all citizens should have the opportunity to work without discrimination, though an ambiguous means that implementation of this right is

challenging. In the past, the Nigerian Disability Act (1993) takes care of discrimination, and training needs and offered tax incentives to encourage the employment of persons with disabilities. Nevertheless, despite the law, individuals with disabilities are still susceptible to discrimination and also disadvantaged in employment in Nigeria. They are experiencing unequal employment opportunities, limited rights to work and low job security

After many years of advocacy by disability rights groups and activists, on January 23 2019, Nigeria signed into law the Discrimination Against Persons with Disabilities (Prohibition) Act, (2018). The law prohibits discrimination based on disability and enacts penalties plus fines and jail term on anybody who flout these acts. It also specifies a five-year intermediate period for adjusting public edifices, structures, and vehicles to make them accessible and usable for persons with disabilities. The law also creates a National Commission for PWDs responsible for making sure that PWDs have access to housing, education, and healthcare. The Commission will have the authority to receive complaints of violations of rights and also assist victims to sue for redress amongst other duties. The enactment of the Act is only a first step in the fulfilment of Nigeria's obligations under the CRPD (Ewang 2019)

It is not yet clear how effective the law will be in increasing formal employment for persons with disabilities. Policies and programmes to enable persons with disabilities to gain employment in Nigeria are generally limited. In Lagos State, Special People's Law (Vol 5) Section 34 affirms the right of persons with disability to work on an equal basis with others, although compliance is perceived to be extremely low. The new Act is seen as a first step towards the fulfilment of Nigeria's obligations under the CRPD. In addition to the national legislation, four in the country namely, Plateau, Ekiti, Lagos, and Bauchi State - have state-level disability laws in place before the enactment of the PWDs act.

International Legislation

The attention to persons with disabilities in the SDGs is to some extent the result of the UN Convention on the Rights of Persons with Disabilities (CRPD) which entered into force in 2008 and which has been ratified so far by 175 States, including the European Union and all G20 countries apart from the United States, which has signed the CRPD. The CRPD provides detailed guidance to states on how to adjust their laws and policies to improve the participation of persons with disabilities in society, including the right to work. The CRPD has led and continues to lead to significant changes in national legislation and policies

UN CRPD is the first inclusive human rights treaty of the 21st century and is the first human rights convention to be opened for signature by regional integration organizations. The European Union signed the Convention on the 30th of March 2007 and ratified it on the 23rd of

December 2010. The Convention entered into force on 3rd May 2008. It does not provide persons with disabilities new rights; it re-confirms the human rights of all people being valid and for the disabled as well. Eight guiding principles underlie the Convention and each one of its specific articles:

1. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
2. Non-discrimination
3. Full and effective participation and inclusion in society
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
5. Equality of opportunity
6. Accessibility
7. Equality between men and women
8. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities

Article 27 of the Convention is explicitly dedicated to work and employment. It requires 'State Parties to recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to 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. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during employment, by taking appropriate steps.

Prior Studies on Labour Market Inclusion of PWDs

Ofuani (2011) reports that there is a lack of enabling legislation to promote employment opportunities in Nigeria. The study further document that there is also weak implementation and enforcement measures of legislation in place. In the same vein Eleweke and Ebenso (2016) opine that physical as well as attitudinal barriers exclude full and enjoyable participation of PWDs in the workplace. They further stressed that people with disabilities are sometimes employed as token gestures or to fill quotas.

Yohannes (2012) reports that PWDs in Ethiopia are seen as helpless and dependent and due to attitudinal problems, some employers are unwilling to hire PWDs because other workers are reluctant to work with them as colleagues.

Human Rights Report (2012) documents that PWDs in Tanzania still face several challenges facing PWDs conclusions that have remained unattended for quite some time and

with no proper mechanism to curb them. These challenges include a lack of universal access to structural buildings, persons with disabilities living in extreme poverty, the high unemployment rate among persons with disabilities and poor provisions of education and health services.

Stanford and Vosko (2004) report that even though the Canadian economy has performed very well for many years but the pan-national fiscal advantages have not translated into real benefits for many of Canadians' vulnerable workers. Disabled people in Canada remain under-represented in the Canadian labour market, even though policy and programming are present to increase participation. Their study reveals that in Canada approximately 10% of all working-age adults (15–64) are disabled. Social Development Canada (2004) reports that the employment rate for PWDs is 10% while their unemployment rate is approximately 76%.

Hao and Li (2019) in China found that the lack of a précised definition of disability, the lack of a proper definition of discrimination and the absence of effective enforcement mechanisms are responsible for poor outcomes of the anti-discrimination legal framework. Hao and Li (2019) further report that the employment quota and conflicts between the mainstream labour market legal framework and the quota scheme legal framework have prompted employers to pay penalties rather than hire persons with disabilities.

National Sample Survey on Disability (2006) found that health condition, educational level, social security and local economic development impacted access to employment for persons with disability. An analysis of the association between economic growth and employment of persons with disabilities showed that rapid economic growth played little role in promoting the employment of persons with disabilities.

Liao (2014) documents from the employment stakeholders' perspective that employers focused on economic rationalities, while national responsibility was relatively absent in the employment of persons with disability.

Ruhindwa, Randall and Cartmel (2018) found that effective practice takes an inclusive approach and allows clients to take ownership of solutions concerning addressing the challenges they experience in the employment sector.

ABS (2009) reports that the employment situation for people with disabilities in Australia is worsening and the employment participation rate has dropped from 54% to 53% since 2009. ABS (2009) census results indicated that half of the 2.2 million working-age disabled people were employed, as compared to almost 80% of working-age non-disabled people.

Moore and Fishlock, (2006) document that barriers to employment for people with disabilities are linked to stigma, prejudice, stereotypes and discrimination. Furthermore, physically disabled job seekers often experience employment challenges, which are related to natural, rural and built environments and systems' structures.

Thomas and Hlahla (2002) document that mobility issues and the inability to effectively carry out activities of daily living are physical barriers that can restrict people with disabilities from fully participating in employment activities. Additionally, challenges related to low levels of education and limited psychosocial skills make it difficult for people with disabilities to compete in the open labour market

Furthermore, Graffam, et al. (2002) argue that the benefits of employing people with disabilities far outweigh the costs. They found that costs associated with recruiting workers with a disability were lower and the productivity was equal to or even greater than hiring non-disabled employees thus, people with disabilities can make workforce participation for people with disabilities incorporates contributions that might provide economic and social benefits, as well as reducing the practical costs associated with social inclusion.

Greve (2009) reviewed this data, and policies relating to disability, and identified average employment rates for E.U. countries as 28.3% for disabled people who are "considerably restricted" and 61.7% for those who are "restricted to some extent." The overall rate for E.U. (25 countries) was 65.0%¹. He concludes that: "This data provides a clear indication of national variation concerning employment, and demonstrates that disabled people experience considerable difficulties in entering and remaining in the labour market. Disabled people maintain lower participation rates and higher levels of unemployment than non-disabled people, indicating that there is much to do to achieve full participation and equality in employment." Eurostat estimate that only 47.3% of people with a disability "with basic activity difficulties" were employed (E.U.-28), 20% lower than non-disabled adults. Using the definition of the employment rate decreases to 38.1%, 30% below that for non-disabled adults. The gap between the employment rate of people with, and without, disabilities ranged from 8% (France) to 40% (UK, Ireland, Romania, the Netherlands, Hungary and Bulgaria)

Narayanan (2019) in Malaysia found that the disabled are still being discriminated against in various aspects of the workplace. A physical environment that is not accessible, a lack of relevant assistive technology, and negative attitudes of people towards disabilities are the few challenges identified in the research.

Grassroots Researchers Associations (2018) finds that physically-challenged people in North-Eastern Nigeria face discrimination in housing, education, employment, and in access to public transportation. Their needs and concerns are rarely taken into consideration by the state, and they often have no options, choices or control over their lives. Sedeto and Dar (2019) find that across Ethiopia persons with disabilities have poorer health accesses, lower education achievements, less social and economic participation and less rate of income when compared with Persons with disabilities who are confronted with barriers in accessing services that many

of us have long taken for granted, including health, education, employment, transport and information as well as rehabilitation. These difficulties are exacerbated by a high level of disability-disadvantaged individuals. Based on the findings of this study, ILO (2019) reports if the employment of persons with disabilities, as a group, could be raised to the level of persons without disabilities, then economies could benefit from between a three to seven per cent increase of GDP.

Mowry and Anderson (1993) perform a study using non-parametric statistics. The employed survey research was designed by distributing a questionnaire to forty deaf adults in the US which comprises twenty-two employed, and eighteen unemployed deaf. The questionnaire is used to get the opinion of people who are deaf on advancement and on-the-job accommodations. The results reveal that supervisor inconsiderateness, job accommodations and communication in the job and within the group are major impediments that confront the career advancement of PWDs

Hyde (1998) carries out a study in the UK on challenges facing PWDs in their career. The study used sixty respondents in sheltered employment and thirty-two respondents in structured placements. Experiences of disabled workers in sheltered employment or supported placements in the 1990s. This result reveals government suffered a lot in integrating disabled workers in sheltered employment into mainstream working conditions. The study also reveals that PWDs face lots of discrimination in the workplace. Discrimination ranges from low pay, inferior terms and conditions and slow promotion.

Shah (2005) performs a study in the UK. The study used thirty-one disabled professional respondents in leadership positions. The study shows that childhood experiences, education, individual personality and motivations and career choice affect the career advancement of disabled professionals understudied.

Roulstone et al. (2003) Interviews with 33 disabled workers in the UK. Disabled workers used diverse and complex strategies to survive and/or thrive in the workplace. Strategies were usually situations specific changing over time, with different leadership styles, corporate priorities and impairment changes. Workplace support (formal and informal) was central to disabled workers getting into employment.

Levinson and Parritt (2006) use the two autobiographical accounts of disabled psychologists in the UK. The study reveals that though disabled psychologists function successfully in their profession they were faced with some challenges in the work setting. These challenges include reactions from colleagues, interaction with patients and low support from their professional body.

Foster (2007) interviews twenty disabled workers in professional positions in UK public service organizations to ascertain employee experiences of disability and negotiation of workplace adjustments. The response from respondents revealed that negotiations on workplace adjustments were highly individualised, with intimidation commonplace, which outcomes depend on the knowledge, attitudes and training and goodwill of line managers.

Wilson-Kovacset al. (2008) Interviews with 14 disabled workers in professional or leadership positions in UK public service organisations. Barriers disabled employees face in leadership and senior positions Interviews highlight lack of opportunity, lack of resources and lack of support available. Disabled leaders face precarious opportunities (.glass cliff.) as the sole means for advancement.

Authors (2008) interviews 12 disabled accountants in the UK. Their responses revealed institutionalized practices in most firms serve to exclude or marginalized disabled accountants. They disclosed that image, appearance, the rigidity of practice, and temporal employment agreement impact negatively the employment of disabled accountants. They report that professional bodies display little understanding of their disabled members.

Throughout Africa, persons with disabilities are seen as hopeless and helpless (Desta 1995). The African culture and beliefs have not made matters easier. Abosi and Ozoji (1985) found in their study that Nigerians in particular and of course, Africans in general, attribute causes of disabilities to witchcraft, juju, sex-linked factors, and God /supernatural forces.

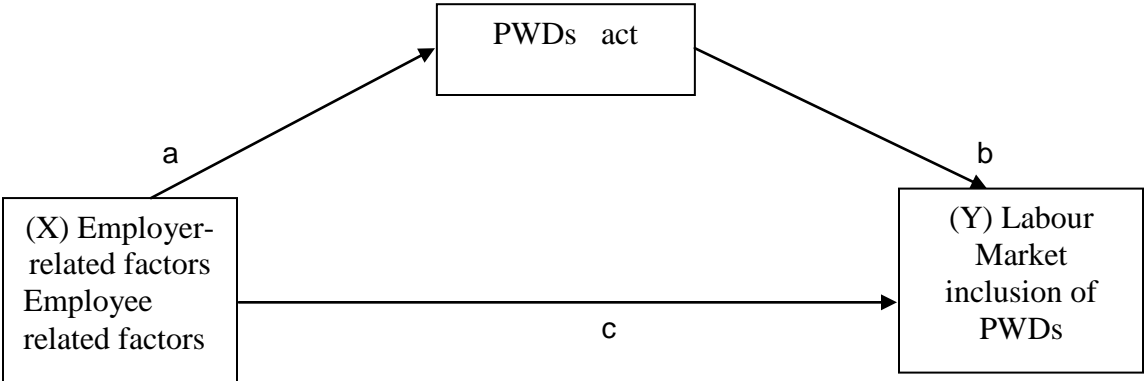
METHODOLOGY

The sample comprises 100 PWDs, employees selected from State and Federal ministries in eight geo-political zones in Nigeria. The sample comprises 70% male and 30% female between the ages 30 of 60. Concerning the type of disability, around half of the participants had Intellectual developmental disorders. Similarly partaking in this research work are 250 co-workers of PWDs, most of whom were female (80%) between the ages of 30 and 60 years.

This study adopts a survey research design using primary data. Questionnaires and interviews are employed to extract information from respondents. Interviewees were identified with the help of research assistants that are familiar with the study areas. Each respondent's eligibility to participate in the studies was verified based on the nature of their disability, medical records, years of disability and family background. . After obtaining verbal/written consent for interviews from the PWDs themselves, we worked directly with PWDs, their associations and their caregivers to conduct purposeful interviews in host communities and business settings. The research drew a sample of twenty people from four zones.

The questionnaire is divided into two sections; bio-data and the main section. It also contains structured and unstructured questions with both open and closed-ended questions. Copies of the questionnaire were administered to six different groups- employer, employee and PWDs. The questionnaire was formulated to gather information from PWDs. The research work employed interviews with study groups interviews to extract information from co-workers.

The study employed Structural Estimation Model to analyze data collected from the field. The following excerpts were drawn from case studies in Nigeria and were obtained through a combination of one-to-one and focus group interviews with participants. Respondents were selected through a process of stratified random sampling, with our partners in community-based organizations identifying those that qualified based. This study adapted the model as below. This was fashioned by authored.



Moderation Regression Model (MRA)

Arrows indicate hypothesized effects

Moderating effect of X on Y = a*b, a direct effect of X on Y = c

M The expected outcome can be explained by the models below:

$$LMI = \delta_0 + \beta_1 EMPLOYERF + \beta_2 EMPLOYEEER + \beta_3 PWDIF + (\beta_4 DACT * EMPLOYERF) + \mu \dots \dots \dots (1)$$

Where,

- LMI = Labour market Inclusion
- EMPLOYERF= Employer related factors
- EMPLOYEEER= Employee related factors
- PWDIF= People With Disabilities internal factors
- DACT= Discrimination against PWDs Act

A priori expectation

The apriori signs are $\beta_1 < 0$, $\beta_2 > 0$, $\beta_3 < 0$, $\beta_4 > 0$, $\beta_5 > 0$, $\beta_6 > 0$, $\beta_7 > 0$

ANALYSIS AND RESULTS

Regression Analysis

Regression analysis based on the model specified was carried out. The ordinal nature of the data necessitated their transformation into factor scores for each of the categories. The transformation of questionnaire variables into factor scores addresses the multicollinearity problem. The variables were exposed to factor analysis and factor scores from factors with eigen value values greater than one was used.

Table 1 Regression Result

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	26.035	1.901		13.693	.000
	EMPLOYERF	-.706	.422	-.168	-2.672	.038
	EMPLOYEEER	.479	.636	.076	.754	.453

The results for multivariate regression revealed that R^2 for model I is very impressive at 0.706 which implies that the model explains about 70.6% of the systematic variations in the dependent variable. The result revealed that employer-related factors have a negative ($t = -2.672$, $p = 0.038$) effect on the inclusiveness of PWDs into the labour market. The result also revealed employee or co-worker-related factor has no significant effect on the inclusion of labour into the market. ($t = -0.754$, $p = 0.453$)

Table 2 Linear Regression Results

Model	R	R Square	Adjusted R Square	Change Statistics				Durbin-Watson
				R Square Change	F Change	df1	df2	
1	0.424 ^a	0.522	-0.519	.726	.003	2	97	.911
2	0.518 ^b	0.0483	-0.428	.515	.144	1	96	.705

The result in table 2 revealed that D. W statistics stood at 2.195 which indicates that the presence of stochastic dependence in the model is unlikely.

Focusing on the performance of the coefficients, we observe that the combined coefficient for employers and employee-related factors have a negative impact on the inclusiveness of PWDs into the labour market ($F = 0.003$). This implies that employees and employer related factors negatively influence the inclusiveness of PWDs into the labour market.

The result shows that model "R Square Change" exhibit a value of 0.0483, which simply implies there interaction between employer and employee-related factors has not positively influenced the inclusiveness of PWD into the Labour market in the presence of PWDs acts of 2018 since R^2 stood t a value of 0.045. This simply implies that the enactment of PWD has led to decrease in the employment of PWDs by 0.04. The result also shows that the decrease is not statistically significant ($p < .0005$) at 5%, as result, we obtain from the "Sig. F Change."= 0.705.

DISCUSSION OF RESULTS AND RECOMMENDATIONS

Focusing on the performance of the coefficients, the result shows that employer-related factors have a negative impact on the inclusion of PWDs. This result is in line with Waterhouse, et al. (2010) which revealed that most employers are also reluctant to hire a person with a disability due to a lack of confidence in the knowledge, understanding and competency to fulfil associated tasks. The result from the discussion group reveals that employers are reluctant to employ PWDs because of the higher cost associated with employing them.

The result shows that beta for employee-related factors has no significant effect on the inclusiveness of PWDs into the labour market. This result is at variance with Mizunoya and Mitra (2019) that discovered co-worker-related factors have a negative impact on the inclusion of PWDs into the labour market. Inferences from the discussion group further revealed that PWDs sometimes resign from their employment due to stigmatization from their coworkers. Some coworkers interviewed said that PWDs are not good team players and are offended at little provocation.

The result shows that the enactment of the PWD act 2018 has no significant moderating effect on the relationship between employer-related factors and the inclusion of PWD into the labour market in Nigeria this is in line with Hao and Li (2020) which revealed that the PWD act has no significant effect on the inclusion of PWDs into the labour market.

The study recommended that the Federal government should compel State government and *government* agencies to implement the PWDs act. The study recommended that future researchers should look at challenges facing female with disabilities and their employment challenges.

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APPENDIX

Questionnaire

Instruction: Please tick appropriately in the box / column as []

SECTION A: Personal Data

1. Have heard about people living disability laws?
2. Do you think that this laws will enhance equality in terms job opportunities for people living with disabilities?
3. Are you employed?
4. If you are to rate your firm on extent of compliance to people living disabilities Law what will be the score? (On scale of 0-10)
5. Is there staircase for PWDs in your organizational
6. Gender Male () Female ()
7. Employment: State () Federal ()
8. Do you have staircase provision for people on wheel chair?

S/ N		Mean	Standard deviation	Normality	Cronbach -Alpha
	Employer related factors				
9	Most employers are unwillingness to accommodate PWDs				
10	Negotiations between employers and disabled PWDs are often highly individualized leading to varied outcomes for the disabled worker				
11	At the point of experienced illness or impairment, disabled persons experience coercive pressure to remove them from employment.				
12	Unpleasant remarks and negative attitudes towards disabled Accountants make to resign their appointment				
13	Employer attitudes are the key antecedent of access discrimination				
14	Basically, most of the employers are very concerned about cost directly associated with hiring disabled people such as financial, productivity, and skills (or up-skilling) costs				

15	Employers lack awareness as to how to deal with workers with disabilities and their accommodations needs				
16	Employers negative belief about the quality of output of PWD constitute a great to recruiting them				
	Employee Factors				
17	Professional skills possesses by PWDs are ignored because of inability to undertake manual work				
18	With reference to workplace attitudes, some respondents described their relationships with potential employers in terms of fear				
19	Disabled workers do not have equal employment without disabilities				
20	Organizations have inaccurate negative beliefs about disabled PWDs' productivity,				
21	PWDs <i>encountered</i> discrimination in training opportunities and limited promotion prospects.				
22	Some particular work is deemed inappropriate for PWDs because physical state				
	PWD ACTS				
23	Passing of People with Disability Act 2018 has reduce employment discrimination				
24	From this research suggest, even in the face of significant constitutional and institutional support and protection				
25	Employer still against PWDs at the point of employment despite the equality law in place				
26	Establish internal policies that prioritize hiring people with disabilities in line with government policy will increase the number of PWDs will be employed in government sector as well as in private organization				

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	26.035	1.901		13.693	.000	22.262	29.809
	EMPLOYERF	-.706	.422	-.168	-1.672	.048	-1.543	.132
	EMPLOYEER	.479	.636	.076	.754	.453	-.782	1.741

a. Dependent Variable: LMI

Model Summary^c

Model	R	R ²	Adjusted R ²	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.424 ^a	.422	-.519	5.43864	.626	.093	2	97	.911	
2	.518 ^b	.003	-.428	5.46278	.515	.144	1	96	.705	2.195

a. Predictors: (Constant), EMPLYR, EMPEE

b. Predictors: (Constant), EMPLYR, EMPEE, PWDIF

c. Dependent Variable: LMI