

**EXAMINING THE LIVELIHOODS OF PEOPLE LIVING WITH
DISABILITIES: A CASE OF KASULU DISTRICT**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE DEGREE OF MASTER OF SOCIAL WORK**

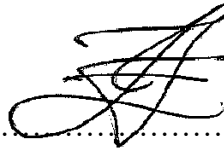
DEPARTMENT OF SOCIOLOGY AND SOCIAL WORK

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2021

CERTIFICATION

The undersigned certifies that, he has read and hereby recommends for acceptance by The Open University of Tanzania, a dissertation entitled: **“Examining the Livelihood of People Living with Disability. A Case of Kasulu District”**. In partial fulfillment of the requirements for the degree of Master of Social Work of The Open University of Tanzania



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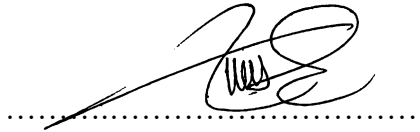
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I, **Danstan Dismas Makoba** declare that, the work presented in this dissertation is original. It has never been presented to any other University or Institution. Where other people's works have been used, references have been provided. It is in this regard that I declare this work as originally mine. It is hereby presented in partial fulfillment of the requirement for the degree of Master of Social Work of The Open University of Tanzania

A handwritten signature in black ink, appearing to read 'DM', is written over a horizontal dotted line.

Signature

.....

Date

DEDICATION

This work is dedicated to my father Mr. Dismas Makoba (deceased), my mother Lenia Nyambele Ntahengama, my wife Getrude Nicholas Ruhamvya, my children Deus Makoba, Derrick Makoba, Daniel Makoba, Dioniz Nicholas Makoba, Dennis Makoba as well as my brothers and sisters.

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ABSTRACT

This study aimed at “Examining the Livelihood of People Living with Disability; A Case Study of Kasulu District and guided by three specific objectives, namely; to identify factors which exclude people living with disability to access employment; to assess the inclusion mechanism which is in place to support people with disability to access to employment opportunities and to examine the challenges facing people living with disabilities when accessing employment. The study used a sample of one hundred research respondents divided into 55 females and 45 males. The research was guided by normalization theory to address the above specific objectives. The study employed triangulation approach in order to harness qualitative and quantitative data. The findings revealed that lack of access to basic education was prominent factors among others in excluding PWD’s from livelihood, activities, employment in particular. Adding on, challenging the inaccessible environment was identified as a fundamental inclusion mechanism of PWD’s in available employment opportunity. Moreover, it was noted that the common challenge encountered by PWD’s when accessing employment was inaccessible environment. The study concluded that, once the firms and government departments in Kasulu and elsewhere in Tanzania begin to employ PWD, all people will begin to respect PWD and families will ensure that their children with disability go to school. Therefore, family and community and government at large are recommended to create facilitative and inclusion environment so that PWD’s to get access to education which later on can support them when competing for limited employment opportunities.

Keywords: *Disability, impairments, people with disability, livelihood*

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LIST OF ABBREVIATIONS

CRDP	Convention on the Rights of Persons with Disabilities
CCBRT	Comprehensive Community Based Rehabilitation in Tanzania
ILO	International Labor Organization
PWDs	People with Disabilities
UNCRPD	United Nations Conversations on Persons living with Disabilities
SPSS	Statistical Package for Social Science
SHIVYAWATA	Shirikisho la Vyama vya Walemavu Tanzania
NGOs	Non-Governmental Organizations
UNESCO	United Nations Educations Scientific & Cultural Organization
WHO	World Health Organization

CHAPTER ONE

INTRODUCTION AND BACKGROUND TO THE STUDY

1.1 Introduction

This chapter centers on the background information to the study, statement of the problem, research objectives, research questions and significance of the study.

1.2 Background

Persons with disabilities (PwDs) are among the most vulnerable groups facing a variety of difficulties (Le, 2020). Therefore, it is from this view that the livelihood approach recognizes that people with disabilities have abilities for lessening risk and vulnerability by exercising their voice within the context of their lives and communities where resources and opportunities are found.

People with disabilities (PWD) do not have equal access to social services available compared to able bodies WHO (2017). For that reason, PWDs experience exclusion from health care, education, occupation chances or any other disability related-services that they require. More, as per above view it is known that, disability is part of the human condition or body and people have to note that everyone can be temporarily or permanently impaired at some time in life since disability can include sightlessness, low vision, leprosy-cured, hearing impairment, mobility disability, mental retardation and mental illness.

Globally, disability is figured that in every region of the world, 36% of people with disabilities have significantly lower rates of employment compared to people without

disabilities (WHO, 2018). As from the context of people living with disability, WHO (2011) showed that the cohort of women have a large share or experiences of high rate of unemployment; they are also less likely to compete for few available opportunities of employment than both men with disabilities and people with no disabilities. Further, a large number of people with disabilities working in the informal sector where it is possible for them to employ themselves. It is common to find them in agricultural sector, street businesses and art work. It is for these reasons, people living with disabilities are described to be living in households with unsecured basic necessities, such as sanitary facilities, food, water and access to health services.

Beside the natural causes of disability, there is another dimension of disability which is on the increase. UNCRPD (2016) revealed on the increasing rate of able-bodied people who are injured and due to limited access and cost involved in medical services they cannot escape the possibility of becoming disabled. Therefore, they opt to use the traditional medicinal herbs which in the long run cannot address the internal health challenges related to the injuries. By the time, the extent of the problem is identified, the medical side cannot address it adequately or the costs involved are very high to meet.

In view of the above perspective, injuries contribute for every year about 3% of disability globally (WHO, 2017). In that manner, when people become disabled, they cannot carry on as normal with their socio-economic activities instead they use most time to seek the medical attention hence uses the little saving. As the result,

whatever socio-economic activities they were involved in, they fail to continue with them.

In developed countries' context as per United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (2016) noted that persons living with disabilities still encounter various environmental related barriers. They cannot access services from public places due to environmental limitation. Adding on, most of the public structures are still inaccessible to people with disability. It is the environmental barriers or limitation which exclude people living with disability to fully participate in political, economic, social, cultural and developmental activities. Due to strong social exclusion and stigma or exclusion, people living with disabilities are ignored by the families, communities and societies at large. They are actually given less attention or consideration in any family or community matters. The attitude of many communities or family members is that, people with disability deserve charity or pity. It is, therefore, the strong rooted attitudes, isolation and segregation which exclude people with disability from the socio-economic stream and pushes them to the poverty line.

Exposing the magnitude of disability, WHO (2019) stated that about 15% of the world's population are estimated to be living with one form or multiple disabilities. Further, more than two billion of the world's population which is equal to 37.5% have some form of disability. The common identified forms of disability include; blindness, dumbness, mobility related disabilities and visual impairment. It is from these forms of disabilities where blindness and visual impairment was estimated

around 1.3 billion people which is equal to 17% of all people living with disabilities. In addition, 6% which represents 466 million people living with disabilities were identified deafness and hearing challenges. Further, about 2.6% of the world's population which represents 200 million people have an intellectual disability (IQ below 75). It is worth noting that within the global population of people living with disabilities 75 million people were identified to be in need of wheelchair in order to facilitate their movement; without it cannot participate in economic activities which is the livelihood in their lives.

According to the EU-SILC survey of 2016, noted that at least at the moment there is over 100 million persons living with disabilities living in European Union. Within this presented population, it is worth noting that 1 million persons have been segregated and isolated as the result, they reside in residential institutions with necessary and basic services. They do not commute on time to access social services such as hospitals or nearby shops to buy the amenities. Due to the restriction related to various forms of disabilities, some of them have no access to information such as newspapers which is the basic needs of all people to be aware of the contemporary issues affecting the general population. It is from this point, where the segregated population of people living with disabilities cannot participate in socio-economic activities which important to their livelihood.

In African context, about 40% of the population which is equals to 80 million people live with disabilities (Nyangweso, 2018). It is important to note that due to transformation taking place around socio-economic activities, there are rapidly

increase in number of people living with disabilities. It is for this reason, Disabled World (2018) pointed that, every day people living with disabilities are observed with under nourishment, suffering from numerous of illness, facing environmental deathtraps, natural calamities, traffic and industrial accidents, civil struggle and war. Adding on, taking into account the listed factors contributing or facing disabled, it is estimated that 20 percent of the general African population is likely to be living with one form or multiple forms of disabilities. Still showing the magnitude of disability in African, Nyangweso (2018) revealed that about 60-80 million people are living with disabilities today. Their livelihoods is compromised with the attitude and social stigma from the general population. It is this attitude which exclude them from socio-economic activities that others benefit from. In addition, in the region, the recruitment process of workers is informed by the education achievement or presentation of certificates. However, the school enrolment for children living with disabilities is estimated between 5- 10% of the total enrolment in the region. It also varies from one country to another, depending on other factors. It is from this point of view, where one can deduce a reason for the limited number of people living with disabilities in the employment sector it begins with school enrolment.

Drawing attention from Southern Africa region, Adesina (2018) proposed that the incidence of disability in the member countries ranges from 2.92% to 16.82%. Further, it is observed that the number of people with disabilities in South Africa is low compare to other member countries of region. The situation is different in Botswana whereby number of males with disabilities is high compare to females. Statistically, total number of males living with disability from every member country

of southern region ranges from 1,168,059 (lowest in South Africa) to 29,511 (highest in Botswana). The total number of females living with disability ranges from 1,682,071 (highest in South Africa) to 29,592 (lowest in Botswana. South Africa has higher number of children with disability across the different age ranges. Within the region, the dominance form of disability which affect many people is the visual impairment which is highest in Botswana (40.7%); and hearing, speech, and physical impairments is high in Namibia (20%, 5%, and 28% respectively).

According to EAC disability policy of 2008 the total population of PWDs in Uganda was estimated at 3.3 million which is equal to 10% of the general population. This population of people with disabilities cannot be ignored as it calls for recognition and inclusion of PWD's into the development process of the country. Beside Uganda, in the EAC there is another country of Kenya, which shows that the leading form of disabilities is mobility impairment, followed by visually impaired and cognition. However, people living with physical or mental disability face more challenges because they are less able to participate actively in making decisions related to their welfare. Further, Kenya National Survey (2008) shows that 4.6% of Kenyans experience a certain form of disability; while 15% of PWDs were mostly affected by environmental issues on a daily basis; and 65% of PWDs regards the environment as major problem in their daily lives. According to Kenya National census report of 2019, there is a high number of women living with disabilities compared to the number of men. Further, the report shows that the population of women living with disability is 523,883 as compared to 394,330 of men living with disabilities, whereas the majority of them resides in the rural areas. The census covered those aged five

years and above whereby out of 918,270 persons with disability, only 179,492 of them live in urban areas. Apart from the challenges facing PWDs from their surroundings, there had been various efforts made by societies, community members, government and non-governmental bodies to make sure that their rights are observed and maintained. As the way forward, during the general election of 2007, Kenya introduced the Disability Policy for the purposes of monitoring of specific progress towards inclusive of human rights and fundamental freedoms as expressed by Kenyan laws including domesticating international conventions to improve citizenship of persons with disabilities (Affirmative Action Agenda, 2007).

In Tanzania, people living with disabilities are often likely to be among the poorest and most marginalized in their surrounding society (EAC, 2008). Disability has a significant impact on health, employment and education (Hansen & Blaskowitz, 2018). According to the National Bureau of Statistics (2008), the total population of Tanzanians living with disabilities was estimated up to 5.4 million (13.2%), the population affected with one or another form of disability. The population of PWD's is higher as 8.3% in rural areas than in urban areas as it is 6.35, whereas the trends tends to increase varying with age. In Tanzania mainland, the disability prevalence is higher to about 13.3% compare to that from Zanzibar that is equal to 9.3 %. Subsistence agriculture and self-employment is the mainstay of people with disability. Up to 72.3 percent of households headed by persons with disabilities depend on earnings from subsistence agriculture and 14.5 percent depend on self-employment compared to 65.0 percent and 21.3 respectively for those without. Comment on the education status among children with disabilities, Kuper et al.,

(2016) postulated that more than half of children with disabilities lack the opportunity of attending school because of their health status or mobility restrictions. Therefore, the illiteracy among Tanzanians with a disability is 48%, associated with 25% surrounded by those with one. Hence, it these restrictions that prevent people living with disability to realize their livelihood in Tanzania.

The exclusion of people with disabilities from the workplace, either through discrimination or inaccessible work environments, costs Tanzania \$480 million every year; this is equal to 3.76% of the country's GDP. People with disabilities often live in severe poverty due to the challenge of securing, a steady income amid widespread exclusion. With only 3.1% receiving income from paid employment, households headed by persons with disabilities experience greater levels of poverty. CCBRT (2017) recognizes that the challenges that people with disabilities and their families are confronted with on a daily basis. In order to challenge the identified restrictions, all the obstacles have to be dealt with by improve the quality of life and empower people with disabilities to fulfill their potential. $\frac{2}{3}$ of all people with disabilities live in a low-income country and 13.2% of Tanzanian homes have at least 1 member with a disability.

Efforts to address the needs of persons with disabilities have a long history in Tanzania. Since independence in 1961, Tanzania has been striving through different ways, to provide services to people with disabilities. It was not until 1975, when the ruling party (TANU) in its circular addressed to all Regional Commissioners directed those services to people with disabilities should be provided in their communities,

except where persons with disabilities had no supportive relatives. Following, the socio-economic and political changes in 1981, the government recognized the importance and necessity of adopting special measures for persons with disabilities particularly in towns, for those who had no family or community on which they could depend on. A bulk of responsibility was vested with the department of Social Welfare – Tanzania mainland and in Zanzibar, since 2004, disability issues were regarded as a human right issue and transferred to the First Vice President's Office (FVPO).

Additionally, Kuper et al, (2016) stated that, the livelihood of people living with disabilities is associated with limited participation in various grounds of the day-to-day activities. They cannot actively participate due to environmental barriers which have prevent them to fully benefit of enjoy the basic rights related to civil, political, economic, social, cultural and developmental rights. Their livelihood is further affected with the society's negative attitudes of perceiving them as worthless, difficult to handle, unemployable and not capable of doing anything. As the result, the situation led to lack of basic services and mostly are ignored member of the society. They actually live-in isolation, segregation, poverty, and even pity (Groce, 2019). Despite having high prevalence of disabilities, Kasulu is one of the districts in Tanzania where people with disabilities faces various limitations which later ultimately affect their livelihood. The current study intends to examine the livelihood of people living with disability in Tanzania, a case study of Kasulu district. Adding on, the study is interested to identify the position of primary prevention measures in

combating humiliation surrounding people with disability around livelihood in Tanzania.

Table 1.1: The distribution of people with disabilities in Tanzania

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: 2012 Tanzania National Census

Table 1.2: The distribution of people with disabilities in Kasulu District

Disability category	Number
Albinism Impaired	694
Seeing Impaired	31,685
Hearing Impaired	19,041
Walking Impaired	25,965
Remembering Impaired	20,364
Self-care	15,041
Others	7,476
Total	120,266

Source: 2012 Tanzania National Census

1.3 Statement of the Problem

For many people with disabilities, their lives are not easy. Disabilities affect PWDs by facing difficulties in meeting needs of their daily life. The background information shows major challenges that people living with disabilities are facing that deny them the right to their livelihood. Their denial to realization of their rights is related to strong antisocial attitudes that are rooted in society, segregation,

discrimination and exclusion which finds its roots at the individual, family and community levels. With them, people living with disabilities cannot have equal access to livelihood just like other members of the society. Despite the treatment of the community or society on people living with disabilities, their number is on the increase as there are socio-economic transformation taking place globally which continue to expose the able bodied to disabilities status.

The implication of inaccessible physical environment, stigma and negative attitude, high level of illiteracy, lack of motivation and confidence among people living with disabilities and poor implementation of the available legislative instruments is that they cannot compete for the available opportunities which would have otherwise contributed positively to their livelihood. As well, education has a direct link with their livelihood, as it equips and prepares members of any society with relevant skills needed to compete for available opportunities in the formal sector, especially employment. However, as indicated above, the enrolment of people with disabilities is very low and there are no measures in place in maintain the few enrolled. It is therefore for these reasons this study going to examine the livelihood of people with disabilities.

1.4 Objectives

1.4.1 General Objective of the Study

The general objective of this study was to examine the livelihood of people living with disabilities in Tanzania.

1.4.2 Specific Objectives

- i) To identify factors which exclude people living with disability to access employment.
- ii) To assess the inclusion mechanism which is in place to support people with disability to access to employment opportunities.
- iii) To examine the challenges facing people living with disabilities when accessing employment.

1.5 Research Questions

This study was guided by the following main research questions:

- i) What are the factors which exclude people with disability from employment?
- ii) What are the inclusion mechanisms in place which support people with disabilities to have access to employment opportunities?
- iii) What are the challenges facing people living with disability when accessing employment?

1.6 Significance of the Study

This study is considerably important to the knowledge base of this study in the sense that it bridged the knowledge gap identified by exposing the challenges faced by people living with disabilities and their livelihood. The recommendations provide concrete measures to overcome the identified challenges in order to improve the quality of living among people living with disabilities. The findings of the study will be useful to policy and decision makers, program managers and planners who need to improve the livelihood of the people living with disabilities.

This study will further make a significant towards sensitizing and creating awareness of available program intended to work on their welfare. The findings from this study is also a useful contribution towards improving the disability programs which intend to bring healthy relationship between people living with disabilities and community members.

Furthermore, this study will create awareness and insight to enable community members understand the socio-economic contribution of people living with disability when given opportunity.

1.7 Limitations

Funding; the research could be done for the big area, but because of funding, the research was limited to Kasulu District only. For us who are self-sponsored. Some people need to be paid before giving you data.

Time management, the research could have been completed within two years, but it has taken more years because of other employers' activities. I am hired and I have to use an extra time from the employer's time.

Communication gape; the communication with my supervisor was surely done on emails, and he is no more working with out, it could take some months before he replied to my emails and calls.

Some research subjects need another person to translate to them such that it need more people, to support the researcher.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

Arshed & Danson (2015) opined that literature review is a comprehensive summary of previous research on a topic that gives a ground to understand the current state of the subject under study. The literature review assumes that going through various works of research, namely scholarly articles, books, and other sources that relate to a research problem shows that the author has read, evaluated and understood fully the area under study and can debate well about it. Further, literature review acknowledges the work and contributions made from previous areas of researchers' concentration. Therefore, this chapter went through different literature relating to livelihood of people living with disability globally and Tanzania in particular. The chapter covers the following parts, namely; the definitions of key terms, theoretical framework; empirical literature review; and lastly the chapter is concluded by identifying the research gaps.

2.2 Definitions of Key Terms and Concepts

2.2.1 Disability

Disability is defined as an umbrella term covering impairments, activity restrictions, and participation limitations (World Disability, 2019). Further, disability can be acquired at birth, or arise during an individual's lifespan. In the context of this study, the term disability is treated as any condition of the body or mind impairment that

limits make it more difficult for the person to do certain activities and participate effectively in various activities

2.2.2 Impairments

WHO (2011) defines impairment as a state of being diminished, weakened, or damaged, especially mentally or physically. Adding on, that impairments include physical, sensory, and cognitive or developmental incapacities. In the context of this study, impairment refers to the condition that prevents someone from doing something.

2.2.3 People With Disability

The Convention on the Rights of Persons with Disabilities and its Optional Protocol (CRPD, 2006, A/RES/61/106) defines persons with disabilities to "include those people with long-term physical, mental, intellectual or sensory damages which in interaction with numerous obstacles may hinder their full and effective participation in society on an equal basis with others". In the context of this study, all people with disabilities are referred as "People Living with Disabilities" to mean any condition that makes it more difficult for a person to do certain activities or act together with the world around them.

2.2.4 Livelihood

Livelihood is a term that comprises the capabilities, assets (including both material and social resources) and all activities essential for a means of living. A livelihood is sustainable when it can cope with and recover from stress and shocks and maintain

or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base (Stewart-Withers, 2020). In the context of this study, livelihood referred to as a set of activities essential to one's life or means of securing the basic necessities (food, water, shelter and clothing) to everyday life that are conducted over one's life span.

2.3 Theoretical Framework

The *theoretical framework* is the structure that describes the way and understanding of a *theory/ theory* that are relevant to the topic under study and that relate to the broader areas of knowledge being considered (Adom *et al.*, 2018). Then again, theory is a combination of statements of ideas or accepted facts that shows a connection of knowledge and rational explanation among observed phenomena. It helps to explain a certain phenomenon when considered to be influential or significant in a particular study (Mabeyo, 2014).

This part introduces a theory which has been employed to guide this study. The theoretical framework had implication to the way in which some critical aspects of people with disability practices are evaluated, hence it is imperative to discuss the theory. A discussion of the theory is as follows;

2.3.1 Normalization Theory

Normalization does not mean making people normal – forcing them to conform to societal norms. The study employed a Normalization Theory by Bengt Nirje (1970s) to gain an understanding of human services that can be applied to meet services

needed by people with disability. Normalization theory is built upon the observation that many aspects of our everyday experience are the consequence of implicit social agreement, institutional practices or collective social action rather than objective reality, and only exist within the context of such agreements, practices or collective actions. Thus, many of the things we take for granted are not actually objective facts about the world, independent of human subjectivity, but are instead the products of human inter subjectivity. Normalization is so common in the fields of disability, especially intellectual and developmental disabilities. Further, normalization has had a significant effect on the way services for people with disabilities have been structured throughout the world. Normalization involves the acceptance of some people living with disabilities, with their incapacities, offering them the same conditions as are offered to those un-disabled people. It involves an awareness of the normal time of life – including the normal time of a day, a week, a year, and the life-cycle itself (e.g., celebration of holidays; workday and weekends). Normalization further, involves the normal situation of life housing, schooling, employment, exercise, recreation and freedom of choice previously denied to individuals with severe, thoughtful, or significant disabilities.

The theory undergirds the deinstitutionalization and community integration movements, and forms the legal basis for affirming rights to education, work, community living, medical care and citizenship. During the mid to late 20th century people with disabilities were met with fear, stigma, and pity. Their opportunities for a full productive life were minimal at best and often emphasis was placed more on

personal characterizes that could be enhanced. So the attention was taken from their disability.

The normalization theory puts much emphasis on how people interact and what happens out of their interactions. Therefore, the acceptability of education among the community members of Kasulu is informed by the way people view people with disabilities with a social cultural lens. Since the previous studies did not take social cultural factors as the basis for beneficiaries' standpoints, they were not able to unravel possibilities and constraints for change. The normalization theory puts much emphasis on how people interact and what happens out of their interactions. Thus, the way people of Kasulu District view people living with disability is determined by socialization process and their everyday interaction, and this might be different from other areas of Kigoma region. This is what Bengt (1970s) call the normalization theory.

2.3.2 The Relevance of Normalization Theory in this Study

Based on the potentiality of people with disability, normalization regards individuals as integral with cultural, political and historical evolution, in specific times and places, and so resituates psychological processes cross culturally, in social and temporal contexts (Bengt, 1970s). Although genetically inherited factors and social factors are at work at the same time, social constructionist does not deny the influence of genetic inheritance, but decides to concentrate on investigating the social influences on communal and individual life.

2.4 Empirical Review

The literatures reviewed delivered with a summary of major academic works on examining the livelihood of people with disabilities with one aim being to compare the livelihood status of people with disabilities from country to country or in other institutions and organizations.

2.4.1 Factors which Exclude People Living with Disability to Access Employment

Disability is an umbrella term which comprises damages, activity restrictions and contribution restrictions (WHO & World Bank, 2011). In view of that perspective, damages is therefore the complications in body utilities whereas activity restrictions are problems encountered by people in performing everyday jobs. Therefore, the difficulties practiced by people in life conditions are named contribution restrictions.

People are familiar with a disabled person and are also able to identify an individual as disabled, either because the disability is visible or because they are aware of a specific medical condition that lends itself to be called disability (WHO & World Bank, 2011). The majority perception on disability is that having a disability creates an individual incapable of performing a range of work. In reality, the term disability is as a rule used to show a decline from the custom, an inadequacy of an individual that the general public has to count with (Dilodovico, 2020). In most languages, the terms are the same to that of disability which comprise the concepts of less significance, a smaller amount capability and a state of being restricted, disadvantaged and different. Therefore, it is in line with such perceptions that

disability is completely observed as a difficult of the affected person and that the difficulties shown by the existence of a disability are measured to be further or less common to all circumstances. Nevertheless, fair and unbiased accomplishes associated to employing and occupation practices take on exceptional significance when the wage earner has a debility. For the reason that of negative stereotypes as well as architectural, communication and other barriers related to disability, restricted job hunters and workforces are frequently unused to their rights or face unfair practices (*ibid*).

Globally as stipulated by ILO (2007) that the major hindrances for people with disabilities to join in various occupational chances is the limited education opportunities. By reviewing the education context, the circumstances is originated from childhood where they have faced lack of access to a good basic education, vocational skills training or higher education. As a result, majority of people with disability during their adulthood become to be limited during employment struggle compared to those with no any form of disability.

In European and North American countries, people with disabilities recognized as a valuable resource in the workforce (Stone & Colella, 1996). This is because disability and employment are seen as more important than ever in the legal situation concerning with disability at work, obstacles and enablers to employment. Therefore, people with disabilities in the European and America identified to be worth because issues like attributes of the disabled person, attributes of the observer, environmental factors understood to affect the treatment of disabled individuals in societies. Also,

organizational characteristics such as norms, values, policies, the nature of jobs, reward systems combine to affect the way disabled individuals are treated in organizations.

In view of the above Europe and American situation, employment and participation in the labor market to people with disabilities have had experiences of being excluded, marginalized and discriminated from the world of work due to the myth that are inherently unemployable. It is for these reasons, persons with disabilities are an underemployed group of the workforce (Colella & Bruyère, 2011). In countries with civil human rights legislation, unemployment proportions are almost two times what they are for people without disabilities and it can be assumed that rates are even worse in countries without such law, despite the fact that many of these people can work and want to work (Katharina et al, 2018). Likewise, high unemployment among people with disabilities exists with deficiencies in separate sectors on the labor market particularly in many European countries due to demographic changes and the retirement of the baby-boom generation. Accordingly, a number of European countries get ahead a significant failure in the working age people by 2020. Additionally, most of the industrialized countries are facing an aged labor force which makes the frequency of disability due to chronic disease among workforces more prominent. As the labor force ages, dealing with disability will develop more of an issue than it is today. Up to one third of the European areas will be undesirably affected by these demographic changes in terms of falling competitiveness. The level to which these progresses will affect economic growth be influenced by considerably on labor participation (European Commission, 2008). Due to the expected failure of the working age populace, particularly in European countries, people with disabilities

are now more and more known as a valuable resource in the personnel in both the private and public sectors.

In African countries, the major restriction from employment result from the context that majority individuals with disabilities do not have access to the same educational and training opportunities as their non-disabled peers (WHO& World Bank, 2011). For this reason, adolescence with disabilities are commonly underprivileged as well in their search for work and normal employment for the reason that they have not had contact to education since coaching workforce are not appropriately proficient for the correct services. Henceforth, the deficient of educational credentials in demand skills leaves them at a reasonable difficulty in the whole process of searching for jobs.

Furthermore, WHO (2020) also added that in the African environment, disability is mainly dominant amongst women, older people, kids and grownups who are poor. The view of this perspective is as follows, people with debilities regularly are less literate and have disadvantaged life circumstances as well as inadequate food, underprivileged housing, deficiency of access to safe water and hygiene. As a result, the circumstance leads disabled individuals to have the maximum possibilities for infectious and non-infectious illnesses and thereafter because of their body weakness they become less employed.

In South African context, there are various grounds that hinder people with disabilities from being employed in relation to those with no any form of disability, these are such as a lack of knowledge and awareness of disabilities, proprietor and

associated worker attitudes, discrimination, physical setup, rate of accommodations, efficiency of PWDs, and legislation controlling the employment of PWDs (South African Journal of Occupational Therapy, 2011). Consequently, responsibility to create a reasonable accommodation in employment is essentially needed by the Employment Equity Act of 1998. The Act describes reasonable accommodation as concerning any change to an occupation if not to the working environment that facilitate an individual from a chosen set to have access to be involved in occupation. Therefore, if a person with a disability is a successful job applicant, the employer must provide reasonable accommodation in the form of appropriate modifications or adjustments if required to facilitate performance of the essential activities of the job. Therefore, South Africa has advanced policy and legislation to overcome obstacles that people with incapacities face in the labor force, yet there remain practical issues relating to the employment of these strategies.

In Tanzanian environment, people with disabilities are among the most vulnerable groups in society, this is because they are often undereducated, not well trained compared to non-disabled people, regularly jobless or underemployed and disadvantaged particularly women, adolescence also individuals living in remote areas (ILO, 2009). As a result, struggle against disability mistreatment is relatively initiated whereby numerous legislations to protect the rights of people with disabilities established (Rohwerder, 2020) but implementation is weak and few detailed approached exist (African Initiatives, 2018). organizations dealing with persons living with disabilities and the umbrella organization regularly take part in government in the struggle on issues affecting the lives of people with disabilities.

Therefore, variety Study by African Initiatives (2018) put forward that while there is a willingness to address the needs of persons with disabilities, the attitude of the government is to be influenced by the medical model of disability and prioritizes work on rehabilitation, assistive devices and education over a more holistic approach, addressing confidence, skills, access to resources, employment possibilities and social welfare.

2.4.2 The Inclusion Mechanism in Place for People Living with Disability to have access to Employment Opportunities

Persons with disabilities have the same rights and basic needs relating to those with no any form of disability, likewise they face the same difficulties (UNHCR, 2015). In view of that circumstances, person with disabilities are only the one mostly faced with several forms of discrimination in relation to those with no disabilities, as a result of this basis of disability and other grounds result into situations of exclusion. Also, people with disabilities face numerous extra obstacles, particular security risks, as well as a discriminating risk of violence, mistreatment and cruelty, but also high levels of humiliation (African Initiatives, 2018). For that reason, they have difficulties accessing humanitarian assistance, education, livings, health care and other services. They may be denied certain legal rights and are often excluded from decision-making processes and leadership opportunities.

The United Nations Convention on the Rights of Persons with Disabilities is a global treaty that affirms the rights and fundamental freedoms of people with disabilities and describes how adaptations must be made for people with disabilities to participate fully in society [2]. Although 166 countries signed the United Nations Convention on the Rights of Persons with Disabilities, its implementation varies and remains a challenge in many settings.

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According to Jolley et al., (2017), the UNs Convention on the Rights of Persons with Disabilities is the one with a universal agreement that confirms human rights and essential liberties of people with disabilities and defines by what means adaptations need to be made for people with disabilities to take part completely in society. Even though 166 countries contracted the UNs Convention on the Rights of Persons with Disabilities, its operation differs and remains a task in numerous situations.

According to UN (2018), the full and comprehensive awareness of the human rights of all persons with disabilities is unchallengeable, essential and inseparable measure of all human rights and important self-determinations. In relation to that, Executive Committee established by the Secretary-General exposed the crucial requirement for the UN to advance the situation performance by considering disability inclusion in the perspective of supporting the associate states to accomplish the 2030 Agenda for Sustainable Development, leave no one behind and reach the extreme in arrears first in all UNs pillars.

A number of countries are claiming of inclusive legal provision for the inclusion of people living with debilities in the countries' development process (European Civil Protection and Humanitarian Aid Operations, 2019). The issue of disability inclusion

in humanitarian grounds increased in raising the importance at global level over the past years. The United Nations Convention on the Rights of Persons with Disabilities (CRPD) implemented in 2006, where the EU is a party along with all the EU members portrays that States Parties shall take, in accordance with their obligations under international law, including international humanitarian law and international human rights law, all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters.

In Tanzania, the constitution identifies equality of all human beings in this manner; Article 6, Act No. 15 of 1984 and Act No. 4 of 1992, these two parts of legislation portrays that all people are equal before the law in all spheres of life. Further, in awareness of the difficulty facing people living with disabilities, the government of Tanzania ratified a number of legislative implements and policies to deal and address their exclusion from employment.

Therefore, the study goes far with some specific sections and articles from the constitution of Tanzania and its amendments. Moreover, the study addresses the exclusion of people living with disabilities from employment in mainland Tanzania whereby it is equally important to note that, Tanzania policy on disability is another piece of legislative tool which spread to address to all trials facing people with disabilities. Some of the regions of concern addressed in the strategy is the matter of marginalization against people with disabilities in labor market.

2.4.3 Challenges facing People Living with Disabilities

According to UNESCO (2019) disabled people are large marginalized group, lack of services and mostly overlooked by society, whereby they live in isolation, segregation, poverty, charity and even pity. Due to discrimination, they do not go to public places and most of times majority of them are not free to get those rights as that un-disabled person gets. They are underprivileged of education and employment.

2.4.3.1 In-Access to Environment and Building

Accessibility refers directly to access-based individual rights laws and regulations, it is often used to focus on people with disabilities and their right of access to entities, often through use of assistive technology and making things accessible to all people (whether they have a disability or not) (UNESCO, 2019). The notion of accessible design make sure both direct access (i.e. unassisted) and indirect access meaning compatibility with a person's assistive technology (for example, computer screen readers). A substitute is to provide indirect access by having the body support to use of a person's assistive device technology to achieve access (e.g. screen readers) (Disabled World, 2019).

People with disabilities cannot be denied to access services because of their disabilities, or because the services are not physically accessible, if the services cannot be made physically accessible, there has to be an alternative provided that's equivalent to the basic service (Keerthirathna, 2010). In relation to that, most of houses built are not accessible to persons with disabilities and disregard regulations

relating to the needs of persons with physical and other disabilities. Obviously, this issue often arises for human service organizations, but may also be a factor for community institutions such as libraries, and for businesses such as hairdressers and insurance agencies (Roberts, 2004).

In cases where accessibility is not economically feasible, services can be provided in an accessible part of the building, for instance, or brought to the person in his home. However, there are some initiatives to change typical residential practices so that new homes incorporate basic access features such as ramps and door widths adequate for wheelchairs to pass through. Buildings or homes can be sometimes accommodated by installing a private residential elevator, which is usually much less expensive and has fewer design and layout requirements than a full commercial elevator.

Building on the United Nations Convention of the Rights of Persons with Disabilities (UNCRPD, 2015) and its unique mandate of information within the United Nations system, the Role of Information for Persons with Disabilities is the ability to access information and services by minimizing the barriers of distance and cost as well as the accessibility and usability of the interface.

In many countries, there has been initiatives of laws and regulations that aim towards providing universal access to the information (internet and to phone systems) at reasonable cost to citizens. Despite the fact that the United States has the world's most comprehensive policy for information accessibility like

Internet and that clear guidance for creating accessible technologies already exists, designers and developers of Web software and hardware technologies often exploit holes in existing policy to ignore the needs of people with disabilities (Lazar, 2011).

Accordingly, most information-related technologies are born unreachable, cutting out some or all users with disabilities. People with disabilities use the existing information-related technologies (Internet) at levels well below those of the rest of the population. The main reason for this is not a lack of interest or education, but that the available information related technologies is inherently unfriendly to many different kinds of disabilities.

According to ILO (2011) people with disabilities are amongst the major disadvantaged, marginalized, excluded and hidden by the world around. The chances for them to appear from poverty are restricted, in some cases not available at all due to boundaries which are related with unapproachable surroundings around their lives. Further, the current environmental isolation is the main restriction to access service in formal and informal areas (WHO & World Bank, 2011). Through such a restriction person with incapacities cannot leave their home and join consultations. Therefore, it is challenging for them to get advantage from living activities and live decent lives.

In Uganda, the physical environment is unreachable for people with disabilities to access all facilities needed for their living (Twinamatsiko,

2006). Perhaps, in some regions there is a limit in mobility on the other hand many building in in Uganda have narrow entrances (Yeo, 2001). Consequently, when people with disabilities need to contact such places have to leave their wheelchair and crawl above the stair and coming back later. Therefore, a condition like this also acts as a limitation in carrying out the daily activities among the people living with disabilities.

To the context of Tanzania, unreachable surroundings is a main obstruction which ignore and distinguish people with disabilities from occupation in Tanzania (The National Policy on Disability, 2004). More, people with disabilities cannot contact education, information, transport and further relegated from the occupation area as no means to allow them struggle for changed occupation chances existing for all people.

2.4.3.2 In-Accessible Transportation

According to Church & Marston (2003), accessibility used to enhance disabled's social and economic integration in communities by enlarging the scope of activities available to them. Adding on, accessibility describes the point to which assistive devices and friendly environment available as many people as possible including those people with in one form or other they are disability. It is further stands as ability to access and benefit from some system or entity that often focuses on people with disabilities or special needs and their right of access to bodies, often through use of assistive device.

In transportation, accessibility refers to the ease of reaching destinations. Persons who are in places that highly accessible can reach to varieties of activities or destinations fast while to those people in inaccessible places can reach fewer places in the same amount of time. Transportation barriers are due to a lack of adequate transportation that interferes with a person's ability to be independent and to function in society (WHO, 2001). Examples of transportation barriers include lack of contact to accessible or appropriate transportation for people who are incapable to drive because of blind or cognitive impairments, and public transportation (public buses as well as taxis) may be unobtainable or at inconvenient distances or locations (Houtenville, & Boege, 2019). This leads to people especially to those with disability being late for work or being late for their program with no alternative means of travel. Adding on, the state make travelling difficult for cane users and wheelchair uses alike. Some roadways not well designed and lack of space or supportive environment to those with special needs like blind people.

In some informal settlements, no tarred roads are available making independent living difficult. No robots that are audio projected have been installed to serve the needs of persons that are blind (Houtenville, & Boege, 2019). Further, lack of awareness and respect amongst bus and taxi drivers and fellow person along for the ride are an area of concern. No support is on condition that to ensure on and off-boarding of commuters with disabilities. It is also costing more when travelling by a taxi. In some regions of the world, train platforms are also not accessible.

All over the world, a large amount of town and inter-city transport systems continue to be difficult to get to people with disabilities (World Bank, 2015). Consequently, movement restrictions are a severe weakness to disability-inclusive progress, as they worsen the individual, financial, and social segregation of people with disabilities. Therefore, to interrupt this series, the World Bank's transportation professionals are assisting user countries provide transportation infrastructure and facilities that can be easy to get to all consumers, together with those with disabilities (*ibid*).

According to Maria, (2020) in low- and middle- income countries, the current state about the transport needs of people with disabilities and how disability meets with a range of other influences to effect on transport requirements, use and engagement has been a major challenging issue since majority of disabled persons undertaking both urban and long-distance journeys.

The improvement of access and movement of people living with disabilities is an important factor of the lessening of poverty in emerging countries. Accordingly, people with disabilities are among the most socially accepted members of society and poorly designed and unreachable transport can give to these circumstances by limiting access to education and health services and employment chances.

In African, accessible transport offers people living with disabilities chance to access numerous services around them such as access to education, employment, healthcare, plus socialization with community members (WHO & World Bank, 2011). The presence of obstacles among other aspects, are major providers to the complications

to persons living with disabilities, their families and communities face. Further, absence of general surroundings frequently results to lack of chances, for instance education, skillfulness coaching, work or income breeding occupational, access to health care or relaxation events (*ibid*). Consequently, numerous people with disabilities are incapable to get out of their own home environment and lead self-governing, useful and achieving lives. The connection among health, incapacity and transport has important useful difficulties for people with disability existing in emerging income countries, whereas road structure is poor and travel insecure (Julie et al, 2018). Also, shortage of transport access to various services like healthcare centers, education, occupation places and other services obstructs success of the Sustainable Development Goals and touches fineness of life.

In Tanzania, the recent transport system has excessive trouble in covering the increase of people in some urban cities like in Dar es Salaam in meeting the basic needs of its inhabitants, for the most part the poorest and disabled people (Diaz, 2003). Therefore, in the absence of a ruling agency, the daladalas have a tendency to concentrate on the main profitable lines along with the most profitable customers.

2.4.3.3 In-access to Information

In many countries, there has been initiatives of laws and regulations that aim toward providing universal access to the information (internet and to phone systems) at reasonable cost to citizens. Despite the fact that the United States has the world's most comprehensive policy for information accessibility like Internet and that clear guidance for creating accessible technologies already exists,

designers and developers of Web software and hardware technologies often exploit holes in existing policy to ignore the needs of people with disabilities (Lazar, 2011).

Accordingly, most information-related technologies are born unreachable, cutting out some or all users with disabilities. People with disabilities use the existing information-related technologies (Internet) at levels well below those of the rest of the population. The main reason for this is not a lack of interest or education, but that the available information related technologies is inherently unfriendly to many different kinds of disabilities.

In East Africa, there is a considerable experienced growth in the use of Information and Communications Technologies (ICT). Similarly, in Kenya and Uganda there is a growth in internet penetration and mobile penetration broadband (Cipesa, 2019). Despite the improvement in information and communication, people living with disabilities are frequently among the least likely to access associated devices for the reason that either the tools lack the essential ease of access features or for helpful platforms (software and hardware) continue unaffordable.

According to the 2012 Tanzania National Population and Housing Census, 3.6 million persons living with disability in Tanzania that representing 8% of the total population face challenges in accessing information and using ICT and also are negatively impacted on the design and implementation of involvements that would develop their access (Cipesa, 2019). Consecutively, the helpful technologies are

unreachable for majority of people living with disabilities. Consequently, intensive determinations are required by government departments, communication supervisory body, telecom workers and extra ICT corporations, amongst others, to importantly develop usage of ICT to the public together with people with disability.

2.4.3.4 In-access to Healthcare

In various healthcare grounds especially at clinics, the attitude of some staff towards persons with disabilities is challenging. Vergunst, (2017) portrays that most people with disabilities had been facing number of health difficulties due to poor and hardships of their life resulting from low income earning. More, there has been an increase of evidence shows barriers to health care access faces for persons with disabilities in less resourced countries. Not only in less resourced countries but also access to health care, even in well-off countries, healthcare services are often difficult for persons with disabilities, this is because they are being treated without the necessary respect for personal dignity, privacy and make derogatory remarks especially against persons with intellectual disabilities (*ibid*).

According to WHO, (2001) Persons with disabilities are as well vulnerable within the context of HIV/AIDS, mainly due to possible sexual abuse and social myths. Insufficient HIV/AIDS awareness and care were identified as a matter of serious concern. WHO, (2011) portrays that HIV/AIDS alertness movements are not in an accessible format to persons with print disabilities? Therefore, healthcare related information is not accessible in easily reached formats to different forms of incapacity. In Tanzania people with disability encounter difficulties in accessing

health care services as they frequently get humiliated by health providers, while health centers' structure pose complications for them to touch the areas (Sabbath & Mazagwa, 2014).

In African context, for instance in South Africa, persons with disabilities face obstructions when accessing health care services (Vergunst, 2017). Though, information concerning the nature of these obstructions, particularly in low income and middle-income countries is scarce. Therefore, from rural contexts of South Africa there is greater obstacles than in urban environments, but little is known about access issues in such contexts.

In Tanzania, many of people who live with a disability do not have the similar chances as un-disabled people, particularly when it comes in accessing healthiness services as well as social protection (Final Report August, 2013). Furthermore, people with disabilities meets several obstructions while gain access to health services. Likewise, people with disability are considered to be in loss or limited in opportunities to take part in the normal life of the community on an equal level with others due to physical, mental or social influences.

2.4.3.5 Employment Unacceptance

Acceptance is an umbrella that talk about the inclusion of people with disabilities (special group) within the design, arrangement, implementation, monitoring and evaluation of policies and programs on all political, social and economic spheres so that persons with disabilities benefit equally (WHO, 2011). In this perspective,

mainstreaming and exclusive development is understood as processes that are not mutually exclusive, as equitable inclusion also sometimes requires preferential focus. Accordingly, United Nations, (2008) postulated that Integration and differentiation thus evolve as complimentary arrangements. Since most of people with disability are unfair discriminated against those with no disability, hence, all disabled people regardless of their disabilities must be accepted so that to recognize the equal rights of persons with disabilities in order to reach their full potential and ensure universal acceptance for persons with disability.

People with disabilities encounter difficulties as rejection of employment, financial marginalization and they regarded as people who cannot contribute to anything, are in need of and always wait to be of assisted (Jimmy, 2013). Under CRPD, (2006), it is unlawful to discriminate against employing anybody based on incapacity unless that incapacity interferes with the basic job purpose. A proprietor cannot ask nominees if they have incapacities, however, except in the context of making sure that they can do the job. Once an employer has hired a person with a disability, he is under an obligation to make accommodations, to the extent possible, to enable that person to do her job as easily as other employees in similar positions. A blind person does not have to be considered for a job as a painter, or a deaf person for one as a music critic. Where the job function is not in question, however, someone with a disability has to be considered in the same light as all other applicants. If she is the most qualified and the best candidate, she should be hired regardless of any disability.

For people with disabilities employment is particularly important, because having a disability often means being socially isolated [8–10] and work is one opportunity to reduce this isolation [8–11]. According to the Global Burden of Disease Survey (2004) [12] more than 14 % of the European population of working age (15–59 years) experiences a moderate to severe disability. Disability is a complex concept with multiple dimensions [11]. It is “the umbrella term for impairments, activity limitations and participation restrictions, referring to the negative aspects of the interaction between an individual (with a health condition) and that individual’s contextual factors (environmental and personal factors)” [11, p. 4]. Social isolation of people with disabilities is caused by physical barriers to attain social events or, more often, is exclusion created by the non-disabled population [13], including disadvantages on the labor market. According to the World Report on Disability (2011) [11] only 53 % men and 20 % women with disabilities, compared to 65 % non-disabled men and 30 % non-disabled women, are employed.

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According to Vornholt (2013), to people with disabilities, employment is mainly significant for the reason that having a disability regularly means being socially discriminated whereas occupation is the opportunity to reduce this segregation. Accordingly, the European population of working age experiences a moderate to severe disability. Henceforth, the social isolation of people with disabilities is due to physical obstacles to achieve social occasions or, every so often, is rejection generated by the un-disabled population, together with disadvantages on the labor marketplace. According to the World Report on Disability (2011) merely 53 % of men and 20 % of women with incapacities, relating to 65 % un-disabled men and 30 % un-disabled women, are in employment.

In Africa, as it is in all other parts of the universe, people with disabilities encounter elimination, discrimination and difficulties to the pleasure of their essential rights

and their involvement in improvement (WHO & World Bank, 2011). Consequently, people with disabilities are excessively possible to live in scarceness and, as well across Africa, do not have the same chance of access to numerous services such as education, health care, employment chances, accommodation, social protection schemes, justice, and cultural expression and involvement in political lifecycle. Therefore, the skill of people with disabilities to join in society is regularly frustrated since physical surroundings, transportation and information and communications systems are not easily reached. Furthermore, in many cases discrimination results, at least in part, from negative attitudes and perceptions, confusions, and lack of awareness (*ibid*). For example, the misconception that persons with disabilities are not productive members of the labor force might lead recruiters to victimize compared to candidates with disabilities, even if they are highly fit to do the work.

In Tanzania, people with disabilities are very vulnerable than others to poverty and exclusion from crucial services, for instance employment (Hannah et al, 2016). Subsequently, they mainly require social protection services, so far might have problems in retrieving these packages. Therefore, there is a high need for inclusion in social protection platforms among people with disabilities relating to those with no any form of disabilities in Tanzania.

2.4.3.6 Education

WHO & World Bank (2011) presents that one billion people experience some form of disability whereby around 93 to 150 million are children. UNICEF, (2013) adding that these children are 10 times less likely to go to school than other children and

when they do attend school, it is likely to be in an isolated setting. Furthermore, (WHO & WB, 2011) portrays that children with disabilities in low and lower-middle income countries do not go to school. On the other hand, UNICEF, (2013) shows that in Tanzania, women and girls face discrimination in society, that is to say a girl with incapacity is less likely to attend school and more likely to be kept at home doing home responsibilities, likewise mothers and other female relatives are the main caregivers of children with ill health, leaving them out of work.

Despite the very significant effort of Tanzania to increase the opportunities for children with disability to access schooling, there is still a serious under enrollment of children with disabilities. Adding on, the rate of illiteracy among incapacitated adults are double those of adults without disabilities (Sabbath & Mazagwa, 2014).

Tanzania sights education as important towards providing children with chances to reach their full potential in terms of obtaining the understanding, services, morals, and attitudes wanted for them to mature and improve and to come into maturity and the personnel (URT, 2000). As well-known by the government, education is said to be vibrant to developing health, upturning productivity of the poor, generating competitive financial prudence, improving quality of lifespan in society; helpful and enabling persons, performing upright governance and speak to difficulties for instance poverty and conflict (URT, 2006).

2.5 Research Gap

Conferring the literatures reviewed above, most of them are conducted around livelihood of people living with disability focused on attitude, segregation, social

exclusion and discrimination. None of the literatures reviewed linked with the livelihood of people with disabilities in Tanzania the case of Kasulu District. Likewise, other literatures in the context of Tanzania, focused much only on the angle of education, sociology, community development and psychology. Therefore, it is from this angle where this work is going to bridge up in identifying factors excluding people living with disability from employment, also, the mechanism in place to recruit them and the challenges they face when accessing employment.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

According to Gounder (2012) research methodology speak of learning on the methods and construct a best understanding which justify the reason for a particular method to be employed. Consequently, this chapter exposes numerous sources of data, and scientific techniques applied in acquiring data from the sources around by means of data collecting tools. Further, Babbie (2010) insists that research methodology relates to grand plan of a research project that shows how a researcher intends to conduct research and how to guard it against internal and external factors which may influence and undermine its validity and acceptability as a knowledge base.

This chapter patterned first into describing research design, which explains the arrangement and procedures adopted in this study. Further, the study area, included social condition which influenced the behavior of the respondents. Third part, explain how the data collection shall be analyzed and presented while observing each specific objective; the last part, provides the ethical issues which were taken into considerations during research process.

3.2 Research Design

According to Hesse-Biber, (2010) research design is the determination and statement of the general research approach that includes the methodology and processes hired

to perform scientific research. In this study, descriptive design was employed to gather data from a sample of population at time. In the application of this design, the researcher used both qualitative and quantitative research design. Providing the above view, the researcher primarily interested in describing the topic that is the subject of the research. In addition, the researcher implemented this design so that to discover an understanding of the fundamental outcomes from hiring people with disabilities.

3.3 Description of the Study Area

Study area means a study of a politically aware or geographical area as well as its history, geography, language, and general culture (Merriam-Webster, 2021). Therefore, Kasulu District was the study area of work. Kasulu District is among 8 districts of Kigoma region bordered to the north by Burundi, to the east by Kibondo District, to the south by Uvinza District, to the west by Kigoma District and to the northwest by Buhigwe District. Agriculture is the main income generating activity in the Council. Over 85% of inhabitants depend on crop and animal husbandry, while the remaining percentage depend on other economic activities such as Small and medium enterprise businesses (SMEs). The main food crops are maize, beans, cassava, sweet potatoes and banana. The main cash crops include coffee, tobacco and sugar cane. The per capita income of each individual in the council is estimated to Tshs. 685, 000/= per annum. Industrial contribution to the GDP of Kasulu Town is very minimal due to very little investment. There are a few "Wasukuma" ethnic group pastoralists who come into Kasulu with flocks of cattle in search of pastures. They normally purchase pieces of land for settlement for them and their cattle.

Kasulu district was chosen as a case study area because it is among the districts with a leading number of people living with disability in Tanzania. The total number of people with disability in Kasulu district is 120,266 (The 2012 Tanzania National Population and Housing Census) Further, the district has been hosting refugees from Burundi and Congo DRC which increases the rate of PWDs in the district. The study explored the holistic picture from the community member's point of view when comparing the livelihood of people with disability and to those with no any form of disability in the area. As from NBS (2012), Kasulu is administratively divided into 29 wards.

As per United Republic of Tanzania, Population and Housing Census (2012), Kasulu District is predominantly occupied by the "Waha" ethnic group. Kasulu district is a home to two refugee camps, namely: Mtabila (for Burundians with 37,670 individuals) and Nyarugusu (for Congolese. Congo DRC with 62,440 individuals).

3.4 Study Population

According to Majid (2018) study population refers to a group of individuals in a study from which actually the sample is selected. In this study, the population from which the sample was taken were from 29 administrative wards of Kasulu district (municipality). As per 2012 national census, the population of Kasulu Town counted at 208,244, also in 2015 the population were counted at 224,880, while National Bureau of Statistics (NBS) estimated at 229,218 in 2016. Therefore, the total population of Kasulu town from which sample selected was 234,783 whereby male

population was 114,339 equals to 48.7% and female population was 120,444 (NBS, 2017).

3.5 Sampling Procedures

3.5.1 Sampling

According to Taherdoost (2016) sampling is a process applied in statistical procedure in which a choice of the individual observations are taken from a higher population. The methodology used in sampling from a larger population determined by the analysis type performed, simple random sampling or systematic sampling can be employed. In this situation, since the study was mostly qualitative in nature, consequently sampling method used for this study was purposive sampling namely criterion-based sampling that is a sample with a characteristic communicates to the research questions.

3.5.2 Purposeful Sampling

According to Palinkas *et al.*, (2013) purposeful sampling is a non-probability sampling technique commonly applied in qualitative research for the identification and selection of information rich in circumstances that associated to the area of concentration. Centering on the fact that items for the sample are selected purposely by the examiner, this study used purposive sampling to select a sample from six categories of informants, namely; The government Special education officer (Secondary schools, Primary school), Social welfare officers (Kasulu DC, Nyarugusu Camp NGO's "Tanzania Red cross Society (TRCS)", Save the children, World Vision Tanzania and Medical Team), Societies which operates under the Tanzania

federation of disabled people organization (SHIVYAWATA) in Swahili. These societies are Tanzania Albino Society, Tanzania Leagues of Blind, and Tanzania Association of Physical handclapped, Tanzania Association of deaf, Tanzania Association of deaf, blind and Tanzania Association of mental handicap. More, NGOS (National NGO-Disability Relief services, International NGO) and also International Rescue Committee (IRC) -Help Age International. The key informants were purposively selected because they are well informed with enough information on the phenomena under the study, since purposive sampling, defines purposeful or deliberate choice of an informant for the reason of the qualities of information owned by the informant.

3.5.3 Sample Size

According to Kothari, (2004) sample size is a word applied in research for describing the number of items/ subjects to be involved in a sample; while sample is a small group of respondents drawn from a population which the researcher is interested in gaining information and drawing conclusions. By means of the formulae underneath, one hundred (100) research subjects partaken in the study. In this study, the sample size for qualitative data was determined upon the attainment of the saturation point. It is therefore from this view that among 100 research subjects as the total sample size used in this study, 20 participants for qualitative data attained.

Thus, the sample size was computed using Yamane's formula:

Yamane's formula

$$* n = \frac{N}{1 + N(e)^2}$$

Where **n = Sample size**
 N = Population size
 e = Level of precision or Sampling of Error

234,783 people of Kasulu from the 2016 National population

n = ?

N = 234,783

e = 0.1

From the formula $n = 234,783 / 1 + 234,783 (0.1)^2$

= 234,783 / 2,348.83

= 99.9 = 100

Table 3.1: The distribution of categories of research subjects (N = 100)

Category of respondents	Male	Female	Total	%(Percent)
The government special education officers	2	3	5	5
Social welfare officers	1	2	3	3
Societies under (SHIVYAWATA)	8	9	17	17
NGOs	4	6	10	10
Employed disabled People	5	7	12	12
Unemployed disabled people	17	20	37	37
Students	8	8	16	16
Total	45	55	100	100

Source: Field data, 2020

3.6 Data Collection Methods

According to Ahmad (2019) noted that data collection is the course for attaining proof in a well-organized and logical way for the reason of establishing answers to the research problem. As well, data collection is as significant in research as it consents for giving out of accurate information and development of meaningful

courses. Moreover, both primary and secondary data were collected to generate reliable and accurate information.

3.6.1 Primary Data Collection Methods

According to Kothari (2004) primary data are that information gathered for the first time and as a result come about to be original in character. To the context of this study, different methods were employed and it was done purposely since no single method is adequate in collecting valid and reliable data on a problem. Correspondingly, the special belief on one method might be biased or being misleading the researcher's image of a reality. Hence, questionnaires guide and observations were hired to obtain the accurate information and the experience from the source.

3.6.1.1 Questionnaires

Questionnaire is a research tool organized up for a series of questions which are closed-ended or open-ended (McLeod, 2018). For that reason, the main goal of applying questionnaire was to collect information from respondents so that to be used as per requirements of this study. Therefore, a total of 80 respondents were exposed to questionnaires.

3.6.1.2 Focus Group Discussions (FGDs)

According to Sim & Waterfield (2019) focus group discussion is a good way together information from people of similar backgrounds or understandings to discuss a particular area of concentration. As well, FGDs is a form of qualitative

research method where questions are asked about their perceptions attitudes, beliefs, opinion or ideas. In this study, participants were employed purposively whereby the discussants were acquired through informal talk prior to field work centering on their level of knowledge relating to the topic under study. There were four FGDs. Each group for the purpose of FGDs consisted of five participants. The size was determined by two factors; being small enough for everyone to share understandings as well as be in a position to provide differentiated perceptions. The abovementioned groups were homogenous with sufficient differences that permitted conflicting opinions. The participants were chosen purposively, willing to participate and considered to have sufficient information to meet objectives of the study.

3.6.2 Documentary Review

According to Mogalakwe, (2009) documentary review are the data which have already been collected in the form of printed and unprinted resources. Providing the context of this study, the reviews of the published literatures especially those considered more relevant and appropriate to this research work under study were undertaken. Therefore, the related source of information were collected through books, reports, memoranda, agendas, administrative documents, Webpage's, newspapers, articles, government publications and official statistics used.

3.7 Data Analysis Techniques

According to Schwaighofer (2014) data analysis includes systematic and application of statistical technique to define, illustrate, summarize and assess data. To the context of this study, both qualitative and quantitative techniques of data analysis used.

Therefore, for Qualitative approach, data were analyzed in the form of logical statements and arguments. Also, for Quantitative approach, data were analyzed by using the software known as *Statistical Package for the Social Sciences (SPSS)*. The researcher edited and coding the collected information as the process of condensing data into smaller units so that to feed in SPSS through creation of categories and concepts from data.

3.8 Instruments Validity and Reliability

3.8.1 Validity

According to Sürücü& Maşlakçı (2020) Validity is the instrument that can measure what is precisely, effectively and efficiently. Thus, the researcher performed pretests to the questionnaire over a number of people to ensure that the interview guides and questionnaires focused on the topic under examination and the purpose of the study was clearly explained to the respondents and matters concerned.

3.8.2 Reliability

In qualitative research reliability is responsible with how far the results obtained in the study are consistent over time (Sürücü& Maşlakçı, 2020). Centering on the research problem, tools for data collection and the sample targeted for the study, the suitability of the responses have been crosschecked to fit the objectives of the study so as to create a reliable response. Therefore, responses in return offered true image of numerous aspects which affect the livelihood to the people with disabilities.

3.9 Ethical Considerations

According to Resnick (2015) ethics are the body of rules that govern in what way scientists have to conduct and behave during research work. Therefore, it is from this point where the researcher is obliged to observe the following; not to harm research subjects, make sure confidential and anonymity are observed, observe respect all the time, maintain voluntarism and consent/assent during research work all the times.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS

4.1 Introduction

This chapter presents findings of data collected from the field precisely: in the manner qualitative and quantitative approaches employed in the study. The research presents results in accordance with the study specific objectives that consist of three specific objectives namely; to identify factors which exclude people living with disability from employment, assess the inclusion mechanism in place for people with disability to have access to employment opportunities and also examining challenges facing people living with disabilities when accessing employment. The results are presented and analyzed while observing the research specific objectives. Adding on, the findings were conferred while observing each specific objective of this study. Consequently, this chapter is separated into several parts, where the first part portrayed the demographic information of the study subjects. The identification of unlike aspects was considered significant as it impacts individual knowledge and perception on the examination of the livelihood of people living with disabilities in Kasulu District. The following part deals with numerous aspects around each specific objective as presented further down:

4.2 Demographic Characteristics among the Research Subjects.

The demographic characteristics among the research subjects were presented using the following aspects, namely: Age category among Research Subjects; Gender Distribution among Research Subjects; Education level among Research Subjects;

Marital status among Research Subjects. The presentation and discussion for each of them is show below:

4.2.1 The Age Profile among Research Subjects

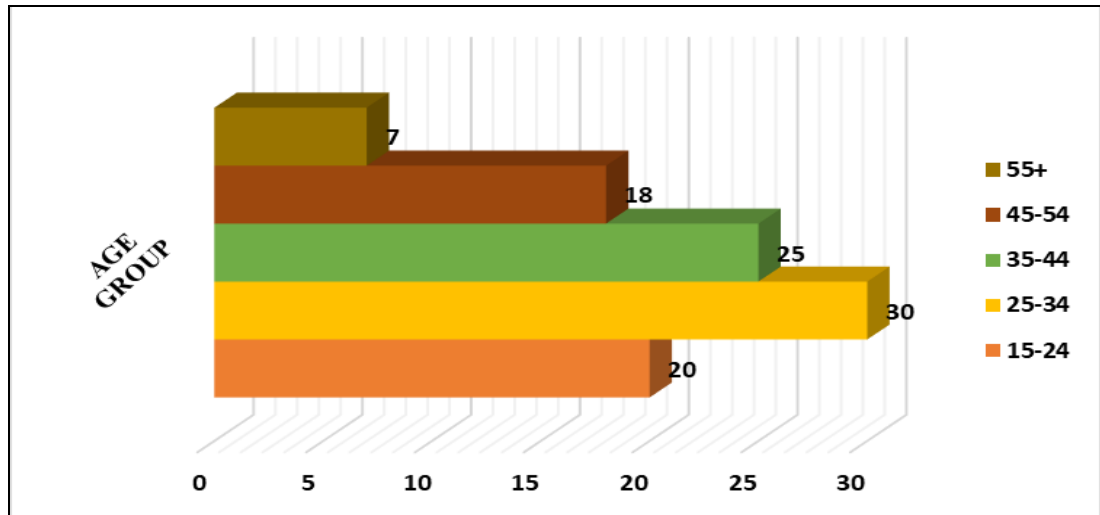


Figure 4.1: Age profile among research subjects

Source: Field data, 2020

Figure 4.1 shows that the age group from 25-34 years was the largest with subject's number consists of 30% of people. It followed by the age group of 35-44 years whereby this was the second largest group with 25% of the total subject number. Furthermore, these major age groups followed by 15-24 years which had 20% of all subjects involved in the study. Lastly, the group of 55+ years was the one owned small number of all subjects namely 7% of people. Therefore, the result implies that majority of research subjects involved in this study were from two major groups namely; the 25 to 34 and 35 to 44. These two age categories, normally consists of active member of any generation, the reason to have participated in this study.

4.2.2 The Gender Distribution among Research Subjects

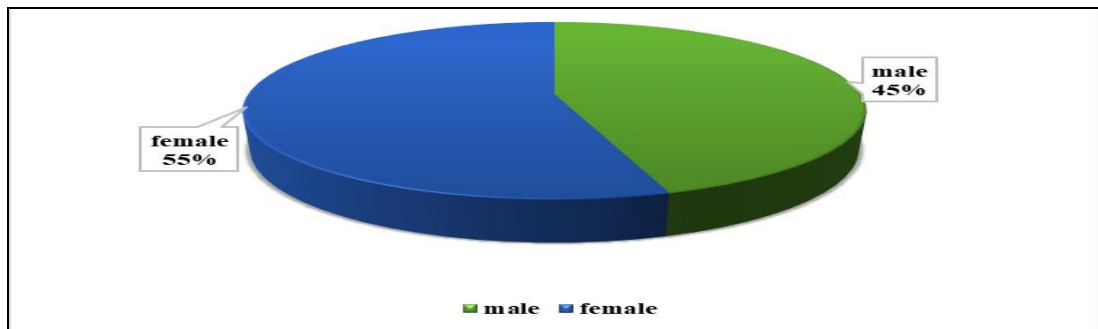


Figure 4.2: Gender distribution among research subjects

Source; Field data, 2020

Herein, figure 4.2 presents that gender of research subjects were considered as important when dealing with the examination of disabled people's livelihood. Therefore, the figure 4.2 involved the profile of research subjects with a total of 100 respondents, out of them 45% were male and 55% were female as shown at the figure 4.2 above. Henceforth, this implies that the number of many research subjects involved in the study were female who's their total was 55% of all subjects involved in the study.

4.2.3 Education level among Research Subjects

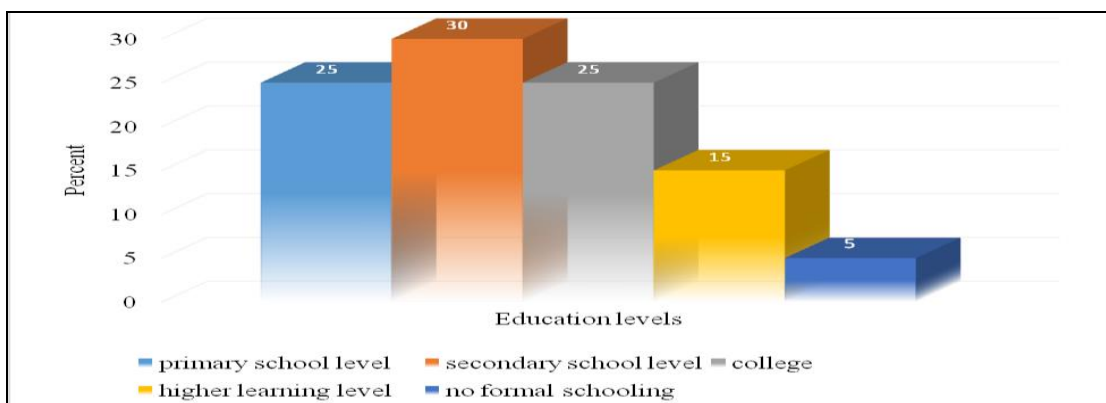


Figure 4.3: Education level among research subjects

Source; Filed data, 2020

Figure 4.3 indicates that secondary school level had most of the research subjects, with 30%, 25% was depicted among respondents with primary and college education levels respectively. Apart from the above results, the smallest part of research subjects involved in the study were from those with no formal schooling that was for about 5% only. The finding implies that most of the research subjects were from secondary school level. However, it can be noted that 95 of all research subjects had formal education in exception of 5% who had no formal schooling.

4.2.4 Marital Status among Research Subjects

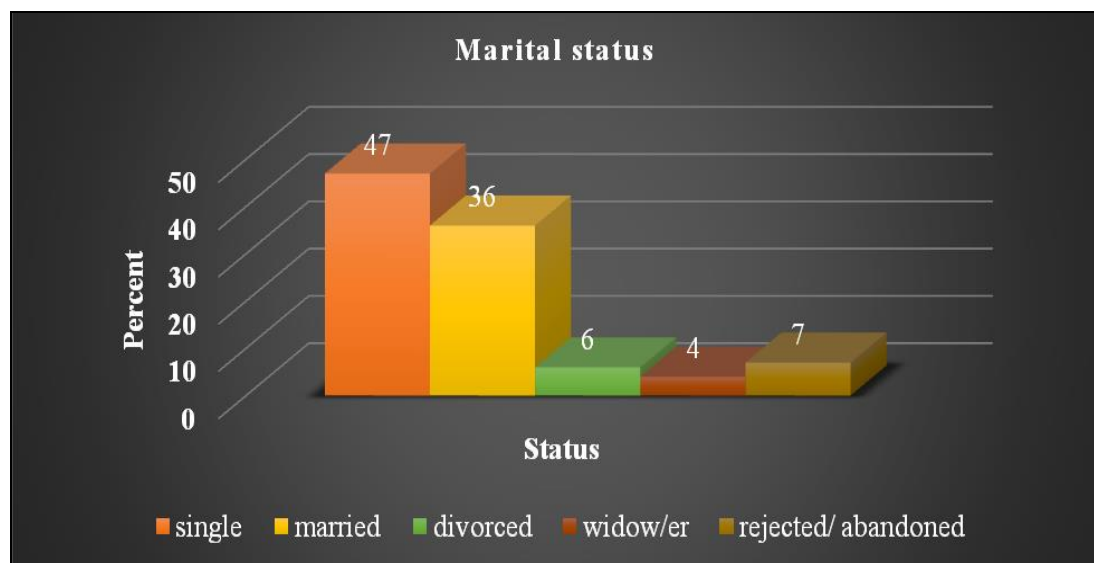


Figure 4.4: Marital status among research subjects

Source; Field data, 2020

Figure 4.4 shows that most of research subjects involved in the study were from two status, namely; the single with 47% and married with 36%. The rest such as divorced were 6%, rejected were 7% and 4% were widow/er. The findings from this study implies that most of the research subjects were single.

4.3 Awareness of Disability Forms

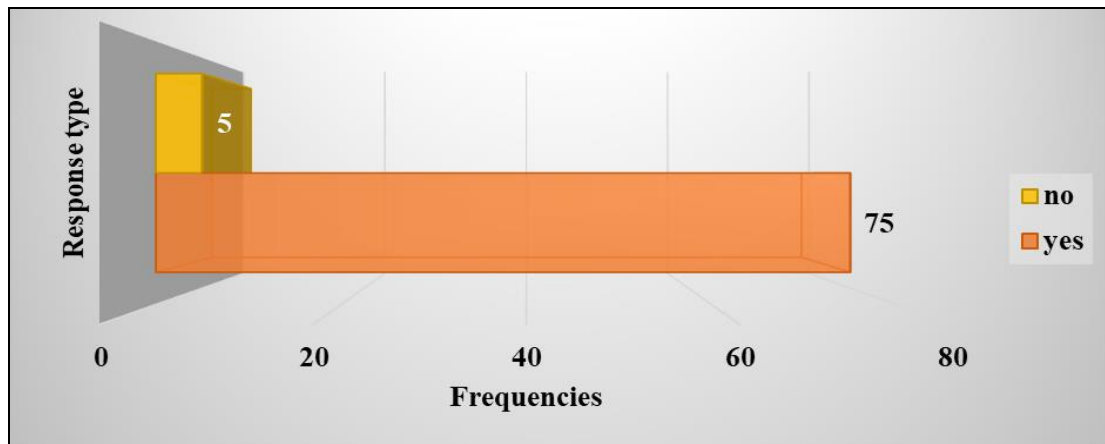


Figure 4.5: Awareness of disability forms

Source; Field data, 2020

Figure 4.5 presents the status of awareness of disability forms among the study respondents. The findings show that most of the research subjects had a good understanding of various forms of disabilities. 75% of the respondents indicated to be aware of disabilities forms while it was only 5% who were not aware of any forms of disabilities in the context of Kasulu district. The findings imply that most of the respondents were aware of the forms of disability in the context of Kasulu.

The quantitative findings as indicated from figure 4.5 were supported with the qualitative data as captured from the field, more details are provided below as follows;

“The basis of supporting people living with disability begins with the awareness of the forms of disabilities. It is the awareness of these forms that would bring about some light around their challenges”. Focus group discussion with employed and unemployed people living with disabilities”.

Adding on the awareness of forms of disabilities,

“There is some changes around issues affecting people living with disabilities, at least these days the community members can discuss matters related to disability unlike in the past day. This shows some changes in mind set of community members, hence increasing of awareness on the forms of disabilities”. Focus group discussion with representatives from SHINYAVITA”.

Considering the situation is school setup, it was observed,

“There was strong negative attitude from other peer in school around children with disabilities. However, a lot have changed, in school you find the peers talking about issues affecting people living with disability with negativity. This shows some kind of awareness on the forms of disabilities”. Focus group discussion with secondary school children.

In order to have a common understanding of the various challenges facing people living with disabilities, it is important to be aware of the forms of disabilities in the context of Kasulu. This finding of the study were in agreement with the work of Katharina et al, (2018) who recognized the significant of knowing the forms of disabilities. It is the awareness of these forms which would support all parts involved to plan and prioritize their challenges and pave a solution according.

4.3.1 The Factors Excluding People Living with Disabilities from Employment

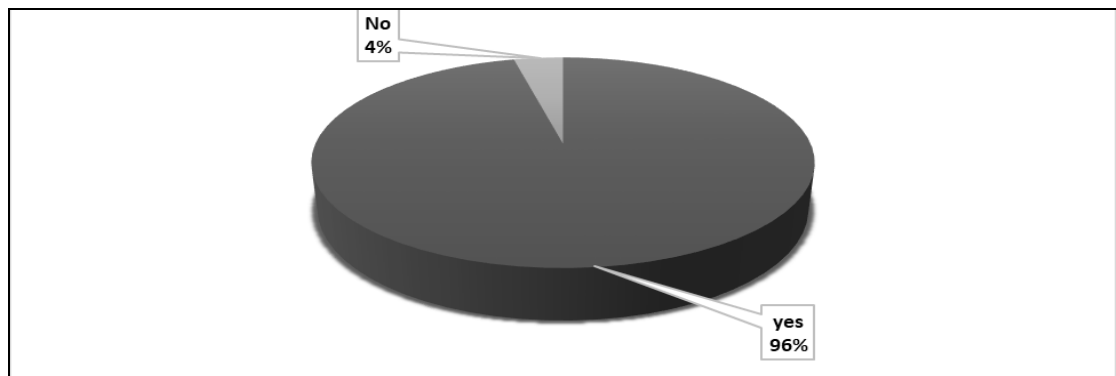


Figure 4.6: Understanding of the factors excluding people living with disabilities from employment

Source: Field data, 2020

From the findings as indicated in figure 4.6, majority of the respondents (96%) had a better understanding of the factors which exclude people with disabilities from employment. Despite its score of 4% of respondents who indicated not to understand factors which exclude people living with disability from employment, it cannot be ignored. It has to be treated with care so that later on, every community member has knowledge on these factors. The finding implies that generally most of the respondents have knowledge of the factors which excludes people living with disability from employment.

The quantitative findings of this study as indicated at figure 4.6 were supported with the qualitative field data as revealed,

“The factors affecting our lives are commonly known, however the inaccessible of environment at home, school and at the public in general continue to hold us down from breaking around the trap of ignorance. With this factor, it is also harder to attend school as well as accessing recruitment services intending to employ us”. Focus group discussion with NGOs representatives.

Adding on,

“Community negative attitude and segregation are some of the factors which exclude people living with disability from the livelihood activities. When these factors are dealt with, then people living with disabilities would have various opportunities as it for abled people”. In-depth interview with one of the education officers.

Commenting on the factors excluding people with disability, it was revealed,

“Some family members still marginalize and treat people with disabilities as minors. However, to some family members, it is the traditions, customs and myth which makes them to exclude people with disabilities from the livelihood activities”. In-depth interview with one of the social welfare officers.

The findings above for both qualitative and quantitative shows a clear understanding of the factors excluding people with disabilities from employment. These findings therefore were in agreement of Colella & Bruyère (2011) who pointed of society negative attitudes, discrimination, stigmatization and inaccessible environment. Adding on, marginalization, myths and traditional believes were as well identified among factors which excludes people living with disabilities from accessing employment opportunities.

4.3.1.1 Types of Disability as Factors Excluding PWDs from Employment

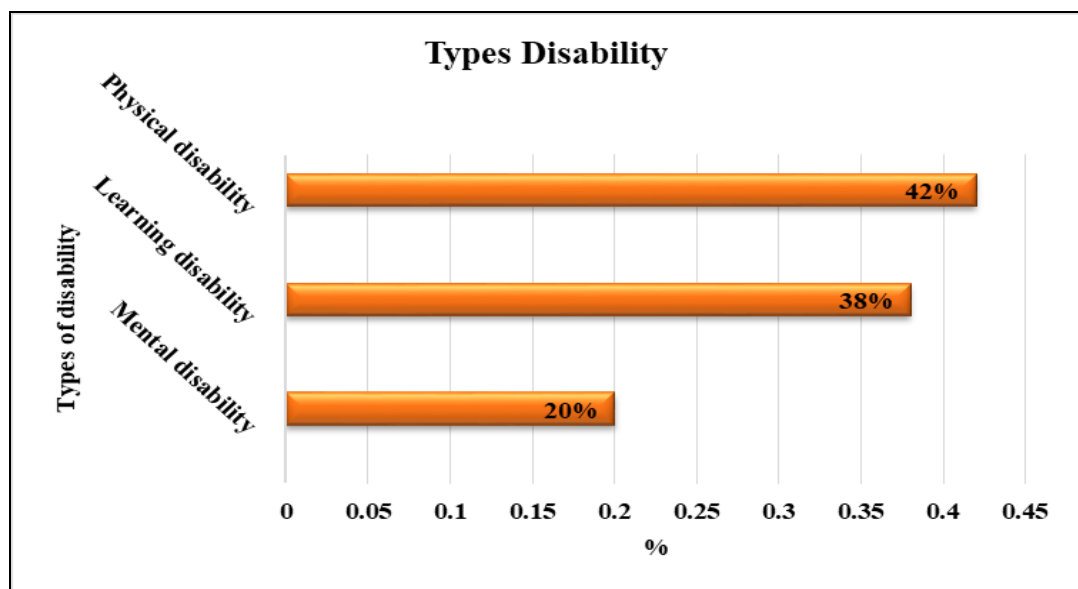


Figure 4.7: Types of disability

Source: Field data, 2020

Figure 4.7: Types of Disability as linked to exclusion of PWDs from Employment

Figure 4.7 revealed that the research subjects identified three types of disabilities from the study area. Namely; Mental, physical and learning disabilities. The types of disabilities were linked to the factors which excludes people living with disability

from employment. Most of the respondents at 42% associated the factors with physical disability; 38% indicated of learning disabilities; while 20% indicated of mental disabilities. The finding above implies that physical disability was the most type of disability which was highly linked with the exclusion of people with disabilities from employment. It is from the same point of view where Sepulchre (2020) noted that the types of disabilities has some association with the way PWDs are excluded from employment opportunities.

The quantitative findings from figure 4.7 were supported with the qualitative data from the field as follows,

“Despite the challenges facing all people with disabilities when accessing employment, however physical which is associated with mobility is a key factor around the exclusion of people with disabilities from employment”. In-depth interview with Unemployed person living with disability.

Adding on,

“Due to physical disability, it is very easy to lose confidence; given to the available means of transport, wherever you feel of travelling, it is like you want to impose your own problems to other people. Hence, you find your self excludes”. In-depth interview with employed person living with disability.

In agreement with the findings from the both qualitative and quantitative data as presented above, Trewin (2019) noted that physical disability has a tendency to impact negatively of the mobility of a person, where with it people become restricted to travel and loses confidence to participate in various recruitment process, hence excluding themselves or being excluded with these limitations.

4.3.1.2 Identified Factors which Excludes PWDs from Employment

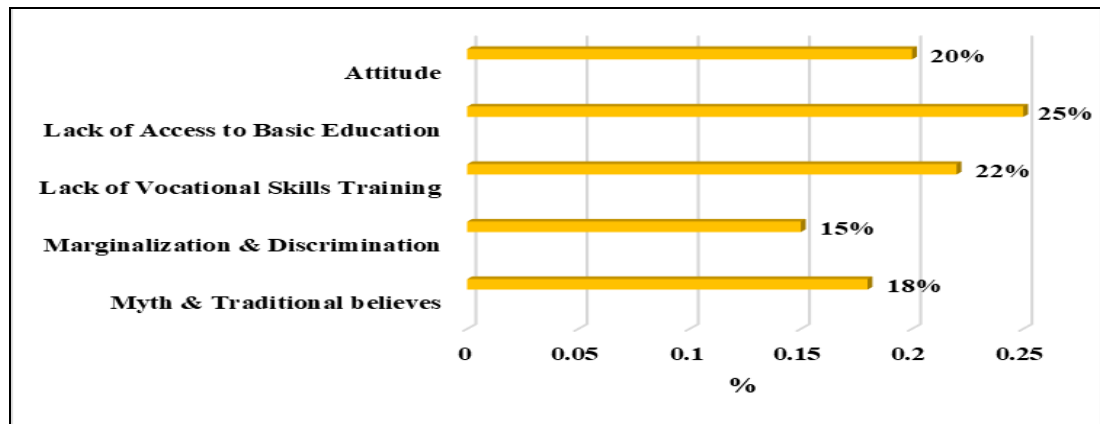


Figure 4.8: Factors excluding PWDs from employment

Source; Field data, 2020

Figure 4.8 shows the factors which commonly excludes PDWs from employment, namely: myth and traditional believes, marginalization and discrimination, lack of vocational skills training, lack of access to basic education and attitudes which includes individual, family, community and societies. Further, 25% was the most identified factors with respondents as the leading factors in excluding PWD's from employment. Other factors were lack of vocational skills with 20%; attitude with 20%. 18% were noted from myth and traditional believes while 15% was shown from marginalization and discrimination. The findings indicates that all the identified factors with this study to some extent contributes towards excluding PWD's from employment despite the magnitude for each of them. However, not is worth noting that lack of access to basic education was the most prominent factors among others. It seems many PWD's do not have access to basic education which denies them the opportunity to acquire basic elementary skills.

The presented findings on the quantitative data as indicated from figure 4. 8 were supported with the qualitative data as presented below from the participants,

“Many families due to myth and traditional believes have decided to keep in order children with disabilities as the result have not attended formal school to acquire basic school or vocational training. Hence they lack necessary skills needed for the labor competition”. Focus group discussion with secondary school children.

Adding on the factors excluding people living with disabilities from employment, it was observed,

“Families and communities or societies at large hold a strong negative attitude against people living with disabilities. They further discriminate and marginalize them. It is these factors which excludes people living with disabilities from employment”. Focus group discussion with Special Education and Social Welfare officers.

Moreover, the unemployed group of people living with disabilities revealed,

“The current employment recruitment procedures demand formal education such as basic training skills and vocation training. Due to attitudes and marginalization of the family and the community, people with disabilities were denies access which is the basic requirement and without it, PWDs cannot compete”. Focus group discussion with unemployed people living with disabilities.

The findings form this study which includes the qualitative and quantitative were mirrored with the work of WHO (2020) which indicated that PWDs are not employable due to limited access to basic education. The families of PWDs denies them access to elementary education, hence later on in their lives cannot compete for available jobs related opportunities.

4.4 Inclusion Mechanism towards PWD’s

This subsection on the inclusion mechanism of people living with disabilities is represented using two themes, namely: awareness of the inclusion mechanism

towards PWD's and Mechanism in place towards PWD's. More details on each of them is presented below;

4.4.1 Awareness of the Inclusion mechanism towards PDW's

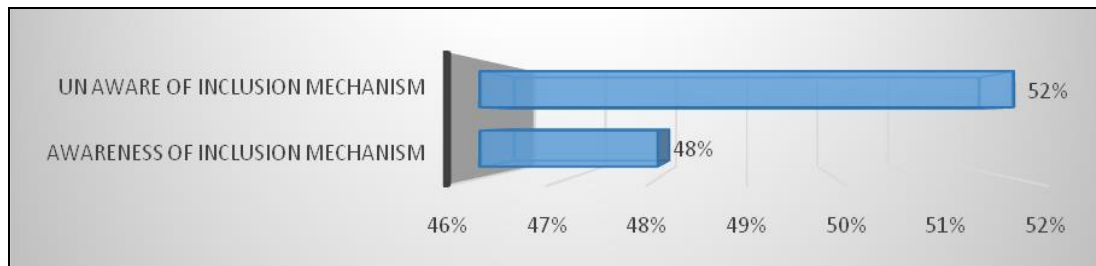


Figure 4.9: Awareness of the inclusion mechanism of PWD's in place

Source: Field data, 2020

It was important for this study to assess whether respondents were aware of the available inclusion mechanism to PWDS, so that the obtained status can be used to establish the common inclusion. Figure 4.9 shows that most of the respondents which 52% were unaware of inclusion mechanism. It was only 48% of the respondents who were informed of the inclusion mechanism. The findings indicates that PWD's cannot benefit from the available opportunities when the inclusion mechanisms are not known among the community members. Hence, the findings imply that most respondents were not aware of the inclusion mechanism for PWD's.

The above quantitative findings as shown from figure 4.9 were supported with the qualitative data as presented below;

“Awareness of the inclusion mechanism in place for people with disabilities demands the community to have information which shows

the awareness of the existing problem. Hence, it is important to be aware of the mechanism in place". Focus group discussion with Employed people living with disabilities.

Adding on the above observation, it was revealed,

"It is important for the community members to be aware of the inclusion mechanism when it comes to people living with disability. It is awareness of the mechanism which would support all parts involved to have a collective effort needed to support them". Focus group discussion with NGOs representatives.

The qualitative and quantitative findings were supported by Drew et al., (2011) who noted that in order to win the battle against the long-existed exclusion of people with disabilities from employment is to make sure that the public is aware of the available mechanism to mainstream them into the available livelihood opportunities. It is from this observation; it can be noted that for any limitation or constrain to be dealt with it demand a significant number of people to aware about it. Hence, the increasing number of people who are aware of the challenges facing the exclusion mechanism of PWD's shows some kind of light around their problems.

4.4.2 Inclusion Mechanism in Place towards PDW's

The elements of inclusion mechanism in place towards PWD's were represented by creation of awareness to families of PWD's, challenging discrimination and segregation of PWD's, challenging myth and traditional customs of PWD's, challenging inaccessible environment to PWD's, challenging societal negative attitude of PWD's and implementation of various legislations of PWD's.

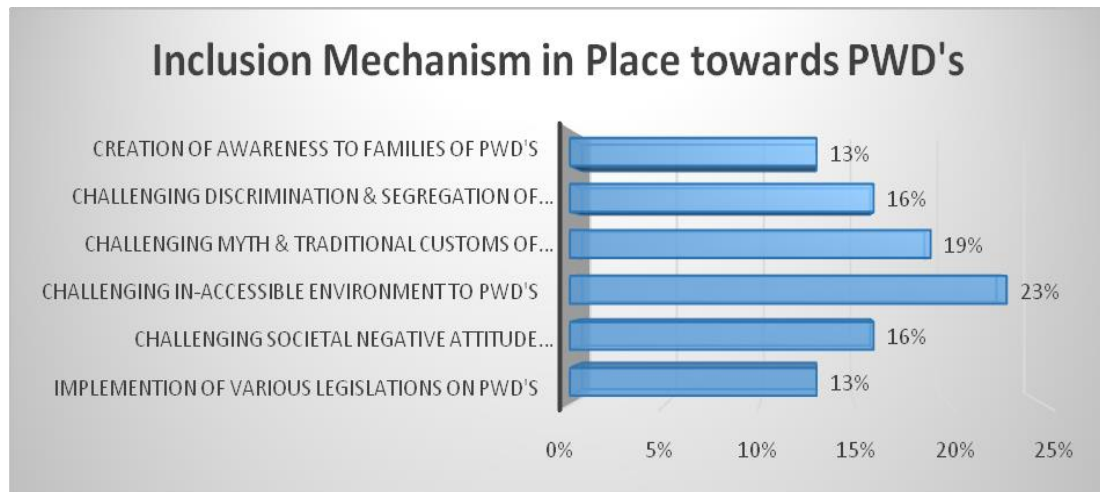


Figure 4.10: Inclusion mechanism in place towards PDW's

Source: Filed data, 2020

The findings from figure 4.10 shows that the inclusion mechanisms ranges from 13% to 23%; however the most among respondents were 23% which was denoted by challenging inaccessible environment, 19% were indicated challenging myth and traditional customs, 16% was both denoted with both Challenging discrimination and segregation as well as challenging societal negative attitude. Lastly, 13% was both depicted with creation of awareness to families and implementation of various legislations on PWD's. The finding implies that the popular inclusive mechanism proposed by most of the respondents is challenging inaccessible environment. In order to have a free and fair environment that would allow PWD's to access environment would demand awareness of the rights for PWD's. It is therefore the inclusive environment which would ensure their access to employment opportunity.

The quantitative findings have identified the inclusion mechanisms for people living with disabilities. These findings in Figure 4.10 were further supported with the qualitative data, more details are indicated below;

“It does not matter who we think and do around people living with disabilities. The first factors have to be considered for inclusion mechanism is the environment which is accessible. With the accessible environment there is no disability”. Focus group discussion with employed and unemployed people living with disabilities.

In agreement of the inaccessible environment while putting emphasis on implementation of available legislations, they note

“Tanzania is one of the few countries that have shown its commitment on the welfare of people living with disabilities by formulating legal instruments to address and bring about equality for them. However, when not implemented accordingly their life will remain the same”. The focus group discussion with secondary school children.

Adding on,

“The inclusion mechanisms have to be known by the family members; these are people who live with people living with disability, hence any effort attending to include them have to begin with their immediately environment such as families so that can change their attitudes and mind set”. Focus group discussion with social welfare officers and NGOs representatives.

In agreement with the presented qualitative and quantitative findings, Vergunst(2017); and Jolley et al., (2017) noted that the inclusion mechanism have to begin working on the family mind set and set, myth and traditional beliefs and challenging inaccessible environment. However, the implementation and creation awareness of the legal instruments is equally important for the realization of the rights of people living with disabilities on employment opportunities.

4.5 Challenges Facing PWD's When Accessing Employment

This subsection of challenges facing PWD's when accessing employment is informed by awareness of challenges among PWD's and identified challenges among PWD's when accessing employment. The presentation is showed below for more details;

4.5.1 Awareness of Challenges among PWD's when Accessing Employment

Table 4.1: Awareness of challenges among PWD's when accessing employment

Variable on Awareness	Percent
Unaware of challenges facing PWD's when Accessing Employment	72%
Awareness of challenges facing PWD's when Accessing Employment	28%

Source: Field data, 2020

Table 4.1 shows that most of the research subjects indicated to be unaware of the challenges facing PWD's when accessing employment as their cohort was represented by 72%; while it was only 28% who were aware of challenges facing PWD's when accessing employment. The finding implies that most of the research participants were unaware of the challenges facing PWD's when accessing environment. The challenges facing PWD's are known at large, however the extent to which this study has showed, it might be contributed by illiteracy level among respondents.

While supporting the quantitative data, the qualitative data indicated the following,

“It is very truly that many people do not priorities issues affecting people living with disability, it for this reason, most people are unawareness of their challenges”. In-depth interview with specially education officer.

Adding on,

“Due to myth and traditional believe among community members, it is very hard to be informed of the challenges facing people living with disabilities”. In-depth interview with NGO representative.

Both the quantitative findings as indicate at table 4.1 and the qualitative data from the field shows that most people in the study area were still unaware of the challenges affecting people living with disabilities. The findings were supported by UN (2018) when revealed that most people in the community are still unaware of the challenge facing people with disability; which in real sense without the awareness cannot change or work towards addressing the identified challenges.

4.5.2 Identified Challenges facing PWD’s When Accessing Employment

This study identified four challenges facing PWD’s when accessing employment included, inaccessible environment, inadequate needed qualification, societal attitude, segregation and discrimination.

Table 4.2: Challenges facing PWD’s when accessing employment

Identified Challenges	Percent
Inaccessible Environmental	40%
Inadequate needed qualification	25%
Societal attitude	25%
Segregation & Discrimination	10%

Source: Field data, 2020

Table 4.2 shows that most of the respondent were conversant with inaccessible environment with 40%; 25% was denoted with lack of needed qualification and societal attitudes respectively; and 10% was depicted with segregation and

discrimination. The finding implies that the common popular challenge facing PWD's when accessing employment was inaccessible environment. However, other variables were equally important as they also deny access of PWD's to labor market.

The findings from the quantitative data as indicated at table 4.2 were supported with the qualitative data as indicated below,

“The major and leading challenge among people living with disability is related to inaccessible environment. Whatever we think about and plan to do, it has to begin with improving our environment so that people with disability can have access to inaccessible public places”. In-depth interview with a representative from SHINYAVITA.

Adding on,

“It is truly, when environment is inaccessible children with disability cannot go to school to acquire basic education and later on vocational education which is required in the labor market”. In-depth interview with unemployed person living with disability.

Further, it was revealed,

“In order to have a society which respect the rights of people living with disability, every person have to challenge the ongoing negative attitude, segregation and discrimination”. In-depth interview with secondary school student.

The qualitative and quantitative findings as indicated and presented above were supported with the work of Disabled World (2019) which identified the challenges facing people living with disabilities to include inaccessible environment, inadequate needed qualification, societal attitude, segregation and discrimination.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This study on the livelihood of people living with disabilities at Kasulu District - Kigoma summaries the findings, presents the conclusion and recommendations for further actions to be taken in order to improve the employment status of people living with disabilities. The chapter ends up by suggesting areas for further research.

5.2 Summary

Through reviewing various literature related to livelihood and employment of people living with disabilities, it was possible to come up with the topic of the current study. The examination of the livelihood of people living with disability in Kasulu District was guided by three specific objectives, namely: the identification of factors which exclude people living with disability to access employment; the assessment of the inclusion mechanisms which are in place for support/enabling people with disability to access to employment opportunities and lastly to examine the challenges facing people living with disabilities when accessing employment. Considering the nature of this work and the issues affecting or challenging people living with disabilities in the context of Tanzania, Kasulu in particular, this study used the normalization theory in order to address all the identified issues which impose challenges to people living with disabilities. It is worth noting that the study had one hundred research subjects, which included school children in secondary schools, representatives from SHINYAVITA and NGOs unemployed and employed people living with disabilities,

social welfare officers, ordinary community members and special education officers from Kasulu District.

Due to the nature of this study, cross sectional research design which utilizes qualitative and quantitative approaches. It was employed in order to yield quality information from the research subjects. Further, data for qualitative were collected using check list from medical practitioners, social welfare officers and women, while the quantitative information was collected using questionnaires. Lastly, data analysis was done using SPSS version 20.0 for quantitative data and thematic analysis for qualitative data.

5.2.1 Identification of Factors Which Exclude People Living With Disability To Access Employment

The following factors which contribute to the exclusion of PWD from employment and actively participating in life were identified, namely: myths and traditional beliefs, marginalization and discrimination, lack of vocational skills training, lack of access to basic education and bad attitudes towards PWD from individuals, family, community and society. It was found that lack of access to basic education was the leading factor among others contributing towards exclusion of people with disabilities from employment

5.2.2 Assessment of the Inclusion Mechanisms in Place for Supporting and Enabling People with Disability to Access Employment Opportunities

This study identified the following steps which were being taken to improve employment prospects for PWD namely: creation of awareness to families of

PWDs, challenging discrimination and segregation of PWDs, challenging myths and traditional customs on PWDs, challenging inaccessible environments to PWDs, challenging societal negative attitudes on PWDs and implementation of various legislations in support of PWDs as the inclusion mechanism in place which can be used to address the challenges around people with disabilities. The study found that a revolution was needed in construction practices to ensure that the prevailing inaccessible environments which were the most prominent obstacles to PWDs to employment, among others, were eradicated. If this obstacle is dealt with it would bring about accessibility to employment opportunities to many people with disabilities.

5.2.3 An Examination of the Challenges Facing People Living with Disabilities When Accessing Employment

Four challenges were identified, namely; inaccessible environment, inadequate qualifications, societal attitude, segregation and discrimination. These impose limitations around people living with disabilities when accessing employment. The findings revealed inaccessible environment was the leading challenge among others which impose challenge to people with disabilities when accessing employment. Many employers considered that PWD bring extra costs to them and were skeptical about their productivity and efficiency. However, they were upbeat and encouraged about the loyalty to the employers. Once employed very few left their jobs and went to work elsewhere.

5.3 Conclusions

The livelihoods of many PWDs in Kasulu District are dependent on alms and constant provisions from family members and community around them. This is contrary to the International and Tanzania National Policy and Regulations and Legislation expectations on PWDs which foster independence and full participation of PWDs in the socio-economic life of the country. Most respondents from the community, parents, religious groups, local and government leadership and employers were unaware of the policies, regulations and legislation that foster human rights to PWDs, including their right to employment and active participation in public life. Thus as matters stand now the policies, regulations and enacted laws remain to be mementos in libraries and Government archives and have not reached the intended audience. More efforts than the existing ones are needed to sensitize the communities on their existence and benefits to all. Given the current ongoing extensive construction activities involving roads, schools, dispensaries, health centres, hospitals and government buildings, this is the right time for advocating construction of infrastructure that is environmentally friendly to PWDs.

The main player for advocacy for change must come from the grassroots level to be effective and this requires a great change in mindset. Most children with disability are hidden from the public and therefore, their needs and physical and medical conditions are unknown to the practitioners who hold the key to the solutions. An active involvement of the communities can educate the families on the importance and benefits of educating the children and thereby guaranteeing their active life in the

society. Teachers must also be taken on board, in terms of sensitization and training on the handling and teaching of pupils and students with disabilities.

From the study it is clear that people with disabilities do not know anything about the policies and laws in place touching on their rights. The organizations and associations for disabled people, like Societies under (SHIVYAWATA) spend little time mobilizing support from the communities and fellow PWD in order to fight for their rights. The problem is lack of adequate funds. Funding and facilitation for such activities is definitely needed in order to bolster the campaign against mistreatment of PWD especially children who are most vulnerable.

The Normalization Theory used to explain various issues and phenomena in this study undergirds the deinstitutionalization and community integration movements and forms the legal basis for affirming rights to education, work, community living, medical care and citizenship. During the mid to late 20th century people with disabilities were met with fear, stigma, and pity. Their opportunities for a full productive life were minimal at best and often emphasis was placed more on personal attributes that could be enhanced. So the attention was taken from their disability.

The Normalization Theory puts much emphasis on how people interact and what happens out of their interactions. Therefore, the acceptability of education among the community members of Kasulu is informed by the way people view people with disabilities with a social cultural lens. Since the previous studies did not take social

cultural factors as the basis for beneficiaries' standpoints, they were not able to unravel possibilities and constraints for change. The normalization theory puts much emphasis on how people interact and what happens out of their interactions. Thus, the way people of Kasulu District view people living with disability is determined by socialization process and their everyday interaction. The potential for PWD to contribute to the social economic development has been utilized, mainly due to ignorance and needs to be reversed. Although you won't find PWD begging, most of them remain unemployed and therefore depend on pity and sympathy from family and community members. It is interesting to note that some of them have managed to get married and raise their own families. This is great testimony to their great productive potential that remains untapped.

Based on the potentiality of people with disability normalization regards individuals as integral with cultural, political and historical evolution, in specific times and places, and so resituates psychological processes cross culturally, in social and temporal contexts (Bengt, 1970s). Although genetically inherited factors and social factors are at work at the same time, social constructionist does not deny the influence of genetic inheritance, but decides to concentrate on investigating the social influences on communal and individual life. Normalization theory has managed to show that the factors which exclude people with disabilities from employment are rooted from the negative attitude of the family and community members. It is, therefore, the right time to stand and challenge all the identified challenges so that the livelihood of people with disabilities can be improved.

In Kasulu District there were no audits carried out on the quotas for employment set aside for PWD. As a consequence, most of firms and government institutions had no employed PWD. In depth interviews with the CEOs of those enterprises revealed that they were not aware of the law requirement. The study is of the opinion that once the firms and government departments in Kasulu and elsewhere in Tanzania begin to employ PWD, all people will begin to respect PWD and families will ensure that their children with disability go to school.

5.4 Recommendations

In order to address and deal with the challenges facing people living with disabilities when accessing employing, this study has come up with the following recommendations:

5.4.1 Recommendations for the Family

Numerous voices from the field have indicated that family members contribute heavily on the identified challenges facing PWD. Hence, all parts involved have to work hard to educate family members on the importance of observing human rights and supporting people living with disabilities to meet their basic needs such as education and employment opportunities. The contribution of PWD on their families' income must be emphasized.

5.4.2 Recommendations for Community Members

From the findings of this study, it was indicated that inaccessible environment is a leading factor in excluding people with disabilities from employment. Hence, the

community members can work towards creating inclusive environments where all members can access available facilities and services

5.4.3 Recommendations for Social Welfare and Special Education Officers

Social welfare and education officers have a central role of creating awareness in the community of the rights of people living with disabilities. The education may focus on challenges the negative attitude, myth and traditional believes held against people with disabilities.

5.4.4 Recommendations for PWDs

Despite the identified challenges which exclude PWD from employment, they have a central role to play, especially towards challenging negative attitude of the family and society at large, but also in continuing rising their voices so that community members can become aware of their rights around employment and livelihood in general.

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APPENDICES**APPENDIX I: THE QUESTIONS FOR DISCUSSION****Demographic information for all research subjects of this study**

What is your age?

- i. 15 – 24
- ii. 25 – 34
- iii. 35 – 44
- iv. 45 – 54
- v. 55 +

What is your gender?

- i. Male
- ii. Female

What is your marital status?

- i. Single
- ii. Married
- iii. Divorced
- iv. Widow/er
- v. Rejected/abandoned

What is your highest level of education attended?

- i. Primary school level
- ii. Secondary school level
- iii. College level
- iv. Higher learning level
- v. No formal education

The restricting factors for people with disability to be employed

Are you aware of the various forms of disabilities to people found in your society?

- i. Yes
- ii. No

Do you know the restricting factors for people with disability to be employed?

- i. Yes
- ii. No

The inclusion mechanism in place for people with disability to have access to employment opportunities.

Do you know the inclusion mechanism in place for people with disability to have access to employment?

- i. Yes
- ii. No

The challenges facing people living with disabilities when accessing employment

Are there any challenges facing people living with disabilities when accessing employment?

- i. Yes
- ii. No

My name is Makoba, Danstan Dismas. I am student at Open University of Tanzania, taking Master Degree in Social Work (MSW). I am conducting a research on “Examining the livelihood of people with disabilities in Tanzania” (The case of Kasulu district - Kigoma). The purpose of this interview is to collect data that will enable the researcher to get answers for the research questions.

The research is only for academic purposes. Therefore, you have been selected to participate in this research because you are important to give the essential information and also let you be assured that the information you provide will be well-preserved as confidential and used for the purpose of this study only. I kindly request you to give me with information. Thanks in advance. I appreciate and thank to you all for the support and participation.

APPENDIX II: THE INTERVIEW GUIDE FOR DISCUSSION

The restricting factors for people with disability to be employed

What are the restricting factors for people with disability to be employed?

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.....
.....

The inclusion mechanism in place for people with disability to have access to employment opportunities.

What are the inclusion mechanisms in place for people with disability to have access to employment?

.....
.....
.....

The challenges facing people living with disabilities when accessing employment

What are the challenges facing people living with disabilities when accessing employment?

.....
.....
.....

THANK YOU FOR YOUR PARTICIPATION