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Study the challenges as faced by person with disability in employment: a case study of Peshawar Khyber Pakhtunkhwa, Pakistan

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Abstract

In order to determine the challenges as faced by person with disability in employment in Peshawar Khyber Pakhtunkhwa, Pakistan this research was carried out. Cross-sectional study was applied in this research. The study was carried out in Pakistan Institute of Prosthetic & Orthotic Sciences Peshawar (PRSP), Rafsan Neuro Rehab Center (RNRC) and Paraplegic Center Peshawar (PCP) respectively. A well questionnaire in this regard was developed. The sample size was 50 patients with disability were selected for this study. The data was analyzed and presented in form of frequencies and percentages. The Result of this study indicates that in participant (n=50) there were 42 (84%) participant who respond to available transport as the barrier to their employment, 35 (70%) out of 50 responded with building infrastructure as barrier, 29 (58%) out of 50 to discrimination in work place, 42 (84%) to unavailability of accommodation at workplace, 42 (84%) to non-transparent recruitment and selection on 2% government employment quota seats for disables and its implementation and (78%) to lack of assistive technology, general access and flexible working hours at work place. The study concluded there are considerable challenges for physically disable persons in attaining employment in Peshawar Khyber Pakhtunkhwa, Pakistan.

Keywords: Employment, Disability, Challenges Peshawar, KPK

1. Introduction

Persons with disabilities are those for whom “physical or mental impairment substantially limits one or more of the major life activities”^[1]. 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 disability. Therefore, about 15 per cent of the world’s populations are PWDs^[2]. Significant gaps exist between the employment ratio of persons with disabilities and their nondisabled counterparts^[3].

For people with disabilities employment is particularly important, because having a disability being socially isolated and work is one opportunity to reduce this isolation earning income is most important in our lives to sustain our daily life activities have a social status. Employment makes many social relationships without it to lift up and unite in society as a person looks difficult^[4].

Unemployment limits social and leisure pursuits in addition to poverty, resulting to be a burden on society. to make one identity to be employed is essential, person with disability have a very poor employment outcome compare to non-disable people and are un employed for longer period of time after completing the studies or face risk of losing jobs even if they are employed somewhere than non-disable people^[5].

The U.S. Bureau of Labor Statistics. Reported in 2019, 19.3 percent of persons with a disability were employed. In contrast, the employment-population ratio for persons without a disability was 66.3 percent [3].

No doubt these people face many obstacles in a job. Entering the world of work is part of a major challenge for this group, the WHO lists several limiting factors such as lack of exposure to education and training, the environment of work, one response to the disabled where the employer does not believe will be the ability of the disabled to work, discrimination of the marginalized, the law Blocking occurred in many countries [6].

Pakistan is not spare from facing a similar situation to the disabled, at present 15% percent of Pakistan population is disabled according to world health organization, the figure turns out to be somewhere around 20 million but still there is no standardize instrument for data collection in Pakistan. The only legislation for employment rights of PWDs is disable person (Employment and Rehabilitation) ordinance 1981. which laid down employment quota for disables which classification and implementation is still a question mark for the reason of increasing number of un employment in disables [7].

In Pakistan not much research work is done as far employment challenges for disable is concerned neither their issues have been highlighted [7]. Efforts have yet to be made to address these challenges to the concerned authorities for overall employment program implementation for disables in government, NGOs and the private sector, in an effort to help these people, implement policies and legislation that will provide barrier free employment to the disabled [6].

Earlier studies found that to improve the employment of persons with disabilities much attention is paid to organizing vocational and educational training programs to ensure these people are quite ready to face world of work, should be provided more support, motivation and encouragement from their family and friends, by providing a disabled friendly environment, the infrastructure should be appropriate to the needs of disables at Government buildings and community situations, discrimination in job opportunities should must be taken off by Government, the physical access like transport and accommodation should be made feasible that can increase employment of disabled persons to the maximum [6].

2. Rationale of the study

A number of studies from developing countries have shown that disabled person experiences many challenges or barriers in employment, these challenges may be in form of educational training, awareness, accessibility, and infrastructure family friend support or workplace discrimination [6]. However, to the author's knowledge no such study can be found in the literature that determines the challenges faced in employment by disabled person in Pakistan. Therefore, there is a need to determine the challenges faced in employment by disable persons.

3. Objectives

Objectives of study were:

1. To measure the socio-economic profile of the respondents.
2. To determine the challenges in employment for physically disable in study area.
3. TO explore the major sources of information for job.
4. To develop need-based recommendation for future

policy measures.

4. Related literature

Michael *et al.* (2009) conducted a study in Calgary and Regina. Study was completed on 56 disabled individuals participating in employment training programs in Calgary and Regina, Canada. The aim of study was to find challenges for individuals with disability in employment. This study consists of one to one and focus group interviews. The study found both individual and societal conditions; including inadequate transportation, lack of support networks, self-esteem, past influences and disability to be the main barriers for the disable people of Calgary and Regina Canada in employment [8]. The U.S. Bureau of Labor Statistics (2012) conducted a study in USA. The age of partisans ranges from 16 to 65 years. in survey questionnaires' were asked to find out the barrier to employment for disables Lack of education or training, lack of transportation, the need for special features at the job, and a person's own disability were among the barriers reported. Among persons with a disability who were employed, over half had some difficulty completing their work duties because of their disability. When asked to - 2 - identify barriers they had encountered, most reported that their own disability was a barrier to employment (80.5 percent). Other barriers cited included lack of education or training (14.1 percent), lack of transportation (11.7 percent), and the need for special features at the job (10.3 percent) about 27.8 percent reported a little difficulty in completing work duties, 21.1 percent reported moderate difficulty, and 7.0 percent reported severe difficulty. About 44.1 percent of employed persons with a disability had no difficulty completing their current work duties [3]. Anand and Sevak, (2017) conducted a survey between Aug and Dec 2014. data is collected through questionnaire asked from 2,282 individuals who lived in Ohio, Mississippi, or New Jersey. The partisan of survey ranges from 25-60 years. Questions were asked whether or not they received accommodations, either at their current job if they were employed, or at their most recent job if they were currently not working. Examples of accommodations included a flexible work schedule, modified job duties, or a job coach. The most common accommodations PWDs got in employment were a flexible work schedule (50%), job coaching or training (41%), and assistance from coworkers (32%). About 19% of the individuals received help with transportation, and 9% of the individuals received on-the-job assistance from a personal care attendant or personal assistant. They found that the individuals who received a flexible schedule, help with transportation, or a personal care attendant or assistant had employment rates about 8 percentage points higher than the individuals who did not receive these accommodations. This study concludes that individuals with disability face the challenges of transportation, non-flexible schedule; job training and un assistance from coworkers in employment and their non-presence make it tough for them to retain employment [9]. Norasmah, 2014 and Zinaida, 2006 analysis the major factors and challenge disables in employment. In his study he declares the lack of education vocational training, perception and discrimination, motivation and family support and environment of workplace as the main challenges to employment for disables. In his study he presented the solution of entrepreneurship as the solution for the large number of un employment of disable persons [6].

5. Methodology

Cross-sectional survey was applied in order to determine the challenges in employment for physically disable persons. Pakistan Institute of Prosthetic and Orthotic Sciences Peshawar, Rafsan Neuro Rehab Center and Paraplegic Center Peshawar were selected randomly. In this regard, 50 patients (registered) were taken as sample size form PRSP, RNRC and PCP Peshawar respectively. For respondent's selection a convenience sampling was used. In this regard a various variable was designed like genders nature, age distribution and their composition (b/w 17-40 year) and the like. The data was collected through a standard questionnaire. Informed consent was taken from the participants and the questionnaire was distributed to the participants at their convenient time after taking the inform consent. The data collector verbally asked questions. The data was analyzed through SPSS (Statistical Package for Social sciences) version 23 and Microsoft office 2003. Microsoft office 2010 was used for graphical and percentage wise analysis of accessibility, discrimination in workplace, degree and employability and the restricted factors of feasibility to employment. Descriptive statistics was used in terms of frequencies for variables. Results were drawn through applying an appropriate statistical analysis. Categorical variables are presented in term of frequency, percentage & appropriate graphical presentation done accordingly.

6. Results of study

Socio-economic attributions were the major aspects of this research. In this regard, descriptive analysis was applied so that to identified socio-economic attributions like gender nature, education backgrounds of the respondents, sources for job vacancies and disability of PWDs.

Table 1: Sample distribution regarding nature of gender

Socio-economic status	Frequency	Percent
Male	44	88.0
Female	6	12.0
Total	50	100.0

The descriptive analysis of gender of the participants was carried out to find the frequency and percentage of male and female participants. From a total of 50 participants, there were 44 males and 6 females (n=50). In percentage their score was 88.0 and 12.0 respectively. The frequencies and percentages of the gender are shown in the table-1.

Table 2: Sample distribution regarding patients belonging areas

Patients belong	Frequency	Percent
Peshawar	33	66.0
Swat	8	16.0
Dir	4	8.0
Total	50	100.0

The descriptive analysis of PWDs interviewed at PRSP, RNRC and PCP, their location (address) presented was carried out to find their frequency and percentage. A total of 50 patients with physical disability were selected. Out of these 50 patients, 33 patients belong to Peshawar, 8 patients

belong to swat, 4 patients belong to Dir and 5 patients belong to the other area (Surrounding areas of Peshawar). In percentage their score was 66.0, 16.0, 8.0 and 10.0 respectively. The frequencies and percentages of the PWDs interviewed at PRSP and PCP according to their location (address) presented are shown in the table-2.

Table 3: Sample distribution regarding sources of information

Sources of information	Frequency	Percent
Newspaper	20	42.0
College contact	12	24.0
Internet	14	28.0
Others	4	8.0
Total	50	100.0

The descriptive analysis of sources of information presented for job vacancies by the participants was carried out to find the frequency and percentage of sources presented by participants. Out of 50 participants 20 declared newspaper as their informatory job source, 12 college contact, 14 internets and 4 declared others sources (friends, family and society). In percentage their score was 42.0, 24.0, 28.0 and 8.0 respectively. The frequencies and percentages of the sources of information for job vacancies are shown in the Table 3.

Table 4: Sample distribution regarding educational degree status

Educational degree status	Frequency	Percent
Humanities	15	30.0
Medical sciences	4	8.0
Engineering	3	6.0
Others	28	56.0
Total	50	100.0

The descriptive analysis of degree background of the participants was carried out to find the frequency and percentage of degree status of the participants. Out of 50 participants 15 were from humanities group, 4 from medical sciences, 3 from engineering and 28 from others educational group (intermediate, BA, B. Sc). In percentage their score was 30.0, 8.0, 6.0 and 56.0 respectively. The frequencies and percentages of the educational degree status of the participants are shown in the table-4.

Table 5: Sample distribution regarding disability status

Disability status	Frequency	Percent
Spinal injury	19	38.0
Polio	20	40.0
congenital	6	12.0
Amputation	5	10.0
Total	50	100.0

The descriptive analysis of disability of the participants was carried out to find the frequency and percentage of disability of participants. Out of 50 participants 19 were having spinal injury, 20 having polio, 6 congenital and 5 were having amputation (n=50). In percentage their score was 38.0, 40.0, 12.0 and 10.0 respectively. The frequencies and percentages of the participant's disability are shown in the table-5.

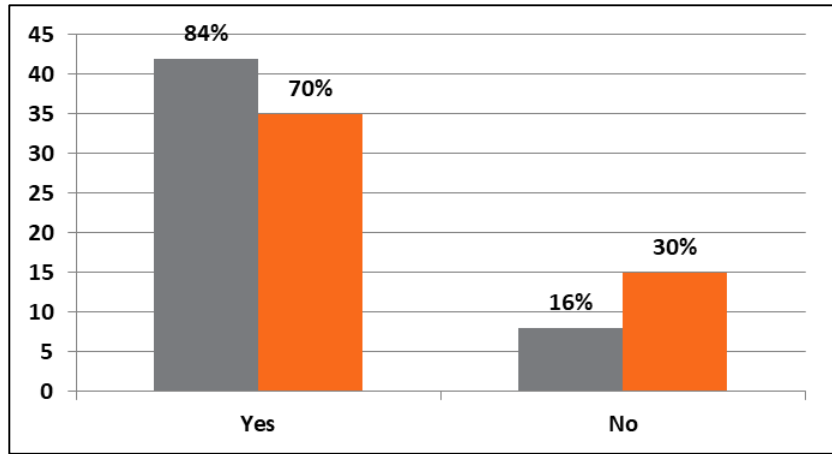


Fig 1: Sample distribution regarding building infrastructure and transport availability

The participants were asked about how much available transport and building infrastructure is a barrier in seeking employment. Out of 50 participants 42 responded yes for available transport and 35 for building infrastructure as a barrier, 8 responded in No for available transport and 15 for building infrastructure respectively. (n=50). In percentage their score was 84.0 and 70.0 for yes and 16.0 and 30.0 for No. The participant response is shown in figure-1.

The participants were asked about availability of accommodation in workplace. Out of 50 participants 42 responded with No, 8 responded with don't know and no one responded with yes to the availability of accommodation at workplace (n=50). In percentage their score was 84.0 for yes, 16.0 for don't know and 0.0 for Yes. The frequency and percentage of participant's response to availability of accommodation in workplace are shown in figure-3.

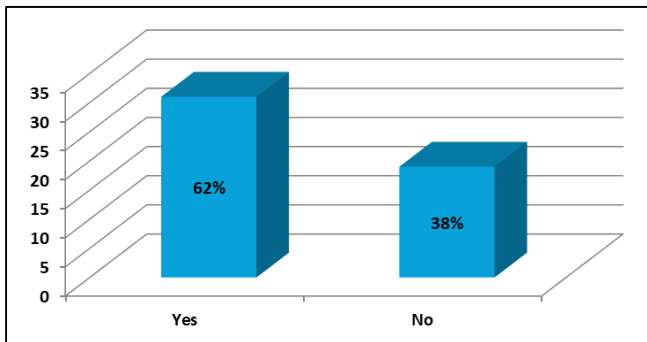


Fig 2: Sample distribution regarding discrimination in work place

The participants were asked about discrimination at work place. Out of 50 participants 31 responded yes to discrimination in society and 19 with No (n=50). In percentage their score was 62.0 for yes and 38.0 for No. The frequency and percentages of participant's response to discrimination in workplace are shown in figure-2.

Table 6: Sample distribution regarding number of responses

Questions	Y	N	Don't know
Does you participate in disability awareness training programs?	12	38	0
Does govt. provide disability awareness training programs for disables?	6	20	24

The participants were asked about their participation in disability awareness training programs and does Government provides disability awareness training programs to disables? a barrier in seeking employment. Out of 50 participants 12 responded yes for participation in disability awareness training programs, 38 responded with No. for Government provision of disability training programs, 20 responded in No, 24 in don't know and 6 participants responded in Yes (n=50). The frequency and percentages are shown in table-6.

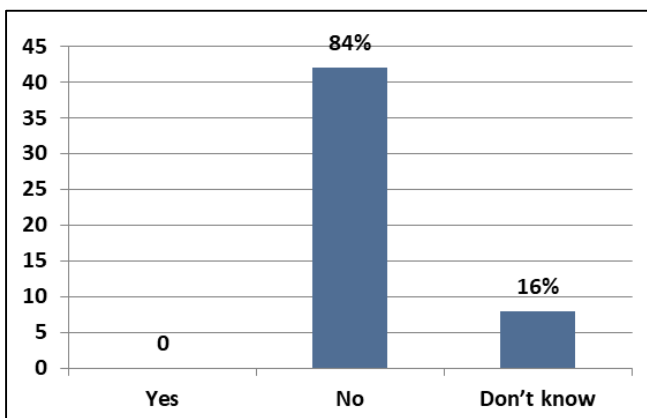


Fig 3: Sample distribution regarding accommodation in work place

Table 7: Sample distribution regarding special arrangements at workplace

Questions	Y	N	Don't know
Do you want special arrangements like assistive technology, general access and flexible working hours?	39	2	09
Are you satisfied with govt. 2% quota seat implementation?	8	42	0

The participants were asked about whether they want special arrangements like assistive technology, general access, flexible working hours and their satisfaction on 2% employment quota seat implementation provided by Government. Out of 50 participants 39 responded yes for assistive technology, general access and flexible working hours, 2 responded with No and 09 were not applicable. For 2% employment quota seat implementation, 42 responded in

No and 8 responded in Yes (n=50). The frequency and percentages are shown in table-7.

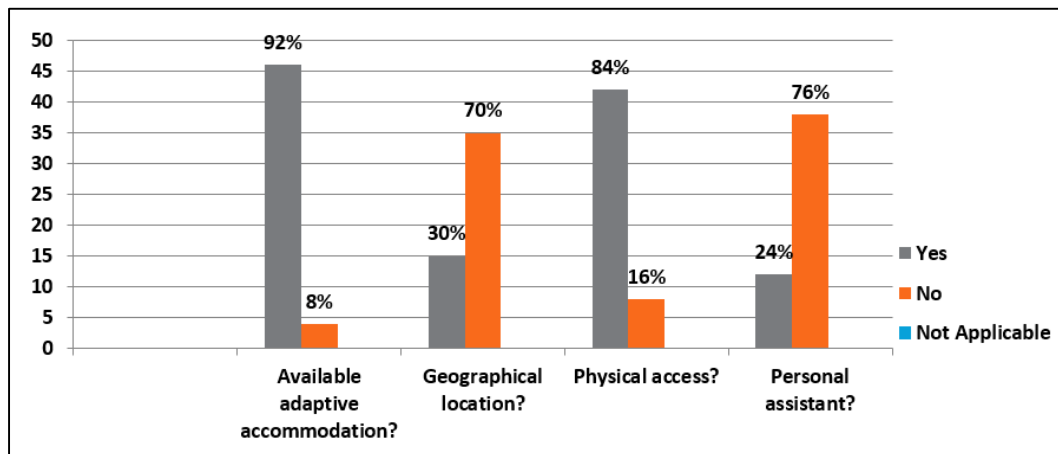


Fig 4: Sample distribution regarding restricted factors to employment

The participants were asked about some factors to rate that restrict them in employment i.e. Available adaptive accommodation, geographical location, physical access and personal assistant. Out of 50 participants 46 responded yes for available adaptive accommodation, 4 responded with No, For geographical location 15 responded with yes and 35 with No, For physical access 42 responded with yes and 8 with No and for personal assistant needed to help out in carrying them 12 responded with Yes and 38 with No (n=50). In percentage their score was 92.0, 30.0, 84.0 and 24.0 for yes, 8.0, 70.0, 16.0, and 76.0 for. The frequency and percentages are shown in figure-4.

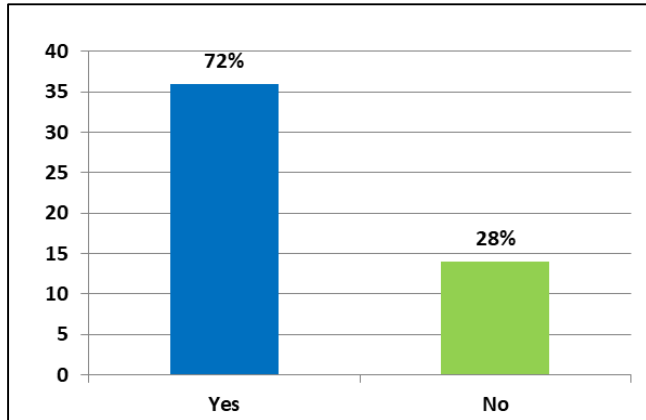


Fig 5: Sample distribution regarding degree and employability

The participants were asked whether their educational degree has made them more employable. Out of 50 participants 36 responded with yes and 14 with No (n=50). In percentage their score is 72.0 and 28.0 respectively. The frequency and percentages are shown in figure-5.

7. Discussion

According to the current study from a total of 50 participants, 44 (88.0 %) were males and 6 (12.0 %) were females. The low number of females indicates their reluctances to give interview or to disclose their information. In terms of participants with physical disability according to their location (address), out of 50 participants, 33 (66.0 %) patients belong to Peshawar, 8 (16.0 %) patients belong to Swat, 4 (8.0 %) patients belong to Dir and 5 (10.0 %) patients belong

to the other area (Surrounding areas of Peshawar). As the study is conducted in PRSP, RNRP and PCP Peshawar therefore majority of patients belong to Peshawar region. In term of source of information for job vacancies. Out of 50 participants 20 (40.0%) considered newspaper as their source of information to know about employment opportunities, 12 (24%) college contact, 14 (28%) internet and 4 (8%) other sources such as friend society and family ones who give them information about job vacancies. It shows the easy and the wide range of availability of newspaper and majority of participants rely on it. As far the participant education degree background is concerned. Out of 50 participants 15 (30%) were from humanities group, 3 (6%) from engineering, 4 (8%) from medical sciences and 35 (70%) from other groups like BA, B.Sc and Intermediate. The greater number of participants from other group and humanities shows that they are more comfortable with it and mainly opted for such fields to make carrier in it as these fields have not a heavy work load and can be easily manageable with their disability. In terms of disability of participants. Out of 50 participants 19 (38%) were having spinal injury, 20 (40%) were having polio, 6 (12%) were congenital and 5 (10%) were congenital. Our study finds that available transport and building infrastructure is one of the prime barrier for disables in employment out of 50 participants 42 (84%) considered transport as barrier that influence their employment and 35 (70%) out of 50 considered building infrastructure as a challenge in their employment. We also find out in our study that disable faces discrimination in workplace, which is evident from the fact that out of 50 participants 31 (62%) answered that they face discrimination in workplace. Awareness is found to be another big barrier in disability and employment, only 12 (24%) out of 50 participants attended disability awareness training programs. Furthermore, in our study we find that participants considered the implementation and classification of Government 2% quota seats also as a barrier in their employment. Out of 50 participants' 42 (84%) responded that the recruitment of disables through 2% Government quota seats is objectionable and not transparent and its disability classification is not up to the mark, it should be categorizing disability wise before announcing any job vacancy and the quota should be enhancing from 2 to 4% as of increasing number of disable graduates yearly. In this study we also find that out of 50 participants 39 (78%) wants

assistive technology, general access and flexible working hours in their working environment which shows that they should be either trained or provide and tested with technology that is feasible with their disability and should be given flexible working hours and an effortless general access. The study found that non availability of accommodation in workplace also barrier to disables in employment. out of 50 participants 42(84%) replied that they don't get proper accommodation in workplace which make it tough for them to access work place, to be on time and do justice to their work moreover they lose the faith of employee on their inconsistency of work timings and also hard for them to manage the accommodation far away from workplace. Education is found to be the only positive factor in attaining their employment as 72% responded that their degree has create them many job opportunities and made them more employable.

8. Conclusions and recommendations

This study concluded that there are considerable challenges in employment for physically disabled persons. This study shows that available transport, building infrastructure, discrimination in workplace, adaptive accommodation at work place or at location of employment, the unfair recruitment at Government 2% employment quota seats and the lack of assistive technology, general access, flexible working hours at work place are the major barriers for disables in employment. Education is found to be the only factor that creates opportunities of employment for disables and make them more employable. Based on results following recommendations developed. Employer with disability themselves needs to be more active and self-advocates for the equality of participation in workplace therefore should be special concentrate. Employer with disability should actively take participation in disability awareness training programs. Employment quota seats for disables should be classified on base of disability for recruitment and it selection should be made transparent.

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