

**FACTORS LEADING TO LOW EMPLOYMENT RATE OF PEOPLE WITH
PHYSICAL DISABILITY IN TANZANIA: A CASE STUDY OF TEMEKE
MUNICIPAL COUNCIL, DAR-ES –SALAAM REGION, TANZANIA**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE AWARD OF THE DEGREE OF MASTER OF ARTS
IN SOCIAL WORK OF THE OPEN UNIVERSITY OF TANZANIA**

2015

CERTIFICATION

I, the undersigned, certify that I have read and hereby recommend for acceptance by the Open University of Tanzania a Dissertation titled, “Factors leading to low employment rate of people with physical disability in Tanzania: A case study of Temeke Municipal Council” submitted in partial fulfilment of requirements of Master of Arts Degree in social work of the Open University of Tanzania.

.....

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Date

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I, Ntamanwa, Furaha L, do hereby declare that this dissertation is my original work and that it has not been presented and will not be presented to any other university or higher institution of learning for a similar or any other degree award.

.....

Signature

.....

Date

DEDICATION

This work is dedicated to my parents Laurian Nicas Ntamanwa and Suzan Aloyce Haule for their love and devotion to my education. To them, I say thank you.

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This study would not have been possible without the assistance, cooperation and participation of many individuals and institutions. It is, therefore, difficult to mention all by name. I would however like to single out and acknowledge the contribution of Neema Ntamanwa for her encouragement and willingness to help me in my dissertation. I wish to thank lecturers of the Open University of Tanzania, Department of sociology and social work for their generous assistance.

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ABSTRACT

This study examined factors leading to low employment rate of people with physical disability in Tanzania. Specifically, it looked at how the education system cater for people with disability, the treatment of people with disability at the workplace and identified environmental barriers of people with disability. The work also determined the challenges facing people with disability at the workplaces. The study findings showed that there were several factors which lead to low employment rate to people with physical disability in Tanzania which included poor implementation of the Policy of Special Education to People with Disability, social and environmental barriers, poor socio-economic status, poor public awareness towards disability, poor supervision and implementation of National Policy on Disability. Other factors reported by the respondents were (i) Social discrimination to disabled people, (ii) Social stigmatization towards people with disability, (iii) Lack of working facilities to people with disability, (iv) Low level of education to most people with disability, (v) Social misconception and myths toward people with disabilities as well as, (vi) Social exclusion to people with disability in labor market. It is, therefore been concluded that mainstreaming of people with disability in employment is essential for the full development of their potential , in certain areas people with disability will be expected to excel, The laws erected to protect the employment of people with disability hence to be emphasized, coupled with sensitization program.

TABLE OF CONTENTS

CERTIFICATION	ii
COPYRIGHT	iii
DECLARATION.....	iv
DEDICATION.....	v
ACKNOWLEDGEMENT	vi
ABSTRACT	vii
TABLE OF CONTENTS	viii
LIST OF TABLES	xii
ABBREVIATIONS	xiii
CHAPTER ONE	1
1.0 INTRODUCTION.....	1
1.1 Background	1
1.2 Statement of the problem	5
1.3 Objective of the study	6
1.3.1 General Objectives	6
1.3.2 Specific Objectives	6
1.4 Research questions	6
1.5 Significance of the Study	7
1.7 Definition of Key Terms	7
CHAPTER TWO	10
2.0 LITERATURE REVIEW	10
2.1 Overview	10
2;2 Empirical Literature Review	10

2.2.1	Challenges and obstacles to employment opportunities	10
2.2.2	The Employment and labour Relations Act, 2004	12
2.2.3	The National Employment Policy, 2008	12
2.2.4	Guidelines for Services to People with Disabilities who are Civil Servants, 2008	13
2.2.5	Pending law	13
2.2.6	Living conditions to people with disability	13
2.2.7	The concept disability	14
2.2.8	The incidence of disability globally	16
2.2.9	The incidence of disability in Tanzania	17
2.2.10	The physical and social barriers to people with disability	17
2.2.11	Education to people with disability	17
2.2.12	National policy on disability	19
2.2.13	Policy issues to people with disability	20
2.2.14	Disability and work	29
2.3	Conceptual frame work on disability and social activities	31
2.4	Theoretical Literature Review	31
2.4.1	Social model of disability	31
2.4.2	Symbolic interactionism theory	32
2.4.3	Structural-functionalism theory	32
2.5	Summary	33
2.6	Research gaps	34

CHAPTER THREE	35
3.0 RESEARCH METHODOLOGY	35
3.1 Introduction	35
3.2 Area of Study	35
3.3 Research design	36
3.4 Population	37
3.5 Formula used to deliver sample	37
3.6 Sample size	38
3.7 Sampling procedures	38
3.8 Methods of data collection	39
3.8.1 Primary sources	40
3.8.2 Secondary source	42
3.8.3 Data processing, analysis, and presentation	43
3.9 Limitation of the study	43
CHAPTER FOUR.....	45
4.0 DATA PRESENTATION, ANALYSIS AND INTERPRETATION	45
4.1 Overview of employment for disabled people in Public Civil Services	45
4.2 Characteristics of respondents	46
4.5 Relationship between public awareness on disability and low employment rate to people with disability	60
4.6.1 Discrimination to workplace	64
4.6.2 Discrimination to transport system	65

4.8	Assessment of environmental barriers to people with disability in the work place	77
CHAPTER FIVE		88
5.0	SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	88
5.0	Summary	88
5.1	Conclusion	90
5.2	Recommendation	92
REFERENCES.....		95
APPENDICES		99

LIST OF TABLES

Table 1.1: The distribution of people with disabilities in Tanzania according to the type of disability.....	2
Table 3.1: Type of respondents and expected respondents to be interviewed.....	38
Table 4.1: Statistics of disabled persons who are civil servants.....	46
Table 4.2: Level of education for disabled employee.....	47
Table 4.3: Marital status of respondents.....	48
Table 4.4: Respondents' occupation.....	50
Table 4.5: Sex of respondents.....	52
Table 4.6: Relationship between education system and low employment rate to peoples with disabilities.....	53
Table 4.7: Relationship between public awareness on disability and low employment rate to people with disabilities at the work place reported by Non-disable people.....	60
Table 4.8: Respondents responses relationship between social stigmatization and low employment rate to people with disability.....	68
Table 4.9: Respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities.....	74
Table 4.10: Respondents response on the relationship between environmental barriers and low employment rate to people with disability.....	77
Table 4.11: respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities.....	84

ABBREVIATIONS

AIDS	Acquire Immunodeficiency Virus
CHAWATA	Chama Cha Walemavu Tanzania
CRPD	Committee on the Rights of Persons with Disabilities
HIV	Human Immunodeficiency Virus
ILO	International Labor Organization
PWD's	People with Disability
SES	Socio-Economic Status
UN	United Nations
UPIAS	Union of the Physically Impaired Against Segregation
WHO	World Health Organization

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background

Disability is the loss or limitation of opportunities to take part in the normal life of the community on an equal level with others due to temporary or permanent physical, mental, or social barriers. Such a loss or limitation could be aggravated by community's perception of disabled people. Disabled people represent the biggest definable disadvantages group of people in the world. Over 600 million people worldwide have a physical, sensory, mental or intellectual impairment of one form or another. This is approximately 10% of world's population. Approximately 470 million are of working age. People with disabilities can be found in every country with over two thirds of them living in developing world. (ILO, 2007)The August 2002 Population and Housing census carried a question on disability. The official results are not yet known. However, according to World Health Organization's formula of 1 in 10 being persons with disabilities, Tanzania with the population of 34,569,232 is estimated to have 3,456,900 people with disabilities distributed as follows:

Table 1.1: The distribution of people with disabilities in Tanzania according to the type of disability

Type of Disability	%	Number
Physically Impaired	28	967,932
Visually Impaired	27	933,363
Hearing Impaired	20	691,380
Intellectually Impaired	8	276,552
Multiply Impaired	4	138,276
Others	13	449,397
Total	100%	3,456,900

Source: The 2012 Tanzania National census.

Despite representing a large part of the population, people with disabilities are largely invisible. Their human rights are frequently and systematically ignored and abused. This has been the norm for a very long time. Historically, people with disabilities were not accepted in their communities. They were associated with the incarnation of the devil and their disability was also regarded as a sign of God's punishment for the sins that a family had committed. It was therefore regarded as shameful to have a disabled child within a family. As a result most of them were hidden in houses and others were even thrown into the bushes or rocks and left in the

open to die. In developed countries women even terminated their pregnancies once they had been for ultra sound scan and discovered that they were expecting a disabled child (Gudafelsky and Madduma:1992)

Various efforts have been made to change the perception of disabled people in the society. These include the enactment of various form of legislation, conventions, and various strategies aimed at improving society's perception of them. Despite some improvement, this negative perception is still a problem in many, especially, developing countries, including Tanzania. People with disabilities are still considered as a second class citizens. They are discriminated against and denied most of their rights. They are devalued firstly, because of their education, and secondly because of the myths and misconceptions about impairment. There are often far reaching and mistaken assumptions that disabled do not need work, that their financial security will be provided by their families and that their main role will be at home because their capacity to do much else is limited. These attitudes need to be changed in order to insure that the right to employment to people with disabilities is realized.

Many countries throughout the world in recent years, adopted policies aiming to promote the rights of people with disabilities to full and equal participation in the society. This has often been in the response to the ILO Convention No. 159 concerning vocational rehabilitation and employment of disabled persons: Policy on employment opportunities for people with disabilities. Improving legislation and implementation strategies have been identified as one of the main issues to be tackled in the African decade of disabled persons 1999-2009.

The effectiveness of law in improving employment opportunities for disabled persons –whether they are vocational rehabilitation laws, quotas legislation or anti-discrimination legislation is central ,not only in terms of the economic rights of disabled people, but also their broader social and political rights, which are closely linked to economic empowerment. Tanzania enacted the Disabled person, employment Act, No.2 in 1982. This Act established a quota system requiring that two per cent of the workforce in companies with more than 50 employees must be people with disabilities. It also established the national advisory council, the role of which was to advise the minister responsible for the social welfare of people with disabilities (ILO, 2009). Disabled persons employment Act, 2010, impose similar requirement with respect to the employment of people with disabilities. Specifically, Article 31 require employers to hire and maintain the employment to people with disabilities and establish workforce quota under which every employer with the workforce 20 or more individuals must employ person with disability at the rate at least 3% of the employee's total workforce.

In addition to requiring workforce quotas, Article 31 of the Act further advance the employment of person with disabilities in several other ways, it requires every employer to submit an annual report to the government on the employment status of person with disabilities who are employed in his or her office. Equal treatment to persons with disabilities is required to any office in terms of wages, salaries, leaves, or accommodation.

1.2 Statement of the problem

Employment is a fundamental human right and important for every human being including persons with disabilities. It can provide economic security and independent, also give people value and status as an individuals. It helps with integration and acceptance by the non-disabled and most importantly it gives life a purpose. According to Disabled Persons (Employment) Regulation, 1985 (Government Notice No, 464/1984) define the eligibility and registration requirement for disabled people under the disabled person employment Act, 1982. They reserve for disabled persons two per cent of vacancies in vocational and training centres and require every registered employers to reserve at least two per cent of jobs for registered persons with disability. Also, Disabled person employment Act 2010, imposes similar requirements with respect to the employment of people with disabilities, Specifically, Article 31 requires the employer to hire and maintain the employment to people with disabilities and establish workforce quotas under which every employers with the workforce of 20 or more individuals must employ persons with disability at the least 3% of the employee's total workforce.

However, the Act intends to help people with disability to get employment opportunity; but the disabled employment Act register small number of persons with disabilities compared to non-disabled people, two per cent or three per cent is not enough to empower people with disabilities. So another modification of this Act is needed in order to increase the percentage of registration at least 10 per cent of vacancies must be reserved to people with disability.

Moreover the implementation and supervision of employment and labor relation Act, 2004 section 7 and 8 of the Act is require employers to ensure that they promote

equal opportunity in employment and strive to eliminate discrimination in any employment policy and practice. It also prohibit direct and indirect discrimination on all ground including disability.

1.3 Objective of the study

The study has general and specific objectives.

1.3.1 General Objectives

The general objective of this study is to examine the factors leading into low employment rate to people with physical disability in Tanzania.

1.3.2 Specific Objectives

- (i) To examine education system for people with disability in Tanzania.
- (ii) To determine public awareness on term Disability at the workplace, and
- (iii) To identify environmental barriers to people with disability at the work place.

1.4 Research questions

- (i) Is there any relationship between education system and employment rate of people with disability in Tanzania?
- (ii) What is the relationship between public awareness on disability and low employment rate to people with disability in workplaces?
- (iii) Is there any relationship between environmental barriers and low employment rate of People with disability in Tanzania?

1.5 Significance of the Study

The findings of this study have both theoretical and practical significance:

The study is a response to various debates raised by many scholars concerning the problem of low employment rate to people with disability which hinder full participation of people in the society. The findings of study may also contribute and act as an aspiration to academicians and other people who want to add or to quantify what have been found and discussed, or make further studies related to the topic. Furthermore, the study will be an additional to the existing literature on employment rate to people with disability in Tanzania. The study will generate recommendations that may be used to improve living condition of people with disability in Tanzania. Modification in some policy and regulations in employment to people with disability may be needed in order to increase access to employment opportunities to people with disability in Tanzania.

1.7 Definition of Key Terms

The key terms used in this study are defined below and these include: Disability, impairment and programmatic barriers, Rehabilitation, Work, Technical Aids/Appliances, Equalization of opportunities for people with disabilities, Community Based Rehabilitation, Integration.

(i) Disability

Disability refers to disadvantages or restriction of activity caused by contemporary social organization which takes nor or little account of people who have impairment and thus excludes them in the mainstream of social activities, (Oliver, 1999).

(ii) Impairment

Impairment is lacking part of or all of limb or having a defective limb, organism or mechanism of the body (Oliver, 1999).

(iii) Programmatic barriers

A programmatic barrier means deficiency in the programmes which lead to the exclusion of some people from involvement into those programs. (UPIAS, 1979)

(iv) People with disability.

An individual whose prospects of obtaining and retaining an employment are greatly reduced due to known physical, mental, or social factors. (Charlotte, 2009)

(v) Rehabilitation

Combined efforts in the domains of health, education, psychology, and work, which are intended to raise the functional level of a disabled people so as to enable him/her, take part in the normal life of the community. (CIB, 1984)

(vi) Work

Any legal activity that enable people with disability life independently. (Kweka, 2010)

(vii) Integration.

Level of involvement and acceptance of disabled persons in the community. (Mkumbo, 2008)

(viii) Technical Aids/Appliances

Appliances which assist the functional ability of a disabled Person (.Reilly, 2003)

(ix) Equalization of opportunities for persons with disabilities.

Provision of equal opportunities and services to people with disabilities alongside the non-disabled. (ILO, 1993)

(x)Community Based Rehabilitation.

An all level coordinated process and strategy of enhancing the quality of life of people with disability.(National policy on disability,2004)

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Overview

A good number of studies have been made in Tanzania concerning people with disability in general. The aim of this section is to review studies related to employment opportunities to people with disability. Thus, reviewing other studies would assist identification of what is already known and what is still to be known about the problem under investigation. This review will highlight on the gap of knowledge this study attempts to fill in.

2.2 Empirical Literature Review

2.2.1 Challenges and obstacles to employment opportunities.

Ash & Fine,(1988) noted labour policies to be one of the obstacles to employment opportunities of disabled people. They say that employment policies have devoted little attention to the disadvantaged employment status of people with disabilities. This seems to hold the true of generic state, local government and public company employment policies as well as the employment policies directed specifically towards people with disabilities. Braimah, (2009) explains that the major challenge faced by persons with disability is transportation. In developing countries and even in some developed countries, transportation is not made easily accessible to persons with disabilities. Where buses may be easily available, there may not be provisions for people in wheelchairs, no access ramps and other necessary facilities. Braimah

also noted that access to public buildings were another challenges which people with disabilities face in employment opportunities. Most if not all public buildings and facilities in poor countries, do not have disabled lifts and access ramps. This makes access to high rise buildings literally impossible. In case where persons with disabilities have to access such buildings as a matter of necessity, they do so with extreme difficulty and that is even when a generous “able” colleague decided to offer a generous helping hand. Rao, (2002) noted that discrimination and inaccessibility are major obstacles that disabled women face in employment opportunities in India. In addition to the prejudice and discrimination barriers, the inaccessibility of the physical environment is serious obstacles to disabled people working outside their homes. They end up engaging in piece-work the most common form of income generation available to them.

ILO, (2007) noted that limited education opportunities for people with disabilities as the major obstacle. Employment prospects for workers with disabilities are limited by initial barriers that they may have faced as children and young adults in acquiring a good basic education, vocational skills training, or higher education. ILO experience that in most developing countries, vocational rehabilitation services are either non-existent, or found only in urban centres. Even where they are provide, they are often under-funded and ineffective in preparing people with disabilities for work. Ruso and Jansen; (1988) noted that the combined effects of gender and disability stereotyping track women with disabilities into the most traditional female roles. As a result, women with disabilities are unlikely to have the educational opportunities that will allow them access to highly valued, well-paying professional positions. Since education has a direct bearing on career advancement, it is therefore

important to identify and dismantle all obstacles within the realm of education in order to ensure that people with disabilities will enjoy equal access to the employment market as their able-bodied counterparts.

2.2.2 The Employment and Labour Relations Act, 2004

This is a major law governing employment issues in Tanzania. Section 7 and 8 of the Act requires employers to ensure that they promote an equal opportunity in employment and strives to eliminate discrimination on all grounds including disability.

2.2.3 The National Employment Policy, 2008

One of the key objectives of the policy is to promote equal access to employment opportunities and resources endowments for people with disabilities. The policy also states the measures required to be taken in order to ensure that people with disabilities access equally both paid and self-employment opportunities. Those measures include: Government undertaking affirmative action to enhance the employability of disabled people, to provide special facilities and equipments to enhance the capacity of disabled people, to make efforts in ensuring that friendly infrastructures, sensitize employers of their obligation to comply by employing a minimum set number of people with disabilities as set out in the law regarding people with disabilities.

2.2.4 Guidelines for Services to People with Disabilities who are Civil Servants, 2008

This guideline identifies the problems which persons with disabilities are facing in employment opportunities in the public civil services. It narrates the obstacles which the disabled face in securing employment opportunities and the challenges which they are facing in the course of their employment. The guideline also provides for measures which are supposed to be taken by Government Institutions in order to change the situation of people with disabilities in the Public Civil Services. The measures provided are such as; it requires employers to ensure that people with disabilities are not discriminated against at the workplace, all Government Institutions to ensure that office buildings are disability friendly and ensure that they acquire the necessary equipment to enhance their capacity, they should look into the possibility of assisting people with disabilities with transport to and from the office and they should make sure that there is equality at the workplace.

2.2.5 Pending law

There is a draft bill for a disability Act which intends to combine the disabled persons (Care and Maintenance) Act, 1982 and the Disabled persons (Employment) Act, 1982. It seems that the bill consists of all relevant provisions which will change for the better the situation of disabled people in employment opportunities in both private and Public Civil Service. Attempts to obtain a copy of a bill proved futile.

2.2.6 Living conditions to people with disability

Mercer (1960) views since the 1960's, a series of national surveys (British) has been undertaken in order to establish the number of disabled people, their standard of

living, and need for “Social Care” Services and welfare benefits. These studies have attracted considerable criticism from organizations of disabled people. They have countered this “individualized” focus on impairment and functional limitation with an alternative interpretation of disability that stresses the social and environmental barriers to social inclusion. This requires a very different approach to measuring disability and way of assessing the living conditions of disabled people.

Loeb and Eide (1981) found that, living conditions among people with disability in Southern area in Africa, despite increased focus in recent years, reliable disability data from low-income countries are lacking. Our attention in this chapter is to present an innovative approach to measuring disability in population that is based on some conceptual elements of the international classification of functioning of disability and health. The results are derived from studies on the living conditions among people with disabilities in Namibia and Zimbabwe. These people provide explanation for the discrepancy between low income and high income countries may be found in an assessment of disability prevalence along a time axis. It is claimed that disability prevalence rates observed in U.S and other high income countries in 1950’s were about the same order to magnitudes as those now observed in low-income countries and that the rate we see today.

2.2.7 The concept disability

Tossebro and Kittelsca (2001) found that, the methodological problems related to defining and operationalizing “disability”. Investigating the living condition of disabled group can be frustrating experience. The most frustration is that we still do not have research tools and adequately identify and analyse especially according to

“Social model”. Instead, we somehow select people with impairment or those who are recipients of various welfare services as a result create law response and selective participation.

Bengtsson and Jane (2007) found that, definition of Disability in applied social research, these can be said to fall into two main groups. The first one defines a group of persons as disabled and the second reflects a recent trend in the direction of definition. That defines a type of situation where compensation is needed. Social research contains the same duality. When it concern with living conditions, the only possibility to include disability is to define a group of persons. Self-reporting of disability is often used, but then are problems with this method. The difference between self-reported disability of men and women provides an example. On the issue of equal opportunities we need to think of disability in terms of persons. In this case, it is possible to reflect upon a definition in terms of situation.

Ministry of Labour, Youth and Development (2004) defines Disability as the loss or limitation of opportunities to take part in the normal life of the community on an equal level with others due to temporary or permanent physical, mental, or social barriers. Such a loss or limitation could be aggravated by community's perception of disabled people.

In Tanzania and elsewhere in the world disability is associated with prejudice and negative attitude. People with disabilities are viewed as worthy of pity, dependent and as such not an integral part of the community they live. This view is contrary to basic human rights.

In line with this resolution human being have the right to use the society and its resources for their development and protection. Since a person with disability is also

a human being he/she is equally entitled to these rights. The United Nations has also passed several other resolutions on the right to people with disabilities.

2.2.8 The incidence of disability globally

The estimation of people with disabilities are 500 millions of people in the world as consequences of mental, physical or sensory impairment (UN, 1983). The world plan of Action advocate the rights for these people for fully participation in the societies, in which at they are part. The report equates this full participation to taking part in the social life and development of one's family and also to share the rights and obligations with others and have the same freedom and responsibility as other citizens. This program experience many barriers which prevent them from fully participating in their societies. Many have been denied opportunities and suffer discrimination in the societies. Even for rehabilitation, disabled person who want to integrate into his community they very soon meet with obstacles and difficulties which are due to the fact that his situation was / has not been taken into account when the community was planned.

United Nations (1983), found that, the world program of Action has hardly been taken into consideration in developing counties where problems are most acute. This paper assesses the situation in general with special reference to developing counties where the problems are most acute. The barriers experienced by the disabled have been categorized into two. These include social and physical barriers. Starting with social barriers are those barriers which make the disabled person to remain isolated or segregated from other people. The attitudes of the non-disabled people towards the disabled affect the way the disabled develops.

2.2.9 The incidence of disability in Tanzania

Tanzania with population (2002) of 34,569,232 is estimated to have 3,346,900 people with disabilities distributed as Physical Impaired 967,932, Visually Impaired 933,363, Hearing Impaired 691,380, intellectually Impaired 276,552, Multiply Impaired 138,276, and Others 449,397

.In Tanzania the unfavourable economic situation has affected the availability of such services as health, education, and employment opportunities. The most affected however are people with disabilities.(National Policy on Disability, 2004):

2.2.10 The physical and social barriers to people with disability

Coming to physical barriers present one of the major visible obstacles to integration of the disabled in the society. After one has struggled against all odds and serious places inaccessible. If the disabled people are to be fully integrated and are to participate in the community, they have to be able to get anywhere just as their non-disabled people can. This means that we need an environment that is built for accessibility, that is to say having, transportation, places to work, streets. Public buildings, schools, shops, businesses must be accessible. Accessible construction cannot be left to the good will of land lords and builders there must be building codes and standard that is enforceable by law.

2.2.11 Education to people with disability

CIB (1984), report that, the Government, through its special program for primary education has reached village level, making it possible for all children to attend school. Even children of nomadic tribes have access to school in their environment. In supporting this, parents, Tanzania social Action fund (TASAF) and International organization like DANIDA, JICA, SIDA and some banks are contributing resources

towards government efforts. Although there are good programs, we still face challenges in education of the children with disabilities.

- (i) Accessibility was not considered when building the school and classrooms.
- (ii) Braille materials and teachers were not prepared for blind children.
- (ii) There are not enough special teachers of the deaf and the few available don't know sign language.
- (iv) The same challenges face children with mental handicap and deaf blind.

Kenya Institute of Education (1986), viewed that, the Ministry of Education is sensitizing parents to send their disabled children to inclusive schools. However, people with disabilities are divided on the issue of inclusion. Majority of PWD'S would prefer the special education model, but they acknowledge that there are no enough schools, most being run by charities. So the consensus is that it is better to have inclusive schools that to miss education altogether.

Inclusive schools are accepted, with the following conditions in place:

- (i) Accessibility for physically impaired.
- (ii) Special Braille from class 1 to 3 then an inclusive class from grade 4 for the blind.
- (iii) For the deaf and deaf blind, inclusive classes are not practical. They will need classrooms and special teachers with sign language skills. Their communication needs make it impossible to study in an inclusive classroom, especially for primary school.
- (iv) Only hard-of-hearing children can benefit in an inclusive class. The others, profound deaf can't cope as most consist speak on top of not hearing it's a waste of time and resources to have them in an inclusive-classroom.

(v) It is accepted that in secondary and higher education interpreters can be utilized in an inclusive classroom. At that stage they have sign language skills to cope with an interpreter.

2.2.12. National policy on disability

(Tanzania National Policy on disability, 2004), In the last two decades prior to 1981 service provision to people with disabilities has no clear policy. General government pronouncement e.g. the Arusha Declaration provided the direction for services to disabled persons. The proclamation of 1981 as the international Year of Disabled Persons (IYDP) gave the necessary impetus to the government which took the following steps: (i) Cabinet paper No. 19 of 1981. This Cabinet Paper has two parts: Part one discusses problems of services provision to disabled persons in the absence of a clear policy. Part two delineates responsibilities of caring for disabled persons to government institutions, families, relatives, local government and non-governmental organizations. The cabinet Paper emphasized the objective of services provision as the protection of disabled persons' dignity. (ii) Act No. 2 of 1982 (Disabled Persons Employment) This Act was enacted as a result of Cabinet Paper No. 19 of 1981. Major provision of this Act are Enabling disabled persons to secure employment through quarter scheme and reservation of posts. And establishment of the National Advisory Council which advises the minister on matters relating to services for disabled persons. (iii) Act No. 3 of 1982 (Disabled persons Care and Maintenance) The Act also result from Cabinet Paper No. 19 of 1981. The Act provides and designated responsibilities of caring for disabled persons to families, relatives, local government, central government, non-governmental organizations.

2.2.13 Policy issues to people with disability

(a) Education.

Education is a key to the development people with disabilities' potential. The education policy emphasize the availability of early learning and basic education to all children and that children with disability will be given a priority. Despite this commitment the education system is inaccessible to children with disabilities.

(b) Skills training.

Skills Training enable people with disability to work and lead an independent life. Skills Training Offered in vocational training centres for people with disabilities is inadequate and do not provide the competence required to enable people with disabilities work independently. Besides the training environment is not adequately accessible.

(c) Employment.

Work is crucial for an individual's development and dignity the majority of people with disabilities in the country live in poverty because they cannot access work due to their disability and competition in the labour market.

(d) Accessibility.

Effective participation of people with disabilities in their community life largely depends environmental accessibility. The use of various technical aids enhance functional ability of people with disabilities. On the other hand construction of public buildings, roads, play grounds, and services such as public phone, and water tapes does not take into consideration differential needs of the people with disabilities thus making these facilities inaccessible.

(e) Awareness creation. Negative attitude of the society towards persons with disabilities is a barrier that limits their participation in activities that are developmental to themselves and the society. It is important that this negative perception is corrected by availing people with disabilities every opportunity that would ensure that they lead productive life equal to the non-disabled.

(f) Information sharing.

Information on available services is an important part of service provision to people with disabilities. The development of people with disabilities and their effective participation in the daily life of the community depends in large part on the information available to them. Unfortunately the present services provision paradigm Does not include availing information to people with disabilities and their families.

(g) Health services.

Poverty and poor hygiene conditions cause different disabling conditions. Most disabilities however could be prevented through improved hygiene. Public health programmes must emphasize on prevention and education in environmental management and nutrition.

(h) Early intervention.

Early intervention forestalls onset of disability later in life. Early identification followed by treatment has the potential of eliminating onset of disability and or reduced the impact of disability in adult life. Early intervention is therefore an all time solutions to the problems of disability. Despite its importance only a negligible percentage of disabled children are reached:

(i)Integration.

Integration is degree of participation of people with disabilities in the life of the community. The concept of integration presupposes the use of the same institutions used by the non-disabled to serve people with disabilities.

(j) Human Rights and Legal Protection.

People with disabilities like other citizens have the right to respect, acceptance, employment, and care. The society in general is insensitive to the needs of disabled persons and have in most part shown negative attitude towards them.

Liver, M. (1990), found that, PWD's don't have enough resources for running their offices and programmes. There is no official policy on full participation in decision making and planning of issues affecting them. Policies and plans pertaining to disability are not implemented but remain on papers only for example "The standard rules an equalization of opportunities for PWD's.

PWD's don't know their rights, especially those in the villages where government can't reach them in their campaigns. Tanzania has yet to have representation for PWD's in legislatives bodies like parliament and local councils. Many National programs and campaigns, e.g. HI V/AIDS are not accessible, by PWD's as they are made without consulting P\VD's.

United Nations (1983), The convention on the right of persons with disabilities is an international human rights instrument e.g. the United Nations intended to protect the rights and dignity of persons with disabilities. Parties to the convention are required to promote, protect, and ensure the full enjoyment of human rights by persons with disabilities and ensure that that enjoy full Equality under the law. The convention has served as the major catalyst in the global movement from viewing persons with

disabilities as objects of charity, medical treatment and social protection towards viewing them as full and equal members of society, with human rights. It is also the only UN human rights instrument with an explicit development dimension. The convention was the first human rights treaty of the new millennium.

Guiding principles of the convention:

There are eight guiding principles that underlie the convention:

- (i) Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
- (ii) Non-discrimination.
- (iii) Full and Effective participation and inclusion in society.
- (iv) Full and effective participation and inclusion in society.
- (v) Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
- (vi) Equality of Opportunity.
- (vii) Accessibility.
- (viii) Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Bickenbach. (2001), said that Persons with disabilities are entitled to exercise their civil, political, social, economic and cultural rights on an equal basis with others under all international treaties. The full participation of persons with disabilities benefits society as their individual contributions enrich all spheres of life and this is an integral part of individual's and society's well-being and progress for a society for all with or without disabilities.

The rights of individuals with disabilities have been addressed more generally throughout the development of the international human rights law. The principle of the right to equality, addressed throughout the normative standards set out by the international human rights of individuals with disabilities may be further realized, contemporary international; law has increasingly recognized the need for all states to incorporate human rights standard into their national legislation. Although the means chosen to promote full realization of economic, social and cultural rights of persons with disabilities may differ among countries, there is no country exempt from the need for improved policies and laws for individuals with disabilities.

Seelman and Burry (2001) found that, the human rights of persons with disabilities became an important part of the international policy agenda in the 1980's. The world programme of Action concerning Disabled persons was adopted by the General Assembly at its thirty seventh sessions in 1982. The world programme of Action is a comprehensive global strategy that utilizes "Equalization of opportunities" as its guiding principle for the achievement of full participation of persons with disabilities, on the basis of equality, in all aspects of social and Economic life and development. The world programme transformed the disability issue from a "social welfare" issue to that of integrating the human rights of persons with disabilities in all aspects of development process.

Also in the early 1980's the sub-commission on prevention of Discrimination and protection of minorities (currently the sub-commission on prevention of Discrimination and protection of Human Rights) appointed Mr. Leandro Despouy of Argentina as special Rapporteur to study the

Connection between human rights, violations of fundamental human freedoms and disability which resulted in his final report, “Human Rights and Disabled Person.

Aldersey, (2010) Government are increasingly demonstrating their commitment to disability rights through the enactment of policies on disability. Among them, The United Republic of Tanzania, in addition to being a signatory to the United Nations Conventions on the Right of people with disability (CRPD), has made a public commitment to the rights of people with disabilities through a number of policy mechanisms, most recently through the enactment of persons with disabilities Act of 2010. With this enactment of the 2010 Act, Tanzania demonstrate an attitude shift in favour of concrete policy outcomes that will further the societal integration and human rights of people with disabilities. By passing an Act that has strong policy recommendations and that came about through significant consultation to people with disabilities themselves (Tanzania Federation of Disabled People Organizations 2010) Act, Tanzania has effectively begun to reconceptualise the capacity of people with disabilities (PWD's). Because Tanzania engaged in extensive and unprecedented consultation with Disabled persons Organization (DPO's) in the writing of the 2010 Act, people with disabilities who were formally thought of a ‘burden’ are starting to be regarded as valuable and contributing members in the society with crucial input to provide an disability policy. As in other nations with policy commitment to disability rights, however, the principles, and promises made in policy document often are not reflected in direct action for the intended beneficiaries. It can often be to implemented macro-level policy ideals. Indeed, the policy impact on employment level of people with disabilities has been minimal, and people with disabilities

around the world continue to underrepresent in the paid work force. (Edward, Fujimoto and et al, 2010).

Although it may take time and effort to change practice within a society or culture, there mechanisms within policy that enable change including penalties (e.g the 'sticks', approach, such as due process and monetary fines and such as rewarding positive actions and appealing to the wider good of society) Here explore the challenges of translating policy to action by examining the inclusion of people with disabilities in the work place in Dar es Salaam, Tanzania.

Low rates of people with disability in Worldwide, reflect a failure of Government to adequately meet their social inclusion obligations. With greater integration of people with disabilities in Tanzania workplaces, people with disabilities themselves will have greater opportunities to demonstrate their capacities to contribute to social through work. Tanzania policy commitment to persons with disabilities in the workplace, focusing on the most recent workplace accountability mechanism in Tanzania's person with disabilities Act: (Edward and colleague, 2010)

Tanzania enacted the Disabled persons (Employment) Act (No.2) in 1982. This Act established a quota system requiring that two percent of the workforce in companies with more than 50 employees must be people with disabilities. It also established the National Advisory Council, the role of which was to advise the minister responsible for the social welfare of people with disabilities. (ILO, 2009)

Indeed, in 2010 only one third of employers that predicated in a surgery on disability were aware of the disabled people's employment Act of 1982 (Kweka, 2010)

The 2010 Act imposed similar requirement with respect to the employment of people with disabilities. Specifically, Article 31 requires employers to hire and maintain the

employment of people with disabilities and establish workforce quota under which every employer with the workforce of 20 or more individuals must employ persons with disabilities at the rate at least 3% of the employee's total workforce (Tanzania, 2010). As disability employment accountability mechanism, workplace quotas are still utilized in a number of different national contexts. (Heyer, 2005)

In addition to requiring workforce quotas, Article 31 of the Act further advances the employment of persons with disabilities in several other ways. It requires every employer to submit an annual report to the government on the employment status of persons with disabilities who are employed in his/her office. Equal treatment of people with disabilities is required in any office in terms of wages, salaries, leaves, or accommodation. Furthermore, people with disabilities should be welcome to apply in public advertisements for disability positions. (Tanzania, 2010). Articles 32 and 33 relate to the continuation of employment of persons with disabilities and the antidiscrimination of persons with disabilities in the workplace. Article 34 addresses an adequate working environment for persons with disabilities, requiring employers to prevent work-related injuries, ensure the safety of employees with disabilities, protect employees with disabilities from harassment, permit employees with disabilities to have access to trade unions and enable them to access continued training and career advancement (Tanzania, 2010).

Charlotte, M (2006), found that, International and national policy makers have a comparative advantage in raising the issue of disability through such sector-wide approaches as poverty reduction strategies papers (PRSP's) and other overarching national initiatives. It is clear that development goals such as Millennium

Development Goals (MDG's), cannot be met unless marginalized groups are included in national development strategies.

PRSP's-key government policy instruments for poverty reduction are seen as operational framework for implementing the MDG's. More PRSP are now mentioning disability, but this represent only partial progress. People with disabilities (PWD's) still remain largely invisible in the PRSP's resulting in an incomplete policy agenda. Three key constrains hinder the participation of people with disability in poverty alleviation activities: people with disability are economically excluded from pro-poor growth, they are socially excluded from education and health services, and they have a weak political voice. Disabled people's organization (DPO's) are consulted in only a few cases (29 per cent of PRSP's)An analysis of PRSP;s show that when DPO's do participate in PRSP;s consultation, the social focus on disability policy decreases and the economic focus increase DPO's should be involved not only in the preparation of PRSP;s but also in policy discussions.

Coppin; et al: (2006) found that socio economic status (SES) is often measured as a combination of education, income, and occupation.If it is common only conceptualized as the social standing or class of an individual or group:When viewed through a social class lens, privilege, power and control are emphasized. Furthermore, an Examination of Socio Economic Status (SES) as a gradient or continuous variable reveals inequities in access to and distribution of resources. SES is relevant to all realms of behavioral and social sciences, including research, practice, Education, and Advocacy.SES affects overall human functioning, including our physical, and mental health Law SES and its correlates such as lower education, poverty and poor health, ultimately affect our society as a whole. Inequities in wealth

distribution, resource distribution, and quality of life are increasing in the world. Society benefits from an increased focus on the formation of socio economic inequities and effort to reduce the deep gaps of socio economic status. Globally, behavioral and other social science professionals to possess the tools necessary to study and identify strategies that could alleviate those disparities at both individual and societal levels.

People with disabilities are likely to have limited opportunities to earn income and often have increased medical expenses. Disabilities among children and adult may affect the socio economic standing of entire family. It is estimated that 40 million of people in America have some level of disability (U.S: Census Bureau, 2006): Although the Americans with Disabilities Act assure equal opportunities in education and employment to people with disabilities and without disabilities and prohibit discrimination on the basis of disability, people with disabilities remain discriminated. Among American's poor and under educated. (Cappin et al, 2006).

2.2.14 Disability and work

Tanzania enacted the disabled persons (Employment) Act (No.2) in 1982. This act established a quota system requiring that two percent of the workforce in companies with more than 50 employees must be persons with disabilities. It also established the National Advisory Council, the role of which was to advise the minister responsible for the social welfare of people with disabilities (ILO, 2009). Although covered employers were required to hire based upon the quota system, this law was neither effectively publicized nor enforced by the Tanzania government. Indeed, in 2010 only one-third of employers that participated in a survey on disability were aware of the Disabled persons Employment Act of 1982 (Kweka, 2010)

The 2010 Act imposes similar requirements with respect to the employment of people with disabilities .Specifically, Article 31 requires employers to hire and maintain the employment of people with disabilities and establishes work force quota under which every employer with a work force of 20 or more individuals must employ persons with disabilities at a rate of at least 3% of the employer's total workforce. As disability employment accountability mechanisms, workplace quotas are still utilized in a number of different national contexts, including Austria, Germany, Japan, France, Italy, Poland, China, and Korea.(Heyer,2005,Kim, 2011,Tamako,2007)

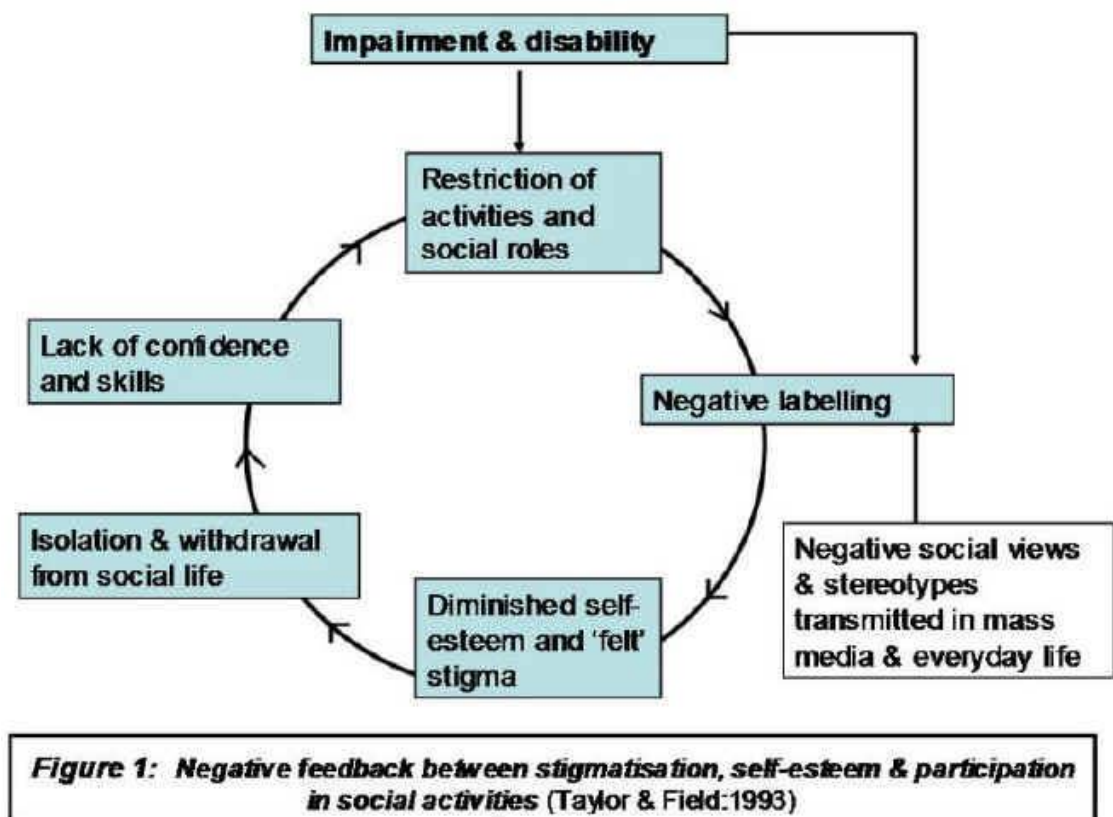
On the basis of the above studies which have been reviewed, poor living conditions of disabled people are attributed by many factors: negative people's attitude, social exclusion, environmental barriers, economic barriers which affect them directly.

A good number of studies which have been made on people with disability in Tanzania put emphasize on their living conditions. They are therefore limited in coverage as far as people with disability concerned. Despite agreeing with their findings this study tries to do more as it examines other aspects of life to employment opportunity in Tanzania. This study intends to make a comprehensive study on the issue of low employment rate to people with physical disability in Tanzania, particularly in government sectors.

It is the contention of this study that many researchers in Tanzania have made studies on the poor living conditions in Tanzania. None of them has systematically and comprehensively examined the factors lead to low employment rate to people with disability in public sectors. Furthermore, education opportunity poses challenges on

the whole issue of low employment rate of people with disability in private and public sectors in Tanzania. A comprehensive and systematic study on low employment rate to people with disability in the era of globalization is therefore relevant and timely. This is the gap of knowledge this study tries to fill in.

2.3 Conceptual frame work on disability and social activities.



2.4 Theoretical Literature Review

2.4.1 Social model of disability

Social model of disability is a reaction to the dominant medical model of disability which in itself is a functional analysis of the body as machine to be fixed in order to conform with normative values. The social model of disability identifies systemic

barriers, negative attitude, and exclusion by society (Purposely or inadvertently) that means the society is a main contributory factor in disabling people. While physical, sensory, intellectual, or psychological variations may cause individual functional limitation or impairments, these do not have to lead to disability unless society fails to take account of and include people regardless of their individual differences. The origins of the approach can be traced to the 1960, the specific term emerged from United of Kingdom in the 1980's.

2.4.2 Symbolic interactionism theory

Symbolic interactionism or interactionism for short is the most important and enduring sociological theory. Symbolic interactionism is a social construction perspective that aims at understanding social life that focus on how reality is constructed by active or creative actors through their interaction with others and society.

The theory has a long intellectual history starting with German sociologist and economist, Max Weber (1864-1920) and pragmatist philosopher such as Pierce, Dewey, Cooley, and George H. Mead (1863-1931). These scholars emphasized the subjective meaning of human behaviour, the social process and pragmatism. Their main thrust is on interactions among people and use of symbols in communication and interaction.

2.4.3 Structural-functionalism theory

Structural-functionalism as the name suggests is a structural-functionalist view society as a system of social structures that are interrelated and work together as a

whole. Structures here are taken as really patterns of relationship or interaction among various component of society. Structural-functionalism is a consensus theory, a theory that sees society as a built upon order, interrelation, and balance among parts as means of maintaining the smooth functioning of a whole. Structural-functionalism viewed shared norms and values as the basis of society, focuses on social order based on tacit agreements between groups and organizations, and views social change as occurring in a slow and orderly fashion. Functionalists acknowledge that change is sometimes necessary to correct dysfunction but that it must occur slowly so that people and institutions can adopt without rapid disorder.

According to Durkheim as structural-functionalist view society as a system of parts, all of which serve a function together for the overall effectiveness and efficiency of society. This is to say that there different parts of the society work together in making society what it is. This theory focuses on social systems as a whole, how their different parts operates, change and on the consequences they produced to the society.

2.5 Summary

On the basis of the above studies which has been reviewed; factors leading to low employment rate to people with disability in Tanzania is attributed by many factors: poor education system to children with disability due to reason that accessibility was not considered when building the school and classrooms; Braille materials and teachers were not prepared for blind children; there not enough teachers of the deaf and the few available don't know sign language: Poor public awareness on disability in workplace: Disabled persons have not been able to secure employment

opportunities in the Public Civil Service because of the discrimination which face during job interview and when they go to report to their duty stations: Environment barriers is another factor whereby public buildings in the workplace are not disabled friendly: They are multi-storey; there no ramps; and in lift numbers are not inscribed by Braille: This poses challenges to people with Disability in accessing public buildings and create a difficult working environment:

2.6 Research gaps

A good number of the studies which have been made on people with disability in Tanzania put emphasize on their living conditions: They are therefore limited in coverage as far as employment opportunities to people with disability: Despite agreeing with their findings this study tries to do more as it examine factors leading to low employment rate to disabled people; because their living conditions; income; education to people with disability which have been identified are necessary but not sufficient for improvement of their life due to the reason that employment give people economic security and personal status: A comprehensive and systematic study on employment opportunities to people with disability in era of globalization is therefore relevant and timely: This is a gap of knowledge this study tries to fill in:

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Introduction

This chapter attempts to present the methodology of the study. It consist of issues such as area of the study, research design, sampling design, sampling method, the sample size, data collection methods, techniques, data processing, analysis, presentation and limitations of the study.

3.2 Area of Study

This study was carried out in Temeke Municipality in Dar-es-salaam Region. The population of Temeke Municipal council according to National Census 2012 is 1.368.881. Temeke district is southernmost of three districts in Dar-es-salaam, Tanzania, with Kinondoni located to far north of the city and Ilala being located in the down town of Dar-es-salaam. To east is the Indian Ocean and to the south west is the coastal region of Tanzania.

The Temeke District is administratively divided into 3 divisions and 24 wards.

The following is a list of Temeke wards.

Azimio	Kisarawe	Pemba mnazi
Chamazi	Kurasini	Sandali
Chang'ombe	Makangarawe	Somangira
Charambe	Mbagala	Tandika
Keko	Mbagala kuu	Temeke
Kigamboni	Miburani	Toangoma
Kimbiji	Mjimwema	Vijibweni
	Mtoni	Yombo vituka

3.3 Research design

Kothari,(1992: 39), argues that research design as a conceptual structure within which research is conducted. It is constitutes the detailed plan for collection, measurement, and analysis of data. According to Naoum (1998:4), deciding on which type of research strategy to follow depends on purposes of the study and type of information required for answering the research problem. Hence, a case study strategy was selected because it is more appropriate for the in-depth study design deals with specific area which could represent the whole or part of the study area.

Furthermore, it allow the researcher to use a mixture of methods personal observation, questionnaires; interviews, and the study of relevant documents.

3.4 Population

Temeke District is the southernmost of three district in Dar-es-Salaam, Tanzania, with Kinondoni to the far north of the city, and Ilala in the downtown of Dar-es-Salaam. To the east is Indian Ocean and to the south and west is the Coastal Region of Tanzania. The 2012 Tanzania National Census report that the population of Temeke district is 1,368,881. The area is 786.5 km².

3.5 Formula used to deliver sample

Determination of sample size through the approach based on precision rate and confidence level.

Sample size when estimating a percentage or proportion:

We shall have to specify the precision and confidence level and then we will work out the sample size as under:

Since the confidence interval for universe proportion, \hat{p} is given by

$$p \pm z \cdot \sqrt{\frac{p \cdot q}{n}}$$

Where p = sample proportion, 1-p;

z = the value of the standard variate at a given confidence level and to be

worked out from table showing area under Normal Curve;

n = size of sample.

3.6 Sample size

The total projected sample size was essentially 150. However, the actual data producing sample was 110 from the following schedule (see table 3.1)

Table 3.1: Type of respondents and expected respondents to be interviewed (N= 150)

Types of respondents	Planned Respondents	Actual respondents	Actual percentage of respondents
Non-disabled person in Temeke municipal council.	90	90	82%
Disabled person in Temeke municipal council.	60	20	18%
Total	150	110	100%

Source: Researcher 2015

3.7 Sampling procedures

Kothari (op.cit.40.69), defines sampling design as a definite plan for obtaining a sample from a given population. Peil (1985:26), advocates that sampling is a

selection of a part to represent a whole. In this study, non-probability sampling was used in order to determine the sample size and sampling method. According to Kothari (op.cit.73), under non-probability the researchers purposively choose the particular units of the universe constituting a sample on the basis that the small mass that is selected out of the huge one will be typical or representative of the whole. This design maybe adopted in small inquiries and researches by individuals, because of the relative advantages of time and money inherent in this method of sampling. A purposive sampling technique were used so as to get the required information for this study. This method was allowed the researcher to identify only those respondents who are familiar with the problem and hence assist the researcher to collect relevant information for the study. Patton (1990), argue that purposive sampling is a process of choosing key informants in the fieldwork for in-depth study. Hence prominent experts in the field of disability and employment as well as knowledgeable community members were consulted and selected. Other things that were considered in the selection of sample population included: gender, age, administrative position in the district, and knowledge of the importance of access to employment opportunities to people with disability.

3.8 Methods of data collection

This study employed triangulation. De Chernatory et al (2002:2-3), state that triangulation involves the use of different methods of data collection, theoretical perspectives, data from different level of people, from many sources of data and different researchers simultaneously investigating phenomenon. Hence, data for this study were collected from both secondary and primary sources.

3.8.1 Primary sources

This study employed a range of data collection instruments to collect the primary data needed for analysis. These included: questionnaires, and face to face interview, which were administered to all categories of the respondents in Temeke municipal council.

(i)The Questionnaire.

This instrument involved administering questions to research participants in order to obtain data, which were needed. Moore (1987:19-20), addresses that questionnaires are cheap, relatively flexible and can be used to reach a very large number of people. In this study therefore both structured and non-structured questions was used. Structured questionnaires were used since they allowed respondent to choose between numbers of alternatives answers because they provide a range of answer and thus, they reduce the chance of respondent overlooking something. As a result minimize possibilities of obtaining ambiguous answer. They were therefore quicker and easier to complete since minimum writing is required. A part from that, the unstructured questionnaires were also used because they allow free response in the respondents own words. On the bases of this argument, they were therefore suited to collect information with different views and opinions. From the above arguments both structured and non-structured were used because they are easy to complete and analysed. Although questionnaires were dominant they were problematic in administering particularly to the District council officials, respondents did not return the questionnaires on time and moreover, some questionnaires were returned with blanks. Through questionnaire, I was able to gather statistics of disabled persons

employed in Public Civil Services, I managed to get information on the guideline that have been developed in order to change the situation of people with disabilities in employment opportunities in the Public Civil Services. I was also informed of the draft of the Disability Act. The key informant also provided some insight into some efforts that the Government of Tanzania is making in order to change the situation of people with Disabilities in the Public Civil Service. They further provided advice, assistance and guidance as to whom I might interview and from whom I then collected more data. This method was very useful as through it I formed new links with other stakeholders.

(ii)The interview.

This instrument mainly involved face to face interview with the research participants (respondents), structured interview was conducted. According to Naoum (op.cit.58), structured interview allow questions to be presented in the same order with the same working to all interviewees. With structured interview, answers can be more accurate, the response rate is relatively high. Respondents were interviewed separately to avoid external influence or consultation between them. Before conducting interviews respondents were introduced to the objectives and expected benefits of the study undertaken so as to enable to participate by listening, responding questions and raising issues. In conducting this study some of the respondents were only either interviewed or given questionnaires to fill. The determining factor on who was to be interviewed alone or fill questionnaire alone ranged from things like the mood of respondents, access to the respondents, to the researcher –respondent contact and time offered by the respondent. All respondents who claimed to run short of time were only interviewed. This method was used in

order to capture life histories and or experiences that individual disabled person faced or are facing with regard to employment opportunities in the Public Civil Services. The method was more workable and I used it to a large extent throughout my research because persons with disabilities who are civil servant are very few and are scattered in different offices which are located far from one another. It was therefore difficult to organize group discussions. This was only done in a few locations.

(iv) Focus Group Discussion

This method helped to get more information at on time and it also helped to capture contributions from some of the respondents who felt inhibited during their individual interviews. Through Discussion, participants were able to cite examples of various cases, some of which were not possible to encounter in natural settings. This helped to give more accurate appreciation of the real (but hidden) extent of the problem.

3.8.2 Secondary source

Secondary data was obtained through library research, documentary evidence from both published and unpublished sources, which were reviewed and analysed in relation to the research questions, which guided the study. These included government documents, books, journals, articles, and other relevant documents related to the field of the study. These documentary materials were obtained from main library of the Open University of Tanzania and Ministry of Labour, Youth Development and sports.

3.8.3 .Data processing, analysis, and presentation

The data collected from the field were processes and analysed using a qualitative and quantitative method depending on the type of data. The data result was presented in descriptive form, percentage, frequencies in table, and figures if they were quantitative and qualitative data was analysed by aggregating opinion into qualitative presentable form and qualitative data was analysed by aggregating opinion into qualitative presentable form.

3.9 Limitation of the study

A limitation of this work is that it is based upon data gathered in one major city of Tanzania and as result may not reflect conditions elsewhere in Tanzania. Although Dar es Salaam is a country's largest city, and thus is an area in which disability supports and services are most widespread. It is unlike that data from one city can provide an accurate pictures of disabilities and work realities in the entire nation. It will be important to expand compliance research to other, more rural areas in Tanzania, in order to better understand the similarities and differences across a greater, more representative distribution of the nation's population.

Similarly, although this articles has not integrated data on the prevalence of person with disabilities in informal employment, a sector in which a person with disabilities are also engaged. Informal employment is a term that is typically used to describe insecure form of economic activity in the developing countries and can include such activity as self-employment, employment in micro-businesses, or family run activity. As well as employment where the employer failed to provide appropriate access to

social protection or formal registration of any contractual relationship (Henley & Arabsheiban, 2009).

Lastly, this work has not addressed equally-important potential problem of a lack of qualified, employable persons with disabilities in Tanzania. As a consequence of lower rates of education, for children with disability than for the general population of children. (Mkumbo, 2008) and of inadequate or inappropriate education for children with disabilities even if they are provided access to education, people with disabilities may well be at a disadvantages in a competitive environment.

CHAPTER FOUR

4.0 DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Overview of employment for disabled people in Public Civil Services

In Dar es Salaam city, Tanzania, both women and men with disabilities face various challenges in employment opportunities in public services. There are very few people with disabilities who are civil servants. The research that was conducted by Ernest and Young in (2005) revealed that disabled people who are working as civil servants comprise less than 1% of all employees in the Public Civil Service. Also the report of the President's Office – Public Service Management unit, of July – December 2007, indicates that there is a total of 689 people with disabilities who are civil servants. This is equivalent to 0.2% of 354,000 employees in the Public Civil Service.

Although both men and women with disabilities face challenges in finding employment opportunities in the Public Civil Services, women with disabilities are at a greater disadvantage and they are subject to multiple challenges because of their gender and disability: Despite this fact, the number of disabled female in employment opportunities in the Public Civil Services is significantly lower than the number of disabled men.

The chart below shows the number of disabled people who are civil servant as per gender.

Table 4.1: Statistics of disabled persons who are civil servants.

S/N	Kind of disability	Female	Male	Total
1.	Physical disability(legs)	163	405	568
2.	Physical disability (hands)	9	27	36
3.	Blind/people with visual impaired	35	86	121
4.	Deaf	15	13	28
5.	Dumb	3	6	9
6.	Albino	5	5	10
7.	Other kind of disabilities.	6	8	14
	TOTAL	236	550	786

Source: President's Office Public Service Management, 2009

4.2 Characteristics of respondents

As far as the respondents were concerned, they possessed different trends that the researcher wanted to reveal. The respondents were classified according to age, sex, marital status, occupation, education status.

(a) Education level**Table 4.2: Level of education for disabled employee**

Levels of education for all respondents in Temeke Municipal Council					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ordinary Sec. School	8	7.3	7.3	7.3
	Advance Sec School	20	18.2	18.2	25.5
	Tertiary/Colledge Level	82	74.5	74.5	100.0
	Total	110	100.0	100.0	

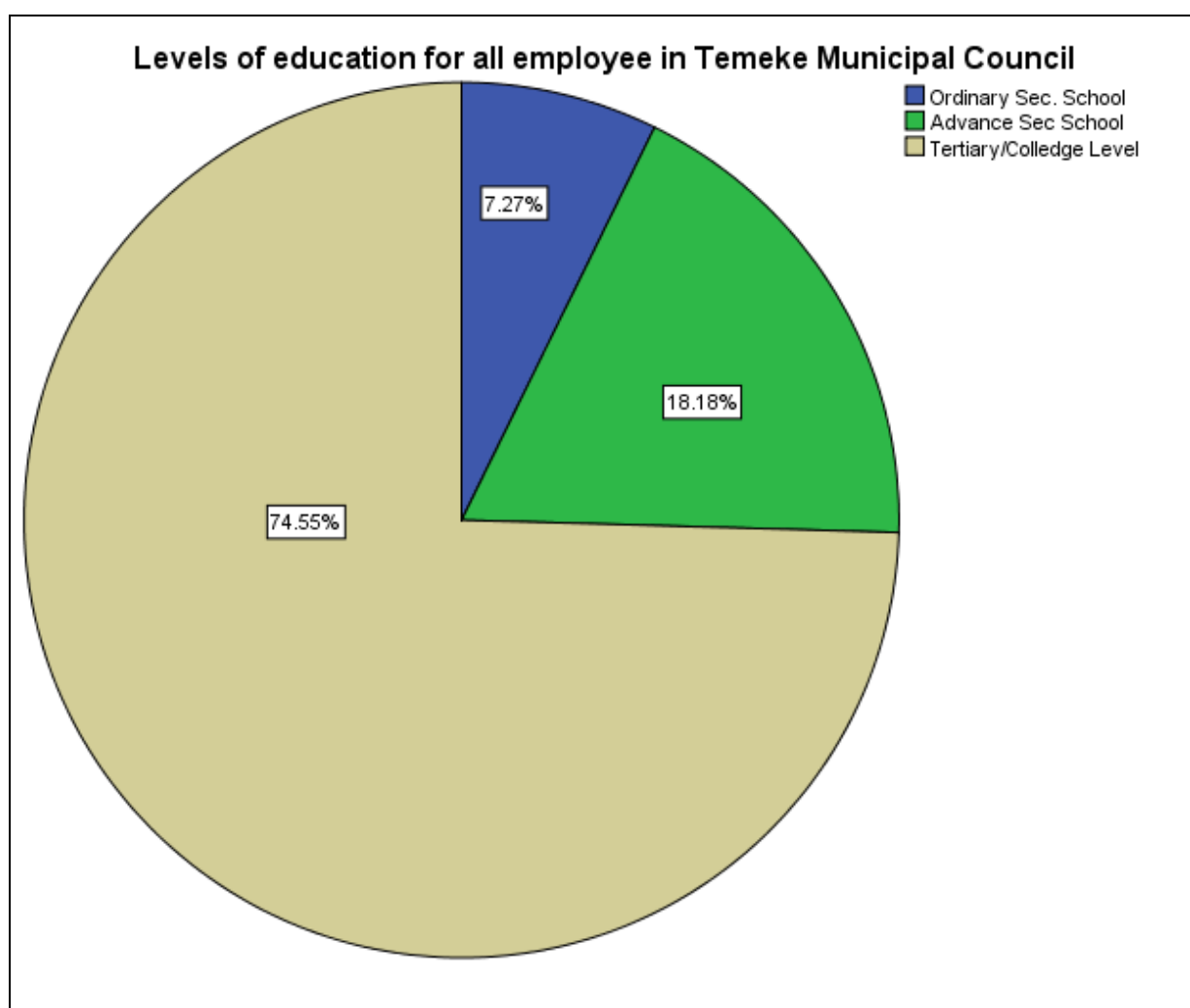


Table above shows that, 7.27% of non-disabled employee had attained O'Level secondary education, 18.18% had attained A'Level secondary education and 74.55% among of them attained tertiary education.

(b) Marital status of the respondents

Table 4.3: Marital status of respondents

Marital status distribution of respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	55	50.0	50.0	50.0
	Unmarried	42	38.2	38.2	88.2
	Divorced	13	11.8	11.8	100.0
	Total	110	100.0	100.0	

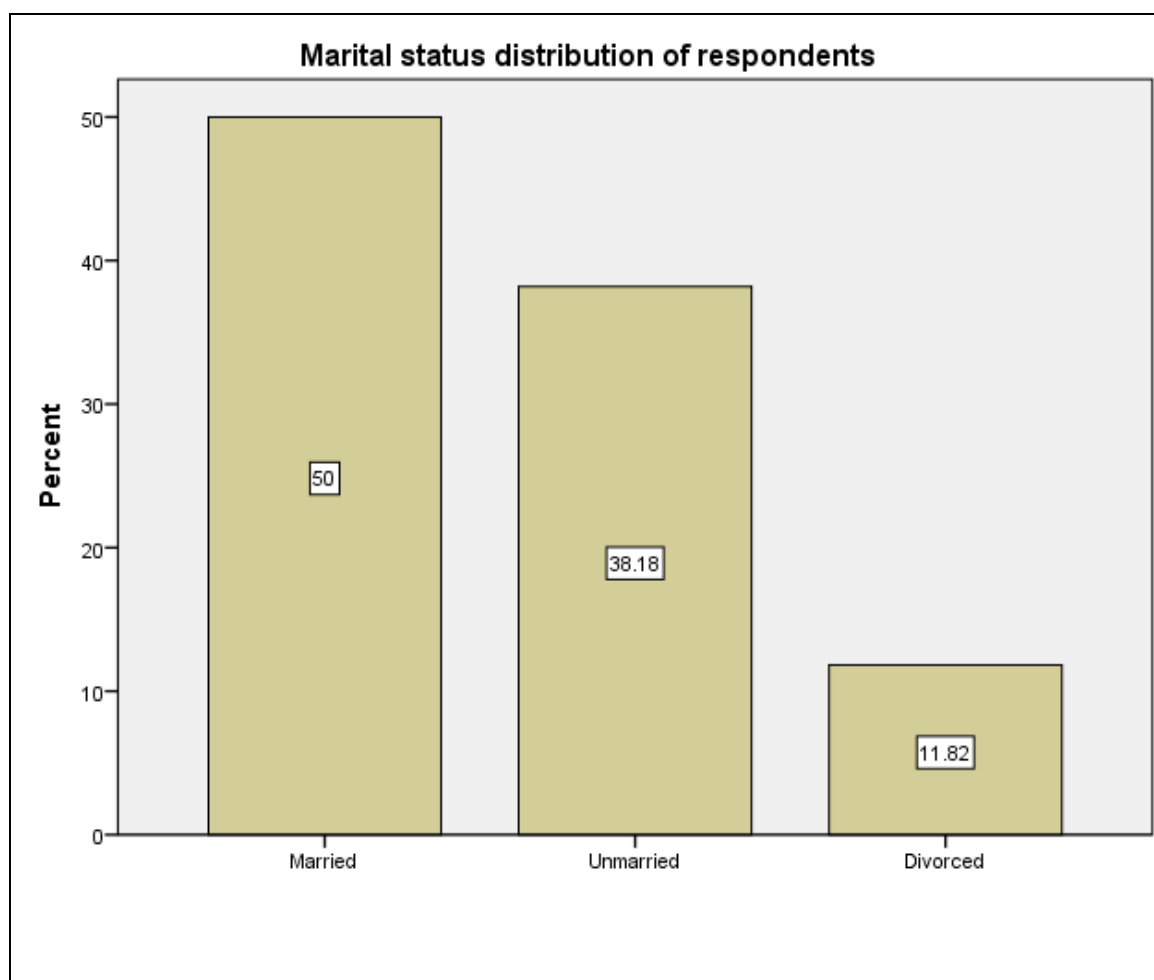
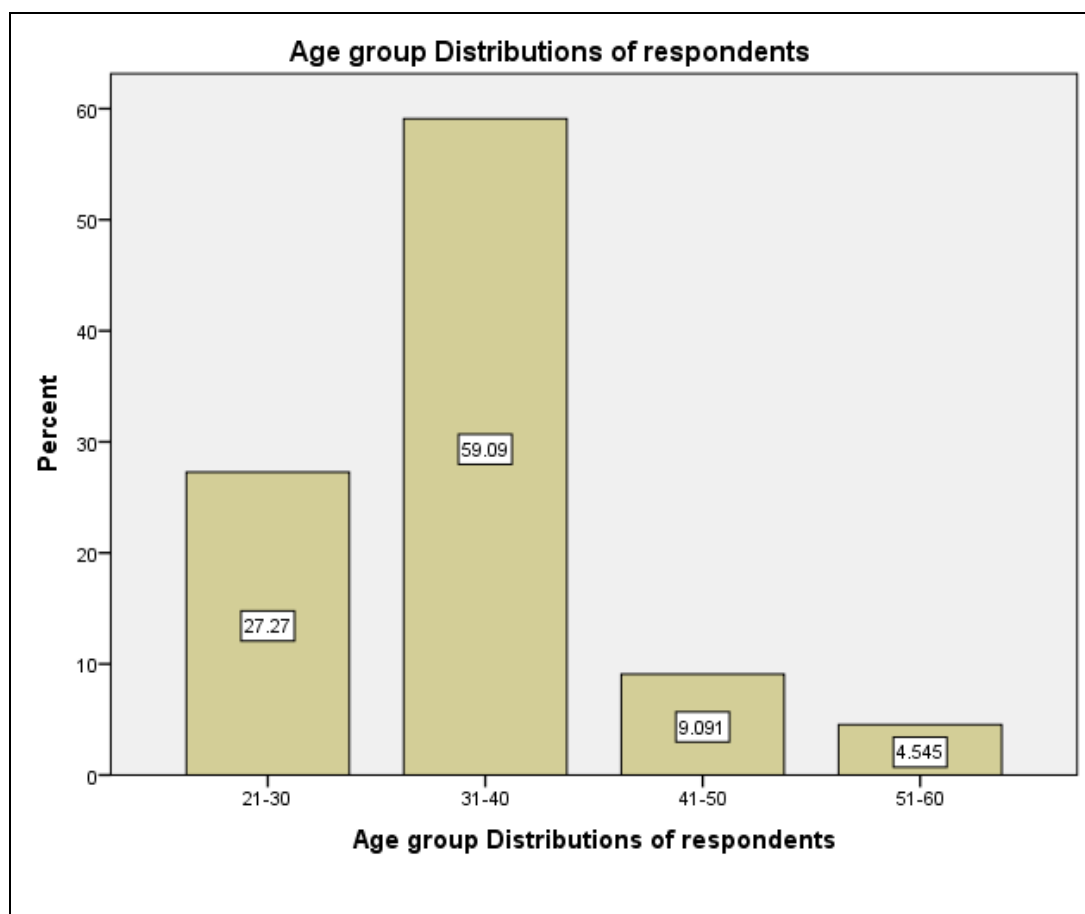


Table above shows 50% of all respondents are married, and 37% are unmarried, 13% of all respondents are divorced.

(c) Age of respondents

Age group Distributions of respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30	30	27.3	27.3	27.3
	31-40	65	59.1	59.1	86.4
	41-50	10	9.1	9.1	95.5
	51-60	5	4.5	4.5	100.0
	Total	110	100.0	100.0	



The finding from the field during data collection suggest that most of the respondents were between the age of 21 and 30 (27%) of all respondent. Younger generation of 31 to 40 years was only 59% while those above 45 years counted for around 9%.

(d) Occupation of the respondents

Table 4.4: Respondents' occupation

Occupation of Respondent					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Land Officer	40	36.4	36.4	36.4
	Education Officer	50	45.5	45.5	81.8
	Health Officer	20	18.2	18.2	100.0
	Total	110	100.0	100.0	

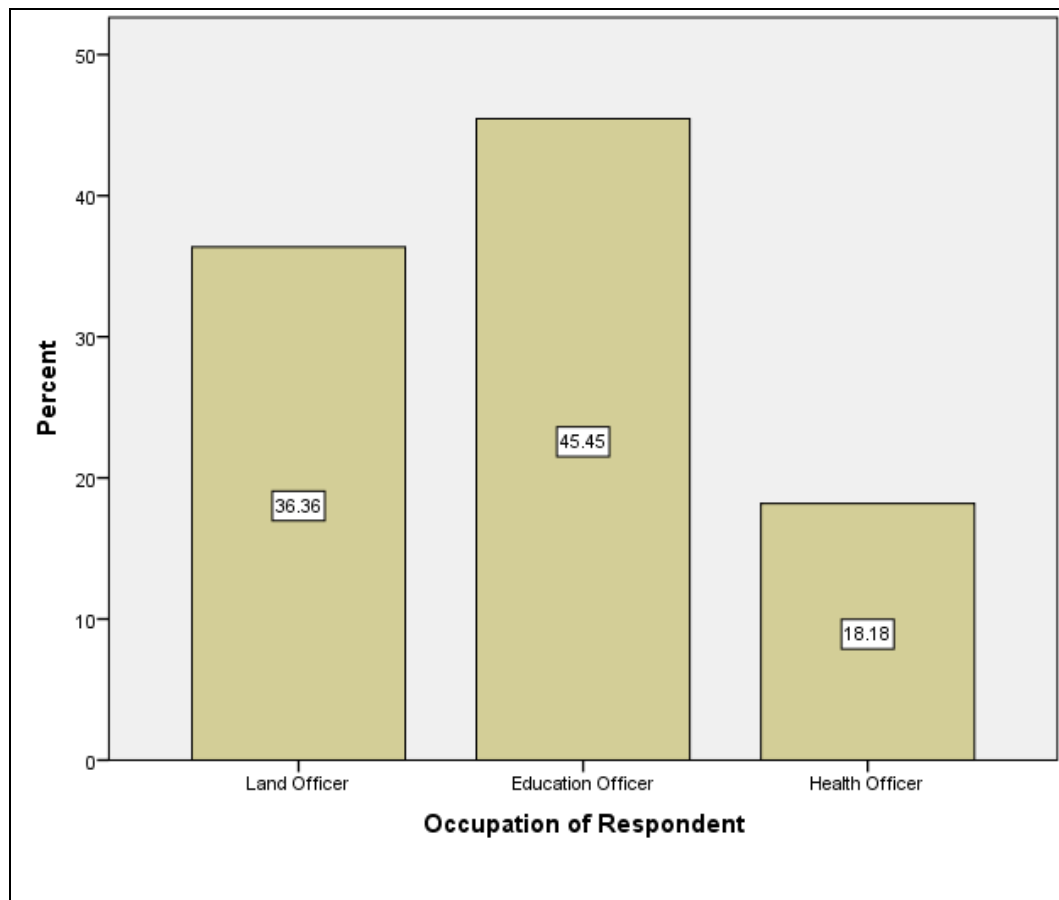


Table above, shows the occupation of respondents. It was found that 60% of the respondents were education officers, followed by land officers 30% and lastly, 10% of the respondents were Health officers. Thus it can be concluded that majority of the respondents were education officers.

(e) Gender of respondents

Table 4.5: Sex of respondents

Sex of Respondent					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	70	63.6	63.6	63.6
	Female	40	36.4	36.4	100.0
	Total	110	100.0	100.0	

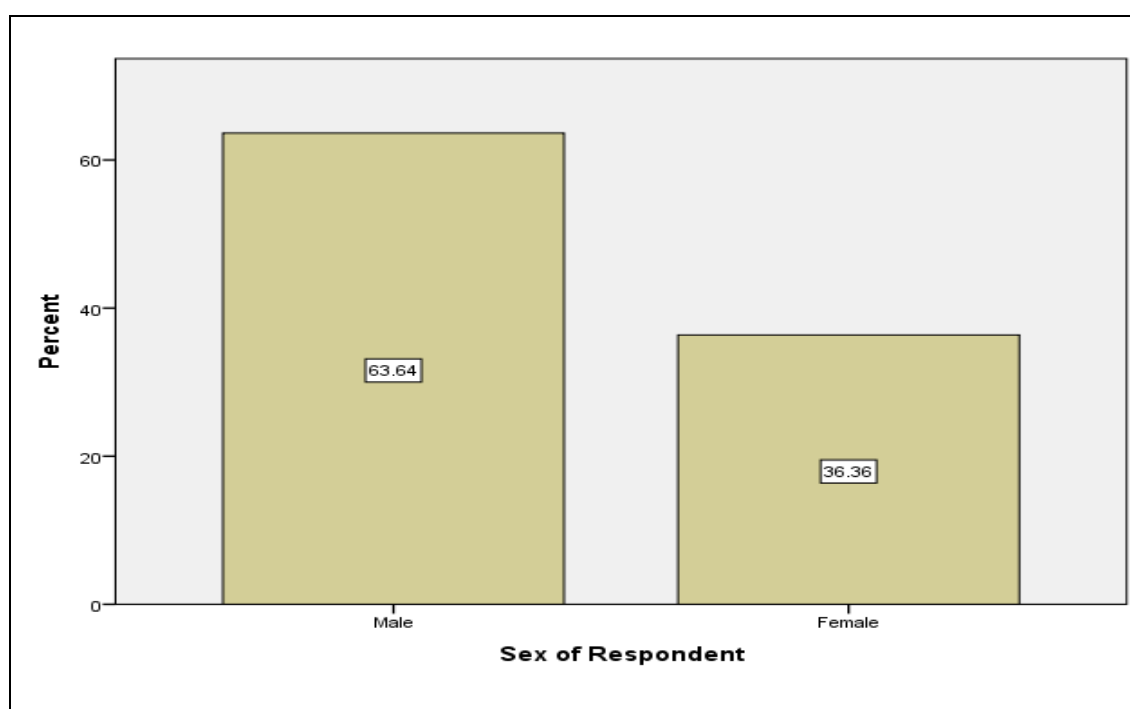


Table above show that male were 70 (64%) of the respondents and 40 (36%) of the respondents were female. Thus, it can conclude that majority of respondents were male

4.5 Relationship between education system and low employment rate to people with disability in Tanzania

A total sample of 110 respondents of employees in Temeke Municipal were approached to elicit their views if their relationship between education system and low employment rate to people with disability in Tanzania:

Table below Respondents response on relationship between education system and low employment rate to people with disability in Tanzania

Table 4.6: Relationship between education system and low employment rate to peoples with disabilities

Relationship between education system and low employment rate to peoples with disabilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-Disabled	90	81.8	81.8	81.8
	Disabled	20	18.2	18.2	100.0
	Total	110	100.0	100.0	

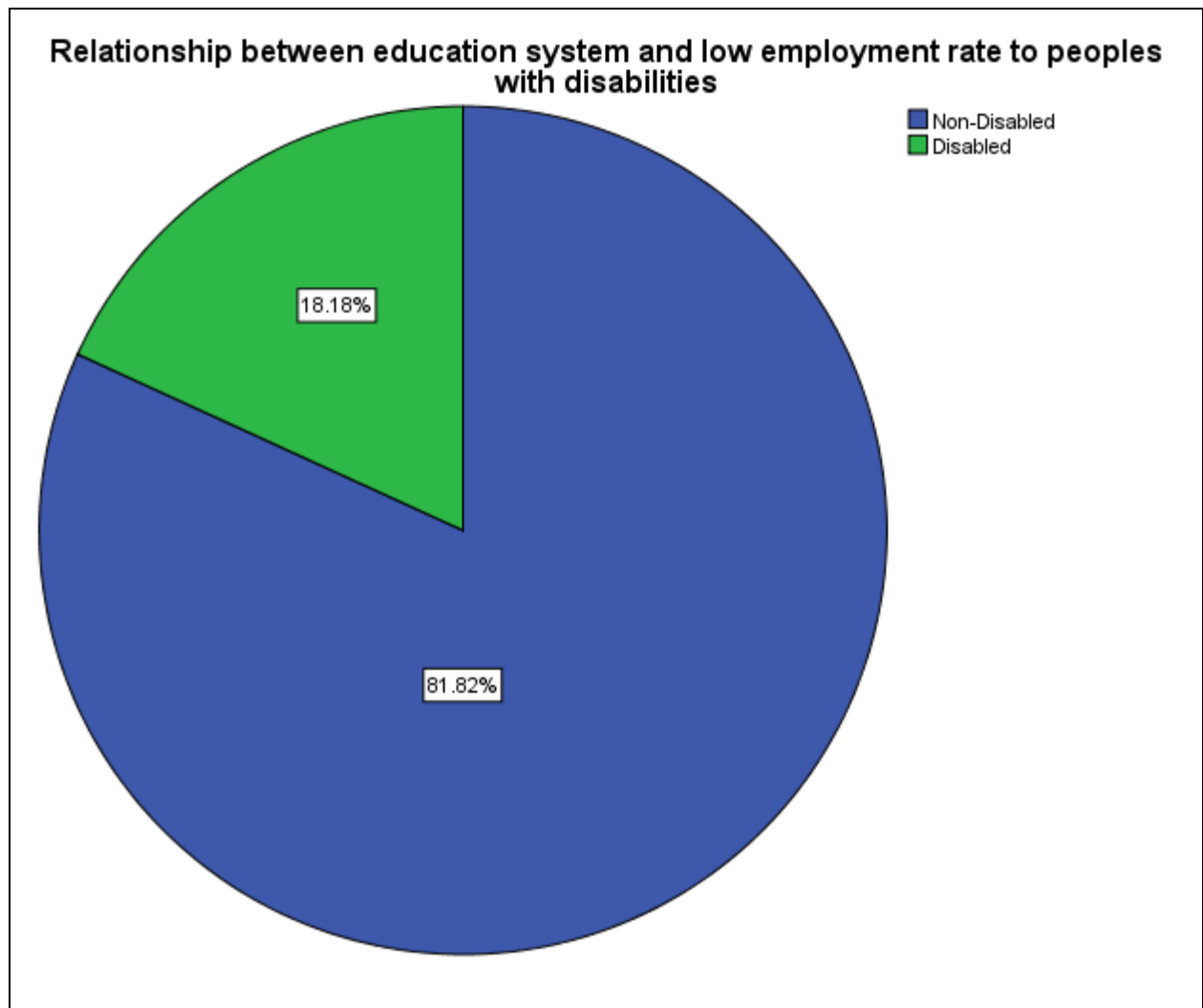


Table 4.9 show that 110 respondent who were interviewed represented 100% of all respondents; these respondents agreed that there's relationship between education system and low employment rate to people with disability in Tanzania.

The overall impression from the study results showed that, the Government through its special program for primary education has reached village level making it possible for all children to attend to school. Even children of nomadic tribes have access to school in their environment. In supporting this, parents, and other organizations are contributing resources towards government efforts. Although there

good programs. The government still faces challenges in education to children with disabilities that are. In most cases accessibility is not considered when building the school and classrooms, Braille materials and teachers were not prepared for blind children. Special teachers for the deaf were either not enough and few available don't know sign language.

The study revealed some challenges to inclusive schools to children with disability. Majority of children with disability prefer special education model, but they acknowledge that there no enough schools, most being run by charities. So the consensus is that it is better to have inclusive schools that to mix education altogether. The respondents gave conditions for inclusive schools to be accepted to children with disability. Accessibility for physical impaired, special Braille for class one and three then an inclusive class from grade four for the blind, for the deaf and deaf blind inclusive classes are not practical.

The findings showed that children with disability need classrooms and special teachers with sign language skills, their communication needs make it impossible to study in inclusive classroom, especially at the primary school level. Only hard-of-hearing children can benefit in an inclusive class. The other profound deaf can't cope as most consist speak on top of not hearing it's a waste of time and resources to have them in an inclusive classroom. It is accepted that in secondary and higher education interpreters can be utilized in an inclusive classroom. At that stage they have sign language skills to cope with an interpreter.

Also the findings revealed that the community benefit of integration are stressed in policy of Tanzania Ministry of Education and vocational training which state that

disabled children should be integrated in regular schools near their home, so that they share school resources and experience with their non-disabled peer groups. Thus, efforts are being made to ensure that more individuals get access to education, The steps taken to achieve this goal include integration of special education into normal school, establishment of centres for early identification of disabilities.

On the other hand, some of respondents argued that the Integrated Community Based Adult Education Program administered by the Ministry of Education and Vocational Training provide essential skills to illiterate and neo-literate people with special attention to people with disability. So far, it cover four regions. The aim was to reach all Regions throughout the country. Tradition and modern vocational skills are professional and Para-professional. Local Community participate in the program by establishing centres of adult education.

The study also revealed that training and vocational rehabilitation programs in the context of its strategy of Community Based Rehabilitation (CBR), the Department of Social Welfare established a pilot CBR program in 1986 in Kibaha District, with international assistance. This CBR program uses specially trained social worker at district level, working in close collaboration with primary health care personnel, to provide assistance to disabled person and their family in their villages. In the mid 1990's the Government planned to expand CBR program to additional districts through the training of more social worker in CBR techniques to establish a revolving fund, and to provide technical training and follow up to individuals and groups of disabled persons engaged in small-scale income-generating activities. Given the limited resources available to the department of social welfare for the

vocational rehabilitation of disabled person, the Government actively encourage non-governmental efforts in the subsector, particularly those undertaken by association of disabled people.

The Government of Tanzania has established several Vocational Training Centres to specifically cater for disabled people. In a 1997 report to ILO, the Government report that these centres should be strengthen. The Tanzania assistance strategies (2000) also emphasizes the need to reorient vocational education and training. It highlights the need to raise the standard of vocational education and training programs and to link them to new and emerging labour market conditions paying special attention to the advantaged groups.

The study also tried to find out if employment policy to people with disability is well implemented. The study revealed that Disability issues are taken into account as part of national employment policies in Tanzania Mainland. The National Employment Policy (2000) contains employment strategies for youth, people with disability and women. The thrust of the employment policy and program to promote employment in general is to assist these disadvantaged groups to engage in self-employment, mainly in agriculture and the informal sector.

The National youth development policy (2000) has to overall goal of youth empowerment, which involves developing the potential of the youth as active driving forces for multi-sector national development. The policy specifically makes reference to the empowerment of people with disabilities as central to socio-economic development. Tanzania's small enterprises policy aims to ensure equal

access to employment for women, youth and disabled persons children with disabilities. Disabled children follow the official curriculum.

The community benefits of integration are stressed in policy of Tanzanian Ministry of Education and Culture, which states that disabled children should be integrated in regular schools near their home, so that they share school resources and experiences with their non-disabled peer groups. Thus, efforts are being made to ensure that more individuals get access to education. The steps taken to achieve this goal include: integration of special education into normal school, establishment of centres for early identification of disabilities.

The Integrated Community Based Adult Education program administered by the Ministry of Education and Culture, aims to provide essential skills to illiterate and neo-literate people with special attention to people with disabilities. So far, it covers four regions. The aim was to reach all regions throughout the country. Traditional and modern vocational skills are offered with a view to promoting self-employment. The adult education facilitators are professional and Para- professional. Local communities participate in the program by establishing centres of adult education.

The study revealed that, one of the contributing factor for low number of disabled people in employment opportunities in Public Civil Services is illiteracy, most disabled people in Temeke Municipality have low level of education because their parents were unable to afford to develop their potential. This was due to our cultural barriers where by disabled children are not sent to school as they are considered incapable, a burden, a sign of bad luck or misfortune and it is regarded as shameful to have a disabled child. Most of them end up being confined at home. So,

modification of special education program and inclusive education program is needed in order to improve the education system for person with disability in Tanzania.

4.5 Relationship between public awareness on disability and low employment rate to people with disability

A total sample of 110 respondents in Temeke Municipal Council were approached to elicit their views if there's relationship between public awareness and low employment rate of people with disability in Tanzania.

Table 4.7: Relationship between public awareness on disability and low employment rate to people with disabilities at the work place reported by Non-disable people.

Relationship between public awareness on disability and low employment rate to people with disabilities at the work place reported by Non-disable people.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	77	70.0	70.0	70.0
	No	33	30.0	30.0	100.0
	Total	110	100.0	100.0	

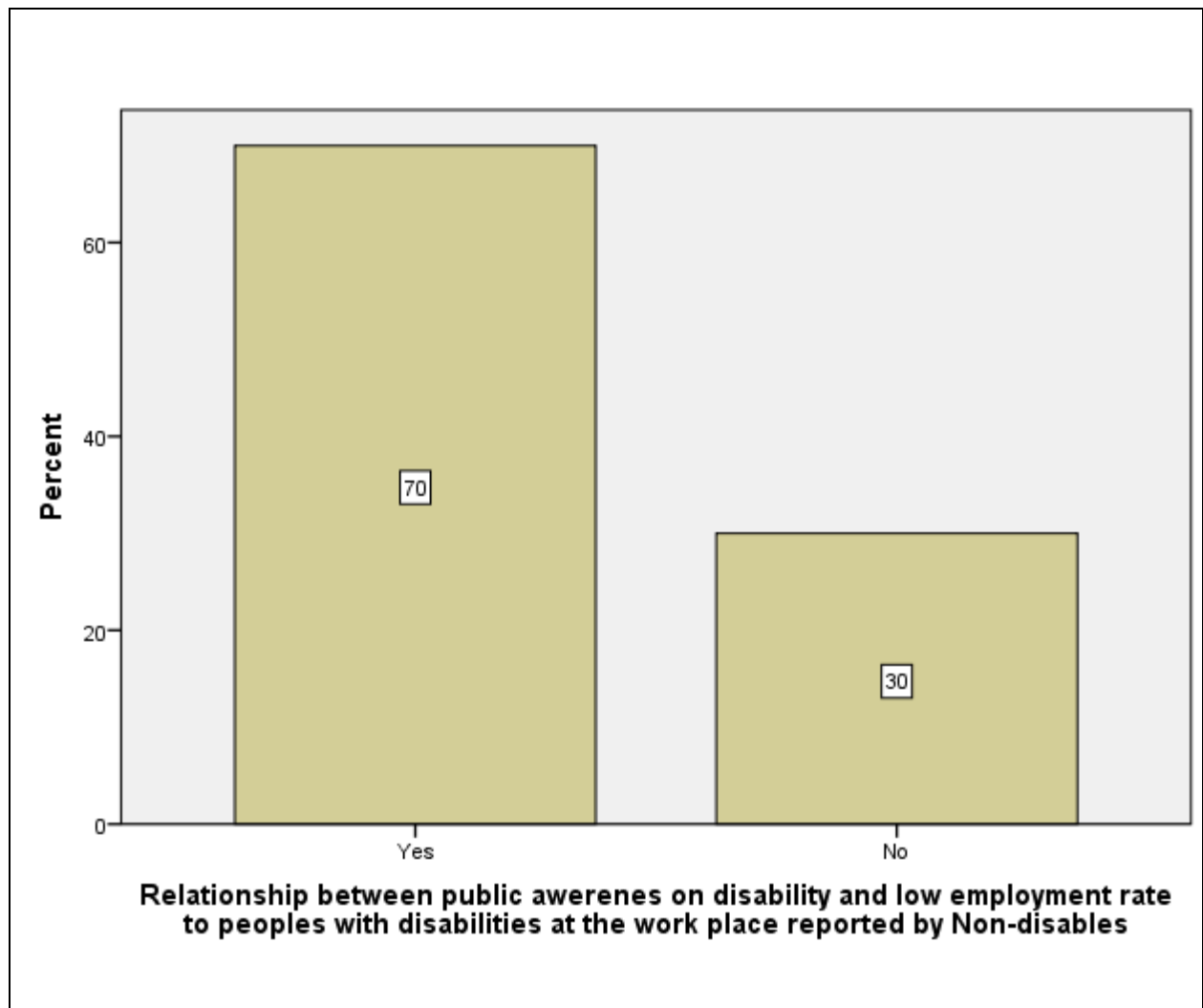


Table above indicates the respondents' response regarding on the relationship between public awareness on disability and low employment rate to people with disability. It was found that 70% of respondents (Non-disabled and disabled employee) responded that there was relationship between public awareness on disability and low employment rate to people with disability, as they said that many employers were not ready to employee them on the reason that they need assistance all the time as well as special care.

The study found that, all disabled people had experience of discrimination to people without disability in our society, This discrimination related to their impairment in accessing goods and services in our society especially in health services, water and sanitation services, power supply and the like. While disabled people could identify a difficult experience. Whilst accessing goods and services in our society. Although disabled people are entitled in human rights in most developing countries, the same to other human beings but their lives are handicapped by physical and social barriers in the society which hamper their full participation in the society. Because of their barriers, millions of children and adult in all parts of the world often face a life that is segregated and debased. The study found that most disabled people had experienced segregation from people without disability occurring in different sectors in our country, even in employment sector in Tanzania. Unfortunately and inaccurately, people with disabilities are excluded due to the reasons that people viewed as victims or objects of pity, horrible or grotesque, burdens either in society or in their family.

The findings revealed that disabled people had experience segregation in the society due to the reason that most people in our society viewed as unable or assumed to be unable to do things, childlike, so special, or having multiple disabilities (such as assuming that a person who uses a wheelchair also has an intellectual disability).

It was observed that, misconceptions are based on insufficient or inaccurate information about people with disabilities and can perpetuate inappropriate interaction. Interaction with people with disabilities is unfamiliar and sometimes threatening experience for many people. Avoidance behaviour can occur. Training can help staff deal with these issues. Apart from that, through observation, the study

found that interacting with people with disability requires common sense and simple sensitivity. A few key points observed to be stressed. For instance, accept people with disability as individuals with disability may have in common a disability, but the consequences of their disabilities will vary considerably from person to person. Factors such as the degree of impairment, duration, individual coping strategies and styles, support structures available and a host of personality traits will all combine to influence the nature of the individual's needs. Do not generalize about all people with disabilities from your knowledge of a few.

The study also found that a disability is not necessarily an illness. Do not treat people with disabilities as though they are sick. Employers must treat them as healthy individuals. Research indicates that people with disabilities take fewer sick days than other employees. Their impairments cause inconvenience and disability in particular areas of activity, but they are rarely dysfunctional. A disability is an inconvenience in certain situations, but it is not necessarily tragedy which dominates a person's life and makes fulfilment impossible. Individuals find their own ways of adopting and interacting to the people with disabilities.

Apart from all explained above the study showed that, our government institutions and departments are not interested in employing disabled people. This is because they think they are delicate and not capable of working hard. Most employers think it is difficult and expensive to work with Disabled person. This causes employers to lose interests in employing disabled person. Negative attitude of employers and heads of department have a great impact on disabled people who attempt to secure employment in the Public Civil Service. It is not easy for disabled persons to get a

job in the public civil service even when they meet all qualifications. This is because of the negative attitude of employers which is attributed by our culture.

4.6.1 Discrimination to workplace

The study findings showed that, there is a perception that people with disabilities are not capable of working effectively. They are discriminated against by fellow staff and heads of departments. Fellow staff members perceive them as burdens because of the assistance that they need from them. Sometimes they even say nasty words to them and the head of department just keep quiet and may even support those making the comments.

The respondents argued that, most disabled people are not promoted to senior positions even when they qualify. In some instances women with disabilities have struggled by themselves to advance and some of them managed to attain a PhD. Despite those efforts and meeting all qualifications to get a higher post they were not promoted. This resulted to some of them finding jobs outside the country or to moving to the private sector.

Most disabled people denied chances for going on official missions, education opportunities, and training. This limits their chances of progressing and is also an obstacle in securing senior positions within the Public Civil Service.

The study finding that people with visual impairment have limited choices of careers. Most of them are employed as teachers, probably because the first blind person in Tanzania, in the Public Civil Service was employed as a teacher (1966). The perception among the community is that teaching is the job which a blind person can do successfully. A few of them work in the Social Welfare Department.

4.6.2 Discrimination to transport system

On the other hand, some of respondents argued that there are challenges relating to transport for people with disabilities varies depends on the nature of disability. Those with visual impaired face different challenges as compared to those with physical disability as explained bellow.

(i) People with visual impairment.

Generally disabled public civil servants are not provided with transport to or from work. They use public transport called “daladala” which is not very convenient for them. They can compete with the able bodied people in order to get into a car. In Dar es Salaam during the working days, public transport is a very serious problem especially in the mornings and the evenings. It is not easy even for unable bodied persons to get into the car. You really have to struggle in order to get in. In the process of struggling to enter into the car, other people are harmed as they may be pushed and knocked about. Thieves also use that opportunity to pick pockets, it is just an un-conducive kind of situation, especially for disabled women.

There is a negative perception by the bus conductors that disabled people are unemployed therefore they do not have money to pay the for the bus fare. They are perceived as beggars. As a result drivers and conductors do not allow them to board the buses. This causes people with disability to spend much time at the bus stand and in the end they arrive late at their offices.

People with visual impairment have also another challenge of incurring double costs in transport charges. This is due to the fact that they can't walk alone. They have their own assistants who take them to and from their places of work. They therefore pay for transport for themselves and for their assistants. Sometime they do not go to

work because of shortage of money for transport charges. This create conflict with their supervisors as they are perceived to be lazy.

People with visual impairment have also been facing the problem of their white canes being broken during their struggle to board buses. On these occasions they cannot go to work until they buy another cane because it is difficult to them to walk without the white canes. This also in some instances caused conflict with their supervisors and also results in their underperforming.

(ii) People with physical impairment

People with physical disabilities need technical aids to enhance their mobility. They need special shoes (culpa), tricycles, motorized three wheelers, modified cars, scooters or similar vehicles. The provision of technical aids in the public civil services in Tanzania varies from one office to another. In some offices people with physical disability are given scooters (bajaji). They are also given fuel and the offices incur expenses for repairing the scooter. The office also incur the expenses of buying special shoes and crutches. In other offices people with physical disabilities are given loans to buy the scooter, but they bear the fuel and maintenance costs of the car's expenses from their own pockets. In other offices even getting a loan to buy the scooter is difficult. There is no standardization of services provided to people with physical disability. The services provided to people with disability depend on the sensitivity and good will of the management in a particular office within the public civil services. Some of head of departments and institutions are keenly aware of the needs of the people with disability and they are responsible for initiating the whole process for their staff to obtain technical aids. In all offices, the training of how to use technical aids, especially for scooter is not provided. A disabled person is

supposed to undergo that training at her/his own expense. People with physical disability, who do not get any technical aids from the office, use public transport and they face the same challenges which people with visual impairment face. Most of them do not manage to buy the scooter on their own because they are expensive. Initially they were sold for two million Tanzania shillings. But recently the scooters started being used as Taxis in Dar es Salaam. This made the cost rise to 4 million Tanzania shillings. Transport is a big challenge to people with disability. Sometime they are not able to arrive at their duty station on time. It also has an impact on their working standard as they sometime under perform. This has a negatives impact on their potential for promotion and also it causes conflicts with their supervisors.

Stigmatization in work place

Table below Respondents responses relationship between social stigmatization and low employment rate to people with disability.

Table 4.8: Respondents responses relationship between social stigmatization and low employment rate to people with disability

Respondents responses relationship between social stigmatization and low employment rate to people with disability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	77	70.0	70.0	70.0
	No	33	30.0	30.0	100.0
	Total	110	100.0	100.0	

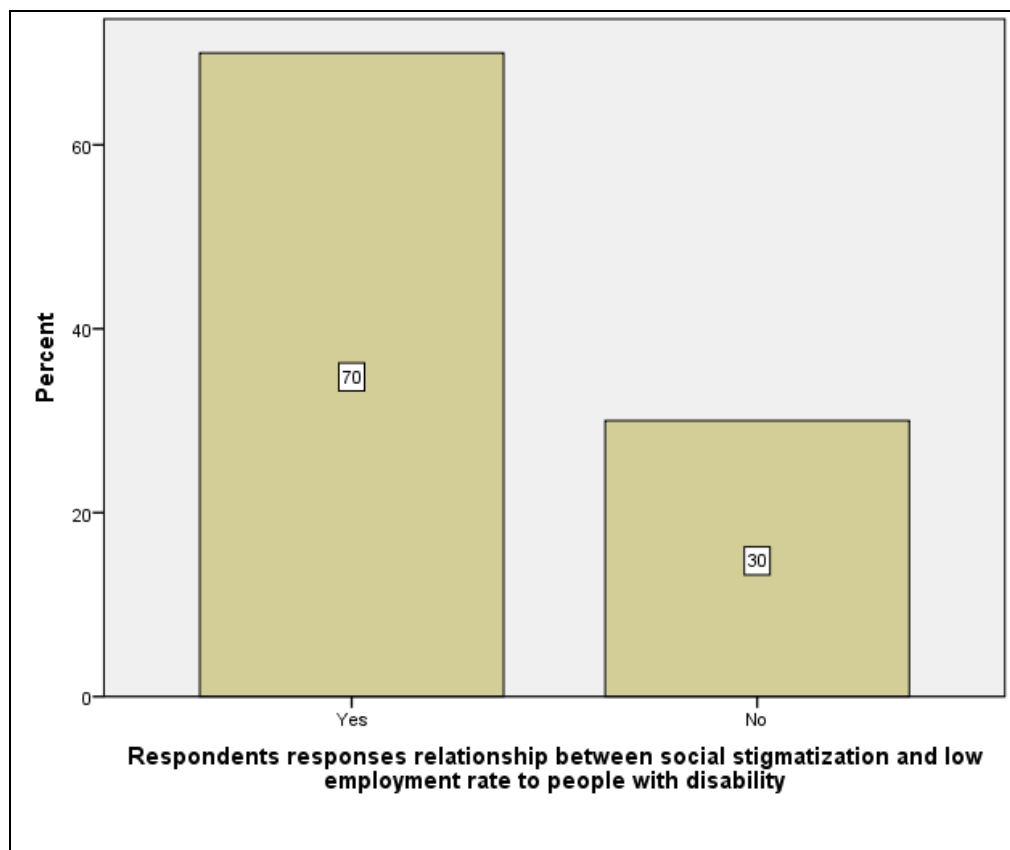


Table above shows that, the response on the relationship between social stigmatization and low employment rate to people with disability. It was found that 82% of all respondents agreed that there's relationship between social stigmatization and low employment rate to PWD's while 18% of respondents disagreed that there's relationship between social stigmatization and low employment rate to PWD's. Therefore, majority agree that there's relationship between social stigmatization and low employment rate to people with disability.

The study showed that Article 1(1) (a) of ILO Convention no.111 defines discrimination as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has an effect of nullifying, or impairing equality of opportunity or treatment in employment or occupation. Some responded argue that; people with disabilities have not been able to secure employment opportunities in the Public Civil Service because of the discrimination which they face during job interviews and when they go to report to their duty stations. The lived realities of disabled people also revealed that discrimination persists at the workplace. Disabled people are facing discrimination not only to from their fellow workers but also to the heads of department as well. Discrimination constitutes a violation of rights enunciated by the Universal Declaration of Human Rights and other Human Right Instruments. The state is obliged to eliminate discrimination of all kinds against disabled people including at a workplace. The paragraph 10 of the declaration on the rights of Disabled Person requires the states to protect disabled persons from all exploitation, all regulations, and all treatments of a discriminatory, abusive or degrading nature. Paragraph 63 of

the Vienna Declaration and Program of action provides that any direct discrimination or other negative discrimination or other negative discriminatory treatment of a disabled person is a violation of his/her rights.

The study revealed that, Government of Tanzania has therefore failed to eliminate discrimination against people with disabilities in employment opportunities in the Public Civil Service. Measures should be taken in order to change this situation. Government, in collaboration with other stakeholders, should make sure that legal action is taken against any person who discriminates against a [person with disability. More effort should also be devoted to sensitize the public on the rights to people with disabilities in the society through awareness seminars, mass media like radio, newspapers, TV's, etc. The awareness-raising should focus on changing the mindsets of employers and the community at large on the negative attitude they have against people with disabilities. The society should understand that education, vocational skills, and employment are the tools of empowerment which can convert disabilities into abilities. Despite the fact that Tanzania is making some effort at promoting the life of people with disability in various fields, including employment, people with disabilities have largely been forgotten.

The findings showed that Disabled Person Act No 2 of 1982 obliges all employers to employ at least 2% of the total labour force from among disabled persons. Despite evidence to the contrary, the Act considers that there is no difference between disabled men and women. There is no specific quota for disabled people and this situation needs to be changed. The Government should put in place a specific quota for disabled people will increase their employment opportunities in the Public Civil

Service. Rule 7(2) of the standard Rules on the equalization of opportunities for people with disabilities requires states to actively support the integration of people with disabilities into open employment. This active support could occur through a variety of measures such as vocational Training, incentive oriented quota schemes, reserved or designated employment. States should also encourage employers to make a reasonable adjustment to accommodate person with disabilities. Article 4 of CEDAW requires states to adopt temporary special measures in order to accelerate de facto equality between men and women in all fields. Rule 15 of the same convention is drafted in the same spirit: it obliges states to use a combination of different approaches including affirmative action in order to ensure that people with disabilities enjoy their rights including the right to employment.

The study showed that Government of Tanzania has not taken affirmative action or made special consideration to improve the situation of disabled people in employment opportunities in the Public Civil Service. Due to this, people with disabilities continue to be at a greater disadvantage and face various challenges in securing employment opportunities in the Public Civil Service. The State should change this phenomenon by putting special provisions in place which will help in improving the situation for this Vulnerable and Marginalized groups.

Respondents argue that social stigmatization contribute to low employment rate to people with disability, they gave some other factors such like negative perception leading into social isolation towards people with disability, such as people with disability in wheelchairs have no hope of getting a job. This myth was in large part of our country, because some with disabilities are unable to find employment (just like

those who can walk, these days). They have bachelor's degrees, masters and PhDs. Some are lawyers, teachers, business owners, biologist, computer specialists and the list goes on. But most of them in wheelchairs have forms of muscular dystrophy, DCIs, or CP. There is no limit on what someone in wheelchair is capable of achieving. Something that 100% untrue.

The findings revealed that social stigmatization due to negative perception contribute to low employment rate to people with disability. For instance, respondents said that, people perceived that people who use wheelchairs cannot move and must stay in their chairs, which is untrue as it was observed that people can walk, but their strength may be limited; and that they use a wheelchair to help them to travel longer distance. Overall, people with disabilities live the same as you and I. Although, some ways of doing things may be a little but different depending on the type and severity of a person with disability. The study showed that people with limited use of their arms and legs can drive, but their car will be fitted with hand controls for gas and brakes and possibly a special handle to grip the steering wheel. Moreover, people perceived that people with disability can only work at special jobs may be better for some than for others. While there are obvious bad job matches, such as someone with sight impairment who wants to be a bus driver or someone who has quadriplegia and wants to be a leader for a shipping company, people should not be denied employment opportunities based on the disability they have. Just because you can only think of one way to do something does not mean that other ways do not exist that are equally effective.

In our government institutions, there is perception that Disabled persons are not capable of working effectively. They are facing social stigmatization against by fellow staff and head of departments. Fellow staff members perceive them as burdens because of the assistance that they need from them. So, Public awareness rising is needed to help people to understand the term Disability correctly. By doing so, negative attitude against Disabled person will be avoided.

4.7 Relationship between lack of facilities in government sectors and low employment rate to people with disability (PWD's)

The study, tried to find out if there's relationship between lack of facilities in government sectors and low employment rate to people with disability (PWD's).

A total sample of 110 respondents from Temeke Municipal Council gave their views about relationship between lack of facilities in government sectors and low employment rate.

Table: below Respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities.

Table 4.9: Respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities

Respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	84	76.4	76.4	76.4
	No	26	23.6	23.6	100.0
	Total	110	100.0	100.0	

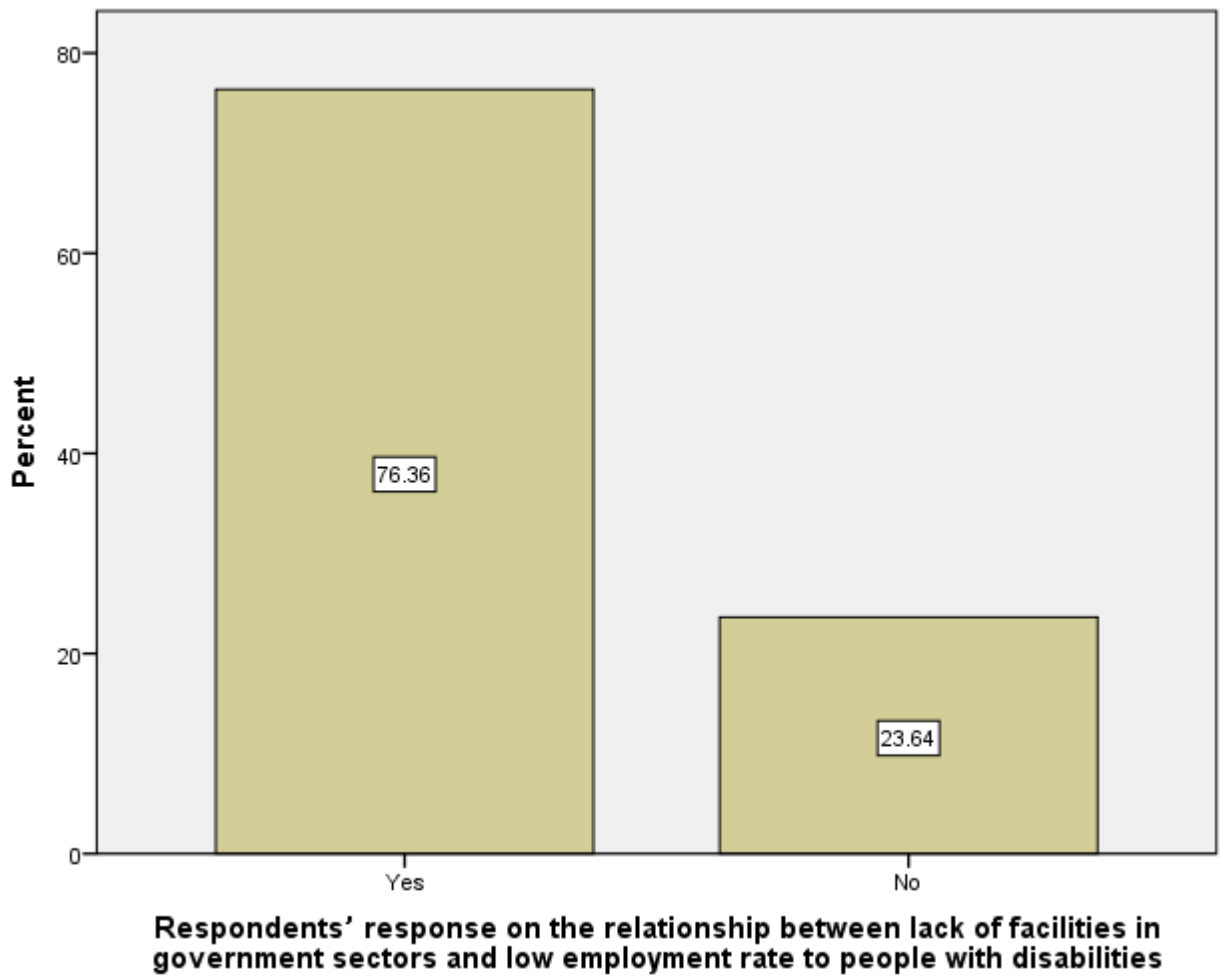


Figure above shows that 76.36% of all respondents who were interviewed, and agreed that lack of facilities to government sectors related to low employment rate to people with disability. While 23.64% of the respondents disagreed that lack of facilities in government sectors do not related to low employment rate to people with disability. Thus, majority of them agreed that there's relationship between lack of facilities and low employment rate to people with disability especially in government sectors. The right to employment for people with disabilities goes together with the provision of working aids which enhance the capacity of disabled people with disabilities especially to people with visual impairments. The study noted that the

Government is not providing working aids for people with disability. This makes their working environment very difficult and sometimes when it causes them to underperform and conflict rise between them and their supervisors. Teachers are also facing challenges and difficulties at work because they are not given the supporting. In our government institutions, Tememe Municipal council particularly, there is a major problem for people with Disability that the Government does not issue them with working tools such as computers, writing frames with Stylus, Perkins Braille, Printers or Manila papers. They have to buy these for themselves, some of tools are very expensive and it is difficult for an individual to buy them on their own. So, Government must support people with Disability at work place by providing the basic working facilities/tools to enhance their capacity.

4.8 Assessment of environmental barriers to people with disability in the work place

The study also tried to find out if there's relationship between environment barriers and low employment rate to people with disability.

A total sample of 110 respondents from Temeke Municipal Council gave their opinion about relationship between environmental barriers and low employment rate to people with disability.

A total sample of 110 respondents from Temeke Municipal Council gave their views about relationship between environmental barriers to people with disability and low employment rate to people with disability.

Table below shows respondents response on the relationship between environmental barriers and low employment rate to people with disability.

Table 4.10: Respondents response on the relationship between environmental barriers and low employment rate to people with disability

Respondents response on the relationship between environmental barriers and low employment rate to people with disability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	80	72.7	72.7	72.7
	No	30	27.3	27.3	100.0
	Total	110	100.0	100.0	

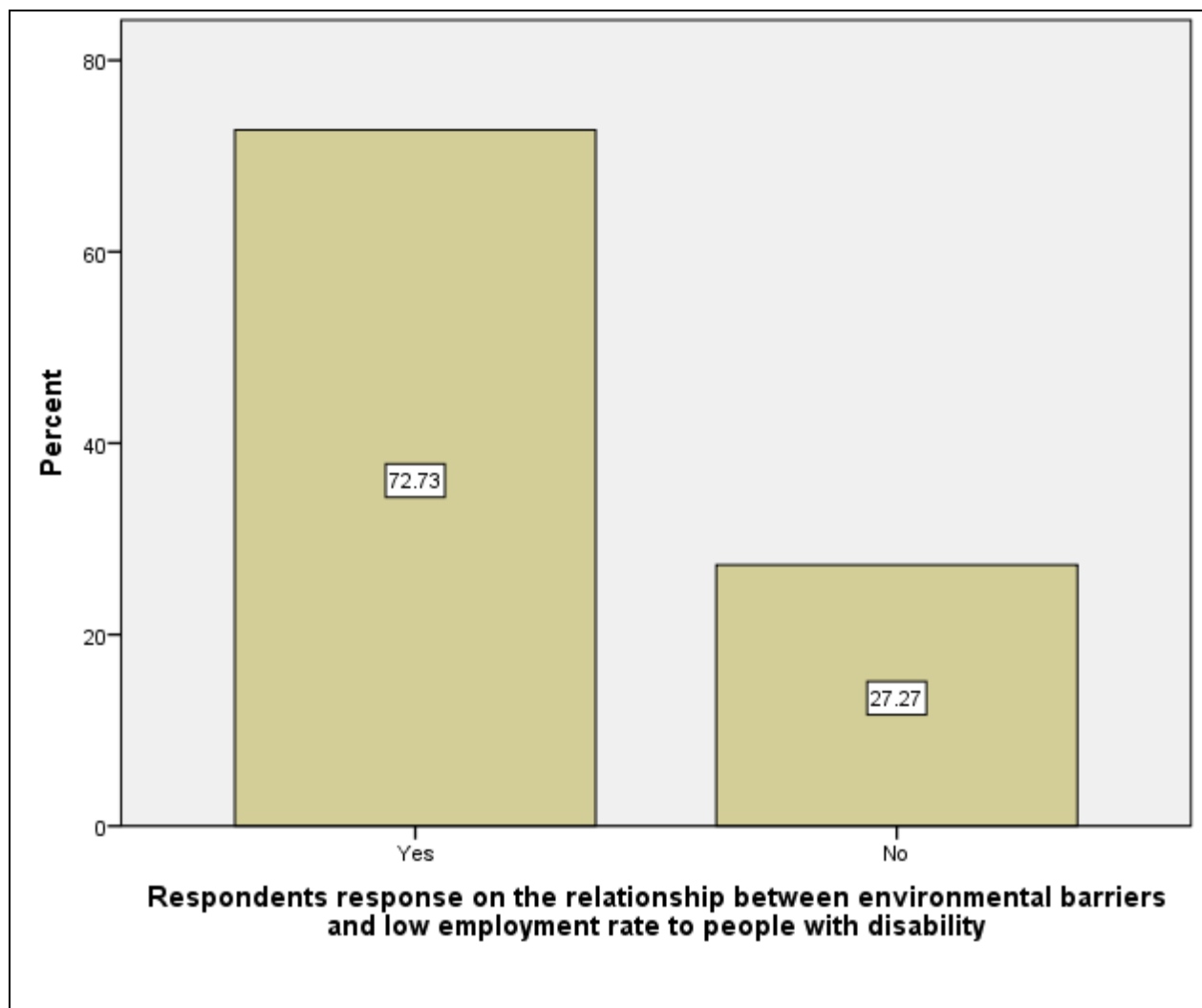


Table 4.13 above shows that 72.73% of all respondents who were interviewed, agreed that there's relationship between environmental barriers and low employment rate to people with disability in Tanzania. Apart from discrimination which lead to inaccessibility of employment opportunity, also there is an issue of environmental/physical barriers to each workplace.

The findings showed that most of the public buildings in Dar es Salaam are not disabled friendly. They are multi-storey, there no ramps, and in the lifts numbers are not inscribed in Braille. This poses challenges to people with disability in accessing public buildings and creates a difficult working environment. Some people with

disability have fallen downstairs and sustained serious injuries as a result of which they became even more vulnerable.

Some respondents argued that buildings also have tiles which are very slippery, this is also a challenge for people with disabilities. Some of them have been falling and they also sustained injuries. Some requested for transfer to other offices but not all of them succeed in getting a transfer. It is also difficult for people with visual impairment to use the lift they need someone to assist them. They are not self-reliant because in the lifts the numbers are not written in Braille. Some people with disabilities abandoned their posts in the Public Civil Service and went to look for other jobs in private institutions because the environment at the workplace was very un-conducive for them.

The findings also revealed that initially there was no provision in the Construction Act relating to friendly buildings to people with disabilities. However, last year, a new law was drafted, including provisions for friendly buildings for people with disabilities. It also has a provision for punishment of any person who fails to comply. The bill was presented before the parliament on February 2010 for discussion and hopefully after being passed it will bring about changes.

Apart from environmental barriers, respondents respond on social barriers that is cultural barriers, most disabled people were not sent to school. The majority of them have limited education qualifications. In Tanzania, there is no anti-disability discrimination legislation or enforcement mechanism to act as a basis for taking legal action over parents who fail to send their daughters or sons with disability to school. Hence, many unfortunate girls remain illiterate and neglected. Also findings showed

that lack of education and vocational skills seriously undermine the employability of person with disabilities in the Public Civil Service and so women seem to be more affected than their male counterparts.

The study revealed that Rule 6 (5) of the Standard Rules on the Equalization of Opportunities for people with disability obliges states to recognize the principle of equal primary, secondary, and tertiary education opportunities to children, youth, and adults with disabilities in integrated settings. They should ensure that the education of person with disability is an integral part of education system. Special attention should be given to very young people with disability, pre-school children, and adults with disabilities. The findings showed that the government of Tanzania has failed to put measures in place to insuring that disabled people are sent to school. This should be done by making education for all people with disability compulsory. Education should be mainstreamed in schools with tuition fees for disabled persons being waived and supporting services being provided where necessary. This should also include adult literacy and other educational programmes. Disabled persons should be encouraged to seek educational opportunities to enable them to advance their careers. It is also important to educate parents and family members of disabled person on the right to education for disabled people. Legal action should also be taken against all parents who are not sending their children to school. Government should also ensure that teachers are trained to educate children with disabilities within regular schools and that the necessary equipment are available and support are available to bring person with disabilities up to the same level of education as their non-disabled peers.

The findings showed that disabled People's experience of challenging discrimination, with particular reference to taking job application, the time, effort and stress involved, and the difficulty of finding an advice we all mentioned as key barriers to taking employment opportunity by participant in our qualitative research. Respondents argued that non-disabled people said that, someone with a moderate visual impairment may need some mechanism to enlarge the image on screen enlargement to be of no value and would need mechanisms to translate the contents of the screen to speech or Braille. Due to this barriers contribute to low participation of disabled people in our society.

Respondents also argued that, an individual with severe hearing impairment or who is deaf may need to have auditory information presented in some visual form. An individual with mild hearing impairment may just need a mechanism to increase the volume. The study showed that an individual with a mild physical impairment may just need to have the behaviour of the keyboard and mouse changed slightly in order for them to be able to effectively use the computer. And individuals with severe physical impairments may need to have special keyboard that can be operated by speech, head pointing or eye gauze. It was observed that, people with visual impairments include increased sensitivity to glare, viewing the world as through a yellowed lens, no central vision, no peripheral vision, reduced colour distinction ability or a general hazing of all vision. So for people with visual impairment have the greatest problem with information displayed on the screen. Moreover, written operating instructions and other documentation may also be in accessible if they are not provided in electronic or alternative form (e.g., Audio tape, Braille) and even

then people may have difficulty accessing graphic or pictorial information included in documentation. Because many people with visual impairments still have visual capability, many of them can read lighting (for printed text and glare reducers. Many are help immensely by use of larger lettering, sans-serif typefaces, and high contrast colouring. Due to this situation, it became difficult to participate fully in the society.

The study found that, hearing impairments are among the most prevalent chronic disabilities in our society. Hearing impairment are classified into degree based on the average hearing level for various frequencies (pitches) by decibels (volume) required to hear, and also by the ability to understand speech (loudness of normal conversation is usually 40-60 decibels). A person is considered deaf when sound must reach at least 90 decibels (5-10 times louder than normal speech) to be heard, and even amplified speech cannot be understood, even with hearing aid.

So, individual may not be able to hear auditory information if it is not presented loudly enough as compared to the background noise.

The findings revealed that, voice input becomes more prevalent, it too will present a problem for many deaf individuals. While many have some residual speech, which they work to maintain, those who are deaf from birth or a very early age often are unable to learn to speak or have very poor speech. Thus, alternative, to voice input will be necessary for these individuals to access products which require voice input. Hence, they are full participation in the society will be accessible. Respondents argued that Disabled employee face difficult or impossible to get the healthcare they needed as a result of inaccessible transport, also they did not see their family and friends as often as they would like stated that it was as a consequences of

inaccessible transport, rising to 19 of those disabled respondents without access to a car.

Disabled respondents said that inaccessible transport restricted their leisure pursuits, 19 of those without a car said that inaccessible transport had prevent them from going on holiday without a car.

Through observation, most public buildings in Dar-es-Salaam, particularly Temeke Municipal Council building, are not disabled friendly. They are multi-storey, no ramps, and lifts number are not inscribed by Braille. This poses challenges for people with disabilities in accessing public Buildings and create a difficult working environment.

Working facilities to people with disability

Table 4.11: respondents' response on the relationship between lack of facilities in government sectors and low employment rate to people with disabilities.

Respondents	Reponses				Total	
	Yes, there's relationship between lack of facilities in government sectors and low employment rate to people with disabilities.		No, there's no relationship between lack of facilities in government sectors and low employment rate to people with disabilities.			
	No	%	No	%	No.	%
Non-disabled employees	69	62%	21	20%	90	82%
Disabled employees	15	14%	5	4%	20	18%
Total	84	76%	26	24%	110	100%

Source: Research 2013

The study, tried to find out if there's relationship between lack of facilities in government sectors and low employment rate to people with disability (PWD's).

A total sample of 110 respondents from Temeke Municipal Council gave their views about relationship between lack of facilities in government sectors and low employment rate.

The study revealed that right to employment for people with disabilities goes together with the provision of working aids which enhance the capacity of disabled

people with disabilities especially to people with visual impairments. The study noted that the Government is not providing working aids for people with disability. This makes their working environment very difficult and sometimes when it causes them to underperform and conflict rise between them and their supervisors. Teachers are also facing challenges and difficulties at work because they are not given the supporting teachers to assist them in marking student's exercise books.

The findings showed that Rule 6(6) of the standard rules on the equalization of opportunities for people with disabilities requires states to provide quality materials, ongoing teachers training and support teachers. Rule 7(3) of the same convention obliges states to provide support for the use of new technologies and the development and production of assistive devices, tools and equipment and measures to facilitate access to such devices and equipment for person with disabilities to enable them to gain and maintain employment.

The respondents argued that Government has failed to enhance the capacity of disabled people at their work place within the Public Civil Service. This is also in violation of the human rights instruments mentioned above to which Government is a signatory. As people with disability have less access to equipment and technical aids, Government should ensure availability of all necessary equipment in the country which may include equipment which produced locally. The equipment should also be distributed to every people with disabilities at a low cost and, where possible, free of charge. Teachers with visual impairment should give supporting teachers to assist them. Government should also provide allowances to people with disabilities to cater for the additional costs they incur because of their disability in the course of their employment.

Respondents who agreed that there is relationship between lack of facilities and low employment to PWD's, explained that, lack of experts in Public Civil Service whose dealing with disabled people to exchange some information. For instance vision disability, there are hundreds of thousands of people that suffer from minor to various serious vision disability or impairments. There injuries can also result into some serious problems or diseases like blindness and ocular trauma, to name a few. All these people need expert to deal with them in the offices. Through observation, the study found that, lack of knowledge towards people with disability is a serious problem to many employers, that's why they escape the cost of employing expert for disabled workers and afraid to incur cost of buying some facilities for people who have visual impairment hence low employment rate to people with disability.

Also the study revealed that Hearing disability includes people that are completely or partially deaf, (Deaf is the politically correct term for a person with hearing impairment). People who are partially deaf their hearing aids to assist evident at birth or occur later in life from several biological causes, for example meningitis can damage the auditory nerve or the cochlea. It was observed that, deaf people need an expert whose can use sign language as a means of communication hundreds of sign language are in use the world. In linguistic terms, sign languages are as rich and complex as any oral language, despite the common misconception that they are not "real language". So, many employers hesitate to employ people with hearing disability due to the reason that in their offices do not have an expert of sign language and discover some special needs like hearing assist to assist hearing impairment people in the staff.

The study observed that, all employers in the government sectors, need to understand disabled people are not tragic what often disabled people is the altitudes they encounter and the environment is which they live and work. For clear and efficient communication many deaf people will need services such as sign language interpreters, lip readers, lip speakers and speech to text. Many disabled people, like non-disabled people make choices about marriage, long-term relationship, kind of decent job and the like. The study found that, employers they need to understand human rights of persons with disabilities, as to the fundamental human rights of person with disabilities that are entitled them to exercise their civil, political, social, economic and cultural rights on an equal basis with others under all the international treaties. The full participation of persons with disabilities benefits society as their individuals and society's well-being and progress for a society for all with or without disabilities.

The study findings showed that rights of individuals with disabilities have been addressed more generally throughout the development of the international human rights instruments is the foundation of the rights of individuals with disability. In order that the rights of persons with disabilities may be further realized, contemporary international law has increasingly recognized increasingly recognized the need for all states to incorporate human rights standards into their national legislation. Although the means chosen to promote full realization of economic, social, and cultural rights of persons with disabilities may differ among countries, there is no country exempt from the need for improved policies and laws for individuals with disabilities.

CHAPTER FIVE

5.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Summary

This study sought to explore and examine factors leading to low employment rates for disabled people in Tanzania. It tried to do so by taking Temeke Municipal Council as the study area. Basically, the study is divided into five chapters. Chapter one explains further range of issues surrounding the problem and its background. Chapter two looks in detail at the studies (literatures) related to living conditions of disabled people leading to lack of access to employment opportunities. Reviewing other studies assisted in identifying what was already known and what was still to be unknown about the problem under investigation. Chapter three covers methodology of the study, the chapter helps to know and understand techniques of data collection, which were employed in this study. It also examines the major instruments used for data collection. Chapter four answered the major hypothesis in the study. It is a fact that there's a relationship between social-economic status and employment opportunities for people with disabilities. This situation in the community leads to low employment rates for people with disabilities.

Also it was found that there's a relationship between social exclusion and employment opportunities for people with disabilities. Social exclusion contributes to the low employment rate for them. Social exclusion is caused by social misconceptions towards people with disabilities, and social misconceptions among employers towards people with disabilities lead to low employment rates for people with disabilities.

It was the fact that, physical, social and economic barriers contribute low participation to people with disability in our society. For instance infrastructures are not friendly to people with disability particularly buildings. This situation contributes to low participation to people with disability. It was found that there's relationship between stigmatization and low employment to people with disability.

Social stigmatization to people with disability caused by lack of knowledge towards disability. Employers lack enough knowledge towards disability that's why they had feared people with disability, hence, lead to low employment rate to PWD's. Moreover, it was found that, there was relationship between lack of facilities in government sector and low employment rate to people with disability. Employers lack knowledge on social facilities used by PWD's, hence many offices in government sector do not have special facilities to PWD's, due to this reason, people with disabilities lacking employment opportunity.

Give the above major findings, revealed some of the barriers to the access of better employment to disabled people. Among the major barriers reported by from the respondents were the following: (i) Social barriers which involved negative attitude of the non-disabled persons towards disabled person which affect their development. For example, traditionally disabled children were seen as a problem and as a sign of something that went wrong. Some parents also tended to be over protective. (ii) Physical barriers one of the major visible obstacles to integration of the disabled in the society. This means that we need an environment that is built for accessibility; that is to say housing, transportation; places of work, streets, public building, schools, shops, businesses must be accessible.

5.1 Conclusion

The right to employment is a fundamental human right which every human being is entitled to enjoy. In fact, its exercise is a prerequisite for the realization of other human rights such as the right to food, health, life, and a reasonable standard of living. The state plays a major role in ensuring that its people enjoy their right to employment. National laws and human rights instruments are binding on the government and they provide guidance on what should be done to remove obstacles and challenges that disabled people are facing in employment opportunities in Public Civil Service. However, as has been shown, the state has failed in many instances to comply with these various laws and this seriously undermines the ability of disabled people to exercise this right. The state should comply with international Standard, labour laws, policies and guidelines. These should also be implemented on the ground in order to change the current situation and give effect to their entitlements.

People with disabilities are just like any other human beings in that, given the appropriate resources and Opportunities, they may become just as valuable civil servants as their able-bodied counterparts. In order to this about the states should, in compliance of the various abovementioned laws, create for them a friendlier working environment and actively participate in a nationwide campaign to improve their status and image in the eyes of society at large. The government and peoples of the developing countries particularly Tanzania must demonstrate their commitment to adapting environments for the disabled by doing something to change the situation. If adapting environment was measured by what has been said about the disabled and what ought to be done then these countries would be miles ahead. But we need to move from talking about adapting environment to actually doing it. This means

commitment of resources and making regulations which will ensure this situation is changed:

It was found that, social exclusion of disabled people create inferiority complex to them because disabled are not recognized by others hence becoming hopeless even to the point of sharing their talents. Social Exclusion makes disabled people to be isolated from the community; also social exclusion limit full participation for disabled people in the community activities. Therefore, social exclusion influence low enrolment rate of disabled students in higher learning institutions.

It was viewed that, in appropriate special education services including building, facilities, equipment and professional tutors exclude disabled people from educational opportunity appropriate to their needs. Due to that fact contributing low employment rate of disabled people in higher institutions. Also it was viewed that, structural adjustment policies, that advocate cost sharing and full cost recovery programmes. These policies are also partly responsible for increased poverty in developing countries. In times of scarcity it is the poor suffer. Given the fact that disability is highly associated with poverty strict measures have to be taken to make the necessary changes. Integration of the disabled should not be seen as an option, to be implemented if and when these countries can. It must be part of the development effort now; otherwise nothing will ever be done.

5.2 Recommendation

The study leads us to the following recommendation

It should be recommended that, changes of institutional framework that keeps the disabled excluded from taking part in decision that affect them, making the same degree freedoms as the rest of the people education, work and leisure, in economic, social and political life.

It should be recommended that, we need strong organizations of and for disabled that are run and represented by disabled people themselves. The organization is dominated by on disabled people, this should be seen as a sign of weakness and not integration as it is sometimes said in many cases: Strong consumer organizations should include all disabled people regardless of diagnosis.

It should be recommended that, Government must consider the rights of persons with disabilities to participate in their societies. Participation can be achieved primary through political and social actions. Every effort must be to raise awareness of the society to the needs of the disabled and their responsibility in meeting these needs. We need legislation on the outright discrimination experience everyday by disabled people.

It was recommended that, enforceable legislation not goodwill statements made to ease the conscience of the society for mishandling the disabled. We must be given equal chance to participate in society and the social and physical barriers have to be removed. The ignorance, indifference in society and provision of the facilities for the disabled must be addressed as a matter of urgency.

It was recommended that, Rehabilitation of disabled persons and their integration into to society are closely linked to the governments and society willingness and ability to locate resources, income and services to disadvantaged population group.

It was advised that, a policy ensuring that disabled persons have access to all new building and facilities, public housing and public transport systems should be formulated and enforced. Furthermore, measures should be adopted that would encourages access to Education especially to rural areas. Existing public buildings and facilities, housing and transport wherever feasible, especially taking advantage of renovation.

Apart from that it was recommended that, Recognition of disabled needs by government, must address the needs of the disabled as of equal importance as those of other members of the society and hence from the basis of all planning and duty strategies. To this end there is need to be incorporated into the Economic mainstream as full and equal members of the society.

Moreover, it was advised that, to avoid the environment from being a handicap, public buildings should have well designed facilities for use by the handicapped such as ramps, rails, tickets and low counters-All public buildings including school buildings, should be purposely built with accessories to ensure easy mobility.

Furthermore, appropriate special education services including building, facilities, equipment should be provided so that handicapped persons shall not be excluded from educational opportunities appropriate to their needs.

In other words, the rights in legislation are simply not translating into reality for many disabled people. This report has found that the major block to change is the complexity and difficulty that disabled people face in actually enforcing their rights

and challenging discrimination that improving this situation is critical next step in making the Tanzania genuinely accessible for all.

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APPENDICES

QUESTIONNAIRE

There are twelve questions in which you will be required to fill in the blanks, choose the correct answer by putting (V) in the box provided or give some explanation when required.

SECTION A: PERSONAL DETAILS

1. Name_____
2. Age _____
3. Gender: Male [] Female []
4. Nature of Occupation(a) land officer [] (b) education officer [](c) health officer[]
5. Level of Education: Ordinary Sec. School [], Advance Sec. School [], Territory / College level []

SECTION B: GENERAL INFORMATION

6. Is there any relationship between education system and low employment rate to people with disability in Tanzania?

Yes [] No []

If yes; briefly explain

7. Is there any relationship between public awareness on disability and low employment rate to people with disability?

Yes []; No []

If yes; briefly explain

8. Does your institution employ people with disability?

Yes [] No []

If no, give reasons for your answer_____

If yes, how many disabled in your institution?

9. Why are employers hiring so few persons with disability?

10. Is there any relationship between social exclusion and low employment rate to people with disability?

Yes [] No []

If yes give reasons _____

11. Is there any relationship between environmental barriers and low employment rate to people with disability?

Yes [] No []

If yes, mention some of environmental barriers to people with disability to most of government sectors

12. Is it true that stigmatization to people with disability contribute to low employment rate to them?

Yes [] No []

If yes, give other factor contribute to low employment rate to people with disability in Tanzania.

1_____

2_____

13. Is there any relationship between lack of facilities in government sectors and low employment rate to people with disability in Tanzania?

Yes [] No []

If yes, give some reasons for your answer.

1_____

2_____

3_____

14. Is there any relationship between physical, social and economic barriers and low participation of people with disability in our society?

Yes [] No []

If yes, give some explanation concerning your answer

1_____

2_____

THANK YOU!