

UNIVERSITY OF EDUCATION, WINNEBA

EMPLOYERS' PERCEPTION ABOUT CAPABILITIES OF PERSONS
WITH DISABILITIES IN THE KASSENA-NANKANA MUNICIPALITY
IN THE UPPER EAST REGION OF GHANA

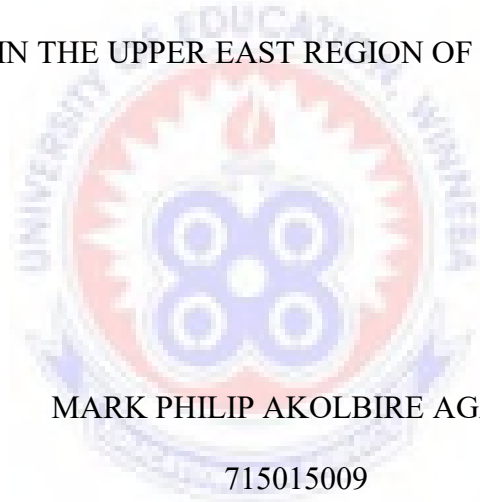


MARK PHILIP AKOLBIRE AGALE

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THE DEGREE OF MASTER IN EDUCATION IN SPECIAL EDUCATION

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DECLARATION

CANDIDATE'S DECLARATION

I, Agale Mark Philip Akolbire hereby declare that this Thesis is the results of my own original work and that no part of it has been presented for another degree in this university or elsewhere. I have duly acknowledged all sources of information.

SIGNATURE:.....

DATE:.....

SUPERVISOR'S DECLARATION

I hereby declare that the preparation and presentation of the dissertation were supervised in accordance with the guidance on supervision of dissertation laid down by the University of Education, Winneba.

SUPERVISOR'S NAME: **DR. ANTHONY KOFI MENSAH**

SIGNATURE:.....

DATE:.....

DEDICATION

I dedicate this work to the Almighty God for his miracles, Grace, goodness and to my only better half Agnes Benyimse and my three children Agale Leo, Agale Matthew and Maribel Akamboe and my mum Akamboe Abugkake for their support.



ACKNOWLEDGEMENT

I am indeed grateful to the Almighty God for the good health, life, knowledge, strengthen, wisdom, and understanding throughout the work and my stay on campus as a student.

I must acknowledge the efforts of Dr. Anthony Kofi Mensah my able supervisor for his guidance and supervision which eventually helped in the success of this study despite his busy schedules. I also owe much gratitude to all those involved in this study including all staff of Navrongo Municipal Assembly, Ghana Education Service (Navrongo), the Municipal Social Welfare Directorate, District Planning Office, Human Resource Officer GES (Navrongo), Madam Mabel Akanyomse of the Municipal Health Directorate and the Employer's in the Municipality for their assistance in providing the essential information towards the production of this document.

Finally, I will have to appreciate all Persons with Disabilities, and my colleague, course mates and my noble children especially Maribel Akamboe who always prayed for me early in the morning and in the evening by saying „Holy Ghost Fire and asked me to respond by also saying „AMEN“:

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ABSTRACT

This study examined employers' perception about capabilities of persons with disabilities in the Kassena-Nankana Municipality of Ghana. The study applied a stratified random sampling technique in selecting 27 (employers). The list of employers within the appropriate agencies, and split into two categories: Public and Private sector. Numbers were assigned to each employer in each category. Interviews and observations were used for collecting data from the respondents. Descriptive statistics such as percentages and frequencies were used to present the data. The study found that the major work employers thought persons with disabilities (PWDs) could perform is to be receptionists, cleaner's, managers and cashiers. The study also found that employees who have disability were more truthful and loyal as compared to those without disability. The study revealed that the major issue of employers' decision not to employ persons with disabilities (PWDs) is the fact that persons with disabilities are less productive. This study recommends that there should be effective public education by government, non-governmental organizations, stakeholders and local authorities on capabilities of persons with disability. It is also recommended that there should be enactment and enforcement of labour laws to protect the right of persons with disabilities (PWDs).



CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Employment is a relationship between two parties, usually based on a contract where work is paid for, where one party, which may be a corporation, for profit, non-profit organization, co-operative better still employment in the other words can be defined as a central feature of life for the majority of adults. Work provides an opportunity for economic self-sufficiency, fosters social connectedness, contributes to sense of dignity and self-worth, and serves as a means of self-expression (Burge, 2006). However, there is the tendency for many employers to think that persons with disabilities are incapable of undertaking some types of jobs in the Kassena- Nankana municipality. As results of this perception many persons with disabilities are denied employment. Almost all jobs can be performed by persons with disabilities, given the right environment since; most of them can be very productive.

Persons with disabilities can engage in many economic activities such as being entrepreneurs, factory workers, doctors, teachers, shop assistants, bus drivers, artists, and computer technicians (World Health Organization, 2011). However in both developed and developing countries, working age persons with disabilities who have attained the working age experience significantly lower employment rates than persons without disabilities. Consequently, lower rates of employment have been found to be one of the important considerations through which disability may lead to poverty (World Health Organization, 2011).

Analysis of the World Health Survey (2014) results for 51 countries gives employment rates of 52.8% for men with disabilities and 19.6% for women with

disabilities, compared with 64.9% for men without disabilities and 29.9% for women without disabilities. Also, a recent study by the Organization for Economic Co-operation and Development (OECD) showed that in 27 countries, working-age persons with disabilities experienced significant labour market disadvantage and worse labour market outcomes than working age persons without disabilities (OECD, 2010).

Disabling conditions that create barriers for persons with disabilities include physical conditions and attitude of the surrounding community. Superstition, myths, religious beliefs, lack of understanding of disability and harsh physical environment are important factors that adversely affect employment of persons with disabilities. For example, misconceptions about the ability of people with disabilities to work are important reasons both for their continued unemployment, and, if employed, for their exclusion from high premium jobs and opportunities for promotion in their careers (Ocloo, 2002).

Misconceptions may stem from prejudice or the belief that persons with disabilities are less productive than persons without disabilities. Misconceptions are often prevalent not only among employers of persons without disabilities but also among family members and persons with disabilities themselves (Shier, 2009). There are studies giving credence to the fact that employers often have a narrow and stereotypical view of disability and thus do not even recognize that persons with disabilities have the right to employment. Employers tend to perceive disability in a one-dimensional and 'medical' perspective, a view that has been challenged by some who see disability as being 'socially constructed'.

The social constructionist see disability as arising from the limiting effects of society and employers rather than the physical and mental conditions of human beings (Oliver & Barnes, 1998; Thornton, 2005). Most traditionalists have the perception that, a child is born with disability to atone for sins in his or her previous life (Avoke, 2001). Because of this belief many parents and community members do not see any value in educating children with disabilities, making them unemployed (Avoke, 2001). Some employers also believe it is bad luck to employ persons with disabilities in their shops (Oliver & Barnes, 1998). This social stigma and discrimination against persons with disabilities in a developing country like Ghana, which has few safety nets, limited human capital and striking poverty rates, are major factors perpetuating poverty and discrimination against persons with disabilities (Avoke, 2001). It is against this background that this study is being conducted to ascertain employers' perception about capabilities of persons with disabilities.

1.2 Statement of the problem

Persons with disabilities can be productive and perform almost every job under the right environment. They have the skills, are loyal, and have low rates of absenteeism yet, a growing number of companies do not find it necessary to employ them (WHO, 2011). Persons with disabilities, thus, experience significantly high rates of unemployment compared with the general population. The unemployment situation in Ghana is generally bad but may be worse for persons with disabilities.

The Ghana Human Development Report, 2007 revealed that the employment rate of persons with disabilities was 69 percent while that for the general population was 80.2 percent. The report further noted that in situations where persons with disabilities are employed, questions arose as to the quality of employment. It appears the high

unemployment rate among persons with disabilities included a multitude of factors; chief among them is the perception of employers (WHO, 2011). Employers often seem to have a narrow and stereotypical view of disability and appear unwilling to employ persons with disabilities. Again, employers may see great potentials in a worker with a disability, but seem to succumb to the erroneous thoughts that a worker with a disability may not be as productive as employees without disabilities. Although a lot has been done on societal attitudes towards persons with disabilities, little is known about employers' perceptions about capabilities of persons with disabilities.

The study is, therefore being conducted to ascertain employers' perception about capabilities of persons with disabilities in the Kassena-Nankana Municipality in the Upper East Region of mother Ghana. It also seems that the issues influencing the perception of employers about the capabilities of persons with disabilities in the municipality are unknown. Again, although there can be measures to reverse the negative trend of employers perception about the capabilities of persons with disabilities; it appears that the measures put in place to create a positive perception away employers in the Municipality has not been ascertained. It also appears that employers face some inherent challenges in employing persons with disabilities in the municipality that has to be investigated.

1.3 Purpose of the study

The purpose of the study was to find out employers perceptions towards the employment opportunities for Persons with Disabilities in the Kassena-Nankana Municipality.

1.4 Objectives of the study

This study sought to:

1. Investigate employers' perceptions about the employable capabilities in the Kassena-Nankana Municipality.
2. Identify issues that influence employers' perceptions about employable capabilities in the municipality.
3. Ascertain the measures that can create positive perceptions about the employable capabilities of persons with disabilities among employers in the municipality
4. Identify the challenges employers face in employing persons with disabilities within the Municipality

1.5 Research Questions

1. What are the perceptions of employers on the employable capabilities of PWDs in the Kassena-Nankana Municipality?
2. What issues influence employers' perceptions about employable capabilities of PWDs in the municipality?
3. What measures can be put in place to create positive perceptions on the employable capabilities of persons with disabilities among employers in the municipality?
4. What challenges do employers face in employing persons with disabilities?

1.6 Significance of the Study

The results of this study would reveal employers' perceptions about the employable capabilities of persons with disabilities in Kassena-Nankana Municipality. This would enable government to make the employers both private and public sectors meet the needs of persons with disabilities in all the Municipalities in Ghana.

In addition to this, the results of the study would help in identifying issues that influence employers' perceptions about the employable capabilities of persons with

disabilities in the Municipalities. The results would help the employers to make the issues known to the general public.

Furthermore, the results of this study will add to the existing literature for researchers or people interested in similar study.

1.7 Delimitation of the Study

In Ghana there are persons with disabilities with employable skills in the various Municipalities in the country however this study focused on persons with disabilities with employable skills in the Kassena-Nakana Municipality.

1.8 Limitation of the Study

Out of 50 people booked for the interview 27 avail themselves for the interview. However, the result did not affect the study.

1.9 Operational Definitions of Terms

Employment: Is the state of having paid work or is a relationship between two parties, usually based on a contract where work is paid for, where one party, which may be a corporation, for profit, not- for- profit organization, co-operative or other entity is the employer and the other is the employee.

Employee: employee is an individual who works part-time or full –time under a contract of employment, whether oral or written, express or implied, and has recognized rights and duties, also called worker.

Community: Is group of people living in a specific geographical neighborhood in a government administrative unit who interact with each other. The people in this geographical have identical cultural characteristics of common aspirations, social interaction, and support, social responsibility, shared perceptions as well as beliefs,

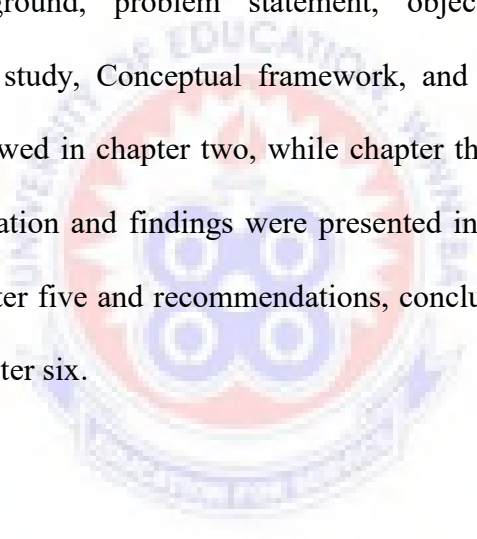
knowledge, goal. They equally have sense of togetherness with varying involvement of individuals and collectives in common development agenda is a norm which is going among the community members.

Disability: Refers to a total or partial behavioral, mental, physical or sensory loss of functioning.

Perception: The way in which something is regarded, understood, or interpreted.

1.10 Organization of the study

The work was structured into six chapters. Chapter one deals with the general introduction, background, problem statement, objectives, basic Assumptions, Justification of the study, Conceptual framework, and Organization of the study. Literature was reviewed in chapter two, while chapter three covered methodological issues. Data presentation and findings were presented in chapter four, discussion of the findings in chapter five and recommendations, conclusion and suggested area for further study in chapter six.



CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.0 Introductions

This chapter reviews literature related on the topic being investigated. The review focused on the following strands:

- Employers perceptions on employable capabilities of persons with disabilities
- Issues influencing employer's perceptions about the employable capabilities of persons with disabilities.
- Measures that create positive perceptions on the employable capabilities of Persons with disabilities (PWDs).
- The challenges employers face in the employment of persons with disabilities.

2.1 Employers' Perception on the Employable Capabilities of Persons with Disabilities

As indicated earlier in this study analysis of the World Health Survey, 2014 results for 51 countries gives employment rates of 52.8% for men with disabilities and 19.6% for women with disabilities, compared with 64.9% for without disabilities men and 29.9% for women without disabilities. A recent study from the Organization for Economic Co-operation and Development (OECD) showed that in 27 countries working-age persons with disabilities experienced significant labour market disadvantage and worse labour market outcomes than working-age persons without disabilities

Employers often have a narrow and stereotypical view of disability and thus do not even recognize the need to employ persons with disabilities. Employers tend to perceive disability in a one-dimensional and 'medical' manner, a view that has been

challenged by those who see disability as being 'socially constructed' from the limiting effects of societal attitudes and physical barriers rather than impairments (Oliver & Barnes, 1998; Thornton, 2005).

The ability of persons with disabilities to secure jobs and maintain their work mostly depends on how employers and industry players perceive and understand their conditions. The way employers perceive persons with disabilities often stems from prejudice or the belief that persons with disabilities are less productive than their non-counterparts. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves (Shier, 2009).

Several theories have been propounded to explain the causes of unemployment among persons with disabilities. The demand and supply of people in the job market is one of the theories. One of such theories is the Labour market theory, which suggests that, for reasons of both supply and demand, the employment rate of persons with disabilities will be lower than that of persons without disabilities. On the supply side, the theory maintains that persons with disabilities will experience a higher cost of working, because more effort may be required to reach the workplace and to perform the work, and in countries with more generous disability allowances, employment may result in a loss of benefits and health care coverage, whose value is greater than the wages that could be earned. So the "reservation wage" of a person with disabilities- the lowest wage a person is willing to work for - is likely to be higher than that of a person without a disability. The resulting "benefit trap" is a source of concern in many high-income countries (WHO, 2011).

On the demand side, the proponents of the labour market theory explained that a health condition may make a person less productive, especially if the workplace environment does not accommodate persons with disabilities. In such circumstances, the person may be offered a lower market wage. However, the effects of a disability on productivity are hard to calculate, because they depend on the nature of impairment, the working environment, and the tasks required in the job. A blind person, for example, might find it difficult to operate a crane but face no impediment to productivity as a telephone operator. In an agrarian economy, most jobs are in the primary sector and involve heavy manual labour, which those with limited walking may not be able to perform (Baldwin & Johnson, 1994).

Again, Waghorn & Lloyd (2009) observed that persons with disabilities have low self-expectations about their ability to be employed and may not even try to find employment. The social isolation of persons with disabilities restricts their access to social networks, especially of friends and family members that could help in finding employment. In addition, employers may discriminate against persons with disabilities because of misconceptions about their capabilities or because they do not wish to include them in their workforce.

2.2 Issues Influencing Employers' Attitude towards Persons with Disabilities:

Employers often have a narrow and stereotypic view of disability and thus do not even recognize the need to employ persons with disabilities. Employers tend to perceive disability in a one-dimensional and, medical manner, a view that has been challenged by those who see disability as being „socially constructed“ from the limiting effects of societal attitudes and physical barriers rather than impairments (Oliver & Barnes, 1998; Thornton, 2005).

The ability of persons with disabilities to secure jobs and maintain their work mostly depends on how employers and industry players perceive and understand their conditions. The way employers perceive persons with disabilities often stems from prejudice or the belief that persons with disabilities are less productive than their non-counterparts. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves (Shier, 2009).

2.3 Measures that create positive perception of the capabilities of Persons with disabilities.

The perceptions of people towards the disabled people cannot be underestimated.

Peoples' views can either improve or mar the capabilities of the people with disabilities. People with Disability form a group that requires various and diverse attention from employers all over the world as such employers have become the focus of attention in modern world because of his unique roles in the society. It is daily becoming increasingly clear that no nation can rise or develop without the right caliber of employers respecting the rights and capabilities of people with disabilities (Federal Government of Nigeria, 2004). Employers are nation builders, Okeke, 2004 noted, since majority of the members of a particular society including people with low vision will pass through their hands before getting employment.

All people particularly those with disabilities can be influenced by several factors that may hinder them in working (Webster Roe, 1998 cited in Kiomoka, 2014). According to Webster and Roe (1998) some people with disabilities can be gifted and talented as such employers should consider them in the job market rather than always looking for those without disabilities. Also, people with disabilities should be considered as

people who are capable in working and should be considered as been suitable for the job market. People with disabilities should have enough courage and hope that the society even though does not provide enough essential services to suit them but them demonstrating their talents in the job market may change the bad perception people have about them.

Palmer (2005) stressed that the capabilities of some people with disabilities is even more than people who are not disabled. This can be connected to Universal Design for Working which is a set of principles and techniques used by developed countries to ensure equity in the job market to suit people with disabilities (Corry, Tapes, Siker & LePage, 2013).

Belief about the disability, ethnicity, attitudes and concerns of employers can influence the practice of inequity in the job market for people with disabilities, the quality of infrastructural development in the work place (Leyser & Tappendorf, 2001). Many regular education employers who felt unprepared and fearful to work with people with disabilities in the workplace because they believe it could lead to lower returns (Radziewicz, 1998). Additionally access to resources and specialist support affects employer's confidence and attitudes towards people with disabilities (Werts & Katzenmeyer, 1997).

It is argued that when employers gain extensive professional knowledge needed to implement inclusive programmes they may succumb to it (Avramidis, Buylis & Burden, 2000). Similarly, Simpson, L. (1996) reported that as employer's experiences with people with disabilities in the workplace their confidence to work with them is likely to grow which invariably alter negative attitudes since they will see the capabilities of people. It is in the light of this that this study seeks to find out

employers perceptions towards the employment opportunities for Persons with Disabilities.

2.4 The challenges employers face in the employment of Persons with disabilities

Employment related disparities persist in both develop and developing countries. Several global employment studies (Azmat, Guell & Manning, 2006; Haussmann, Tyson & Zahidi, 2013; United Nations 2013a, 2013b, 2013c; United Nations Economic Commission for Europe, 2008) have converging findings regarding gender employment related disparities. The work we perform plays an important role in our social and material well-being, in terms of income, class, status, influence, social relationships and personal identity, yet so many disabled people are marginalized and powerless concerning job opportunities Unemployment can affect a person's self-esteem. This is a natural phenomenon. The self-esteem is challenged by the negative remarks from friends and other relatives. The pity and sympathy received from people sometimes create sense of mental pain.

People with Disabilities (PWDs) experience a high degree of unemployment in both developed and developing countries, the nature of this disadvantage are different. Analysis of the World Health Survey results for 51 countries gives employment rates of 52.8% for men with disabilities and 19.6% for women with disabilities, compared with 64.9% for without disabilities men and 29.9% for women without disabilities. A recent study from the Organization for Economic Co-operation and Development (OECD) showed that in 27 countries working-age persons with disabilities experienced significant labour market disadvantage and worse labour market outcomes than working-age persons without disabilities. Again, according to (Waghorn & Lloyd, 2009), persons with disabilities have low self-expectations about their ability to be employed and may not even try to find employment. Using

Organisation for Economic Co-operation and Development (OECD), United States (Cornell University, 2005) and Australian (Australian Bureau of Statistics, 2006) data, a number of general conclusions can be drawn about disabled people in the labour markets of developed countries compared with non-disabled people.

Persons with disabilities often end up in passive assistance programmes such as disability benefits or pensions (even if they initially receive some form of vocational skills training). Those that do receive such benefits have very bleak employment prospects; as Berglind

Ásgeirsdóttir, Deputy Secretary General of the OECD, put it in 2003: “Starting to receive disability benefit generally means that you will never work again. The researcher found this to be the case even in those countries that make big efforts to reintegrate persons with disabilities in their work. The situation of disabled people in developing countries is of course very different they do not have the same level of income security as those in developed countries and are therefore far more likely to be living in poverty.

Using World Bank and Indian (Sambarmoorathi, 2006) data on the employment and economic status of disabled people in developing countries, one can generally conclude most disabled people live in developing countries of the estimated 650 million people with disabilities in the world, 80 per cent live in developing countries. A number of studies have been made on the factors affecting labor force participation and employment. Some of these include household per capita income, age and education of household head, household size, number of working members in a household and location.

There had also been studies particularly focused on labor force participation among the disabled. Kidd. (2000) found that education, marital status, race and location have significant effect on labor force participation of both able-bodied and disabled British males. Among the disabled, type of disability was noted to have significant effect on the probability of employment. A study by Scott & Mete (2008) also revealed that individual characteristics of PWDs in Uzbekistan such as age, sex and education were also found to have significant influence on the probability of being economically. As age of the disabled increases, he/she is more likely to participate in the labor market.

Similarly, years of education increases the odds of being employed. On the other hand, being female decreases the probability of participating in the labor force. In addition to individual characteristics, household and some other characteristics like being head of a household, number of children less than 15 years, number of pension-aged adults and household size have significant relationship with employment probability. The first three factors were found to have significant positive relationship with labor force participation while the last one negatively influences the probability of being economically active. Location was also noted to be a significant factor of employment choice. Meanwhile, disability status was also found to have significant negative effect on labor force participation.

Park (2007) also scouted for significant correlates of labor force participation among mobility-impaired in South Korea. In this study, gender came out to be one of the most significant factors influencing employment. It also noted that having a less severe disability tends to increase the probability of being employed. Using a pooled data from household and labor force surveys in Great Britain, Blackaby (1999) analyzed the occupational and labor market statuses of disabled and non-disabled. One of the findings of the study is the U-shaped relationship between age and unemployment,

implying that the unemployed are more likely to be either too young or too old relative to those in work. The study also found that ethnic background matters in the labor market status of the disabled. Those who are white tend to have higher probability of being employed relative to those classified as an ethnic minority.

Similar to findings in other studies, education also plays significant role in increasing one's chance of being employed. Another interesting finding is that unemployment is highly probable among individuals who have not married yet. The presence of young children, on the other hand, was found to have significant positive relationship with being economically inactive. Meanwhile, probability of being unemployed is also being increased by the possible social deprivation and reduced geographical mobility associated with council housing.

A number of studies conducted in the Asian region shows that people experience wide discrimination because of their disabilities. Literature in this area provides substantial evidence that the physically challenged do feel discriminated in all societies (Miles, 2000). In a National Survey conducted in Korea (2002), about 85% of the population with disabilities felt that they were discriminated against because of their physical condition (Kim, 2004). Similar findings were also obtained in India. In two studies conducted in the rural areas in Northern India, Dalal, (2000) found that the prevailing disability attitudes of local communities and families of persons with disabilities were negative and patronizing. It was found in this comprehensive survey that 50% of the families in the rural sector felt that their members having disabilities could do nothing in terms of contributing to family income. These negative attitudes are considered major sources of social discrimination in terms of delayed treatment some of the challenges Persons with Disabilities are faced with employers are discussed below

2.4.1 Cost of employing persons with disabilities

Clare (2006) believed that in principle, any aspect of employment that adds value to the business or imposes a cost can be ascribed a monetary value, but that such quantification is often difficult in practice. They maintained that it may be hard to separate the cost of employing persons with disabilities from the cost of employing others. For instance, individual employees often require differing amounts of supervision or management, depending upon their personal characteristics (motivation, level of competence, and so on). While the cost of supervision is something that can be quantified, assessing the extent to which such supervision is attributable to disability, as opposed to some other need for supervision, is quite difficult (Clare, 2006).

However, in a competitive job market, and in the absence of legislation, employers will be less likely to recruit persons with disabilities if they perceive such people to have lower productivity and would impose additional costs on the business. Employers could be expected always to favour the recruitment of persons without disabilities workers, from whom a larger net benefit can be extracted. Employers will hire persons with disabilities, but only in particular circumstances. Employers will employ them where they can obtain a competitive net product or benefit to the business by reducing the wage paid to match the expected lower productivity. Thus, persons with disabilities are often clustered into sectors offering low-paid jobs or into jobs where (low) pay can be linked directly to (low) performance through such means as piece-work pay (Grundy, 1999; Burckhardt, 2000).

In principle, an employer recruits persons with disabilities the same way it recruits non-disability person. Employers hire an employee so long as the employee's net

value, compared to the employers' other options of employing different workers or using technology or other methods to produce goods and services is positive (Clare,2006). According to Clare, leaving aside casual work, employment decisions have to consider an employment relationship that exists for a period, sometimes a long period, of time. Employers incur 'once for all' costs at the point of hire, and later through training costs, in the expectation of recouping a future return on their investment. During the period of employment, both costs and benefits will vary (for instance, productivity may rise over time as a result of 'learning by doing'), and there may be further costs on termination of the employment relationship (firing costs, redundancy payments, and so forth). Thus, the pattern of costs and benefits is likely to fluctuate over time in a fairly complex manner.

Moreover, since the future is uncertain and costs and benefits may not turn out as expected, employment decisions always entail an element of risk. Employers are likely to rank workers by their net value, with workers perceived as having a low net value (including persons with disabilities) placed at the end of the queue and entering employment when jobs are plentiful but squeezed out of employment when jobs are in short supply. This approach suggests a number of predictions about employers and their decisions concerning persons with disabilities. First, even if faced with the same expected costs and benefits, employers will differ in their decisions depending upon their attitude to risk and their decision-making time horizon (Thurow, 1975).

A second prediction is that persons with disabilities are more likely to be employed if their productivity is high. Persons with disabilities who have substantial human capital and skills are more likely to be hired than those with little human capital and low levels of skill and productivity. However, it is believed that productivity is not uniquely determined and that it depends on the match between job requirements and

the competencies of the worker. For example, if a business is prepared to invest in matching the capabilities of a person with disabilities to the requirements of the job, productivity may well be within the range that employers consider normal, although such matching is likely to be associated with additional recruiting and selection costs and costs of adjustments in the workplace (Clare, 2006).

2.4.2 Productivity of persons with disabilities

One of the key tasks for an employer is to determine the type, amount, and quality of labour input required for the business and to match recruits and employees to those requirements. Disability is but one of many human characteristics - one that in some cases has little or no relevance to the job. For instance, the fact that a person has impaired mobility and uses a wheelchair does not mean the condition has direct relevance to the person's ability to carry out a job such as being a telephone operator once there is access to a work station. Many employers associate persons with disabilities with lower productivity. One of the most common reasons employers cite in surveys for not employing a person with disability is that they are not able to do the jobs involved, or at least some aspects of them (Dewson, 2005).

Dewson (2005) advised that despite these reports, it is important that such findings are treated with caution, since persons with disabilities in employment are unlikely to be representative of the general population of persons with disabilities. This is because employers who have recruited persons with disabilities, would have engaged the ones they believe to be the most productive, not the ones they believe would have low productivity or would be incapable of doing the job. Despite this caveat, the evidence suggests that there is a possible gap between some employers' perceptions of the productivity the persons with disabilities and reality. There could be scope,

therefore, for raising the employment of persons with disabilities through policy aimed at changing employer perceptions. It is believed that persons with disabilities are disproportionately employed in low-paid and low skilled jobs. Although this could be interpreted as evidence that persons with disabilities have low productivity, it is less clear that such an association results from disability per se (Dewson, 2005).

2.4.3 Benefits of the organization or business

The most obvious benefit to a business for employing a person with disability is the product or value derived directly from that employee. However, organizations representing persons with disabilities often argue that there are other, less tangible benefits to employing them: that is, benefits that improve business performance and profitability. Nonetheless, identifying such a link to business performance is difficult, since many different factors affect business performance and isolating the impact of any single one is virtually impossible (Dewson, 2005).

Dewson (2005) asserted that employers with experience recruiting a person with disability were divided equally between those who saw no benefit and those who saw some benefit. In terms of sector by sector, the authors observed that public sector employers were more likely to see benefits than those in the private sector (67 per cent and 33per cent, respectively). However, employers with no experience of recruiting persons with disabilities were much less likely to identify any benefits (66 per cent of those with an opinion), and many (30 per cent) could not say whether or not there were any benefits.

2.4.4 Recruitment process

Evidence about recruitment practices indicates that employers generally seek to find 'the best person for the job' and will try to recruit people who will 'fit in' with the culture and practices of the business (Roberts, 2004). Businesses operating in very

competitive markets, where cost minimization is a priority, often seek recruits who can make an immediate productive contribution without imposing additional costs in terms of training or disruption of the work of other employees. While discrimination and prejudice undoubtedly exist amongst employers, most employers are kind, so the relevant question is whether or not their employment practices, especially notions of 'the best person for the job' and 'fitting in', create involuntary barriers to the recruitment of persons with disabilities (Roberts, 2004).

Similarly, surveys of employers by Meager et al. (2001) provided a range of evidence relating to the recruitment process. Employers cited many different reasons for not recruiting persons with disabilities. Some say that they received few, if any, applications from persons with disabilities. Dixon (2003) reported that lack of skills and work experience on the part of the applicants make them unsuitable for positions they apply for while other employers see their work as inherently unsuitable for persons with disabilities and too costly to be adapted to accommodate them.

Targeting persons with disabilities, reviewing recruitment documentation, and adapting application and interview processes may all help break down such barriers at the recruitment stage. Over-reliance on written, formal applications may, for instance, deter people with visual impairment, while a failure to adapt interview procedures or locations might also inhibit the ability of applicants with disabilities to attend or perform their best. To ensure that recruitment processes do not unfairly discriminate, good practice would include the monitoring of recruitment and disability training for staff, although such practices need to be balanced against the need of a business to be cost conscious and remain competitive (Woodhams, 2003).

2.4.5 Employment policies and Laws

Laws and regulations affecting employment of persons with disabilities are found in many countries and they include anti-discrimination laws and affirmative action. General employment laws also often regulate retention and other employment-related issues of those who become disabled while working. But the implementation and effectiveness of disability protection provisions varies considerably and often they are poorly enforced and not well known (Degener, 2005).

2.4.6 Incentives and support to employers' Laws

If employers bear the cost of providing reasonable accommodations, they may be less likely to hire persons with disabilities - to avoid additional costs of labour. If employees bear the cost, their mobility in the market may be reduced because of the risk of incurring further accommodation-related expenses in a new job. To counter these obstacles, various financial incentives are offered. For example, tax incentives are often offered to employers, especially smaller employers, as incentives to employ persons with disabilities. Also, workplace modifications can be supported. For example, in Australia the Department of Employment and Workplace Relations funds the Workplace Modifications Scheme, which provides up to \$1000 for modifications to accommodate new employees with disabilities (Mungovan, 1998)).

Another aspect of these laws is the provision of special employment programmes which can make an important contribution to the employment of persons with severe disabilities, particularly those with intellectual impairments and mental health conditions (Mungova, 1998). Supported employment, according to (Crowther, 2001), can integrate persons with disabilities into the competitive labour market. It provides employment coaching, specialized job training, individually tailored supervision,

transportation, and assistive technology, all to enable persons with disabilities to learn and perform better in their jobs. Its success has been documented for persons with severe disabilities, including those with psychiatric or intellectual impairment, learning disabilities, and traumatic brain injury (Crowther, 2001).

2.5 Summary of literature review

This chapter reviewed scholarly work related to the issue under consideration: the existing literature revealed the laws and regulations affecting employment of persons with disabilities but did not make provisions for employer's general perception and misconception about persons with disabilities. However this research focused on the employer's general perception and misconception about persons with disabilities.

Finally this study has revealed to employers that persons with disabilities have a lot of potentials which they can contribute to Municipality, the country and the world at large when they are given opportunities to work. The next chapter focuses on the methods employed in carrying out the study.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This chapter discusses research design, location of the study, target population, sample size and sampling techniques, research instruments, data collection procedures and analysis. It also describes the ethical issues on the study.

3.1 Research Approach

The study employed the qualitative research approach to investigate employers' perception about capabilities of PWDs in the municipality. Qualitative research involves an interaction between the researcher and the researched in the socio-cultural context of participants of a study (Kusi, 2012). In qualitative research, Bryman (2008) & Creswell (2003) suggested that participants are expected to give detailed rather than general information on the features of the specific phenomenon under investigation. Qualitative research approach considers collecting information from participants in order to understand the phenomenon under the study from the perspectives of those involved in the research (Ary, Jacobs & Sorensen, 2010). The current study therefore, sought to use the qualitative approach to investigate employers' perception about capabilities of PWDs in the Kassena-Nankana Municipality. Respondents were asked questions on the perceptions of employers regarding the capabilities of PWDs in the Kassena-Nankana Municipality.

3.2 Research design

A Case study design can be defined as a practical examination which involves an in-depth exploration of an occurrence in its real-life through an extensive data collection (Creswell, 2007). However in this study, a case study design was used for collecting

the data of employers' perceptions about the employable capabilities of persons with disabilities in the Municipality. This design was used because it allows persons with disabilities in a specific geographical area. The geographical area of this study is Kassena -Nankana Municipality in the Upper East Region of Ghana.

3.3 The study area

The study was conducted in Kassena-Nankana Municipality of the Upper East Region. The study was conducted in Kassena-Nankana because the working class of the Persons with Disabilities has always been complaining about their employment issues in the area which needs to be investigated.

The researcher's work experience as a teacher and parent has helped me gain access to the information needed for the successful completion of this study. The Kassena-Nankana is within my locality hence reducing the cost as well as risk involved in travelling. This makes the data collection process easy and convenient.

3.4 Population

The target population consisted of all staff of the Ghana Education Service and Kassena- Nankana Municipal Assembly, the Director and Deputy Director of Social Welfare Department, Managers and Deputy Managers of Ghana Commercial Bank, Naarah Rural Bank, GN Bank, Bencyn Pharmacy and Agricultural Development Bank. The total population of the various respondents is represented in the table below.

Table 1: Population

Target Population	Number
Ghana Education Service	10
Kassena-Nankana Municipal Assembly	5
Social Welfare Department	2
Bencyn Pharmacy	2
Standard Pure Water Company	2
Ghana Commercial Bank	3
Agricultural Development Bank	3
Total population	27

Source: Field survey (2017)

The populations were selected because they were employers and interact with persons with disabilities in many different ways and could provide useful information concerning the study. The persons with disabilities themselves are those who are seeking for employment and hence they matter.

3.5 Sample size and sampling techniques

The researcher used purposive sampling technique to select the participants for the study. The researcher purposefully chose the sample because they are directly related to employment issue in their various institutions. Avoke (2005) contended that in purposive sampling technique the researcher handpicks the cases to be included in the sample on the basis of their judgment of typicality. Fraenkel and Wallen (2009) also explained that purposive sampling technique is a technique in which researchers use their judgment to select a sample that they believe, based on prior information, will provide the data they need. Some scholars argue that purposive sampling techniques are more suitable for studies located within the qualitative framework than studies

that fall within the quantitative framework (Creswell, 2005, 2012; Gall,2& Borg, 2007; Kusi, 2012).

Table 2: Sample size

The table shown below were the people whom the researcher was able to contact for this study

	Population	Sampled
Ghana Education Service	10	2
KassenaNankana Municipal Assembly	5	1
Social Welfare Department	2	1
Bencyn Pharmacy	2	1
Standard Pure Water Company	2	1
Ghana Commercial Bank	3	1
Agricultural Development Bank	3	2
Total	27	9

Source: Field Survey (2017)

3.6 Instrumentations

A semi-structured interview guide was used to elicit data from the participants for the study. The researcher chose one-on-one interviews to encourages participants to speak out so as to generate an individual view of a phenomena Fraenkel and Wallen (2009) noted that interview is one of the main techniques used to collect data in qualitative research. In the interviews, the researcher included probes and prompts to aid further exploration of his own line of questioning. The probes and prompts helped to explore and develop views of respondents and to prevent respondents from going off the main line of questioning (Rodgers, 1999). The interview questions were guided by the themes in the research questions raised, namely: employers' perception about the capabilities PWDS, issues that influence employers' perception about

capabilities of PWDS, measures that can create positive perception about the capabilities of PWDS among employers in the municipality and challenges employers face in employing persons with disabilities.

3.7 Validity

Vanderstoep & Johnston (2009) explained validity as the ability of an instrument to measure what it is intended to measure. Content validity was adopted to ensure the validity of the interview items. In this regard, the semi-structured interview items were developed to cover the key themes raised in the research questions. Macmillan & Schumacher (2001) indicated that participants' in-depth interviews need to be conducted in natural settings to reflect the reality of life experiences more accurately than do laboratory settings. In this study, however, the one-on-one interviews were conducted in the natural setting of the participants which is their offices.

3.8 Reliability

According to Creswell, 2012 reliability means that scores from an instrument are stable and consistent. Creswell further indicated that scores should be nearly the same when researchers administer the instrument multiple times at different times. To ensure reliability of the interview items, the items were given for peer review. Again, a pre-test interview was conducted on three human resource staff in the Kassena-Nankana West District to detect ambiguities and weaknesses in the items for correction and modification so as to improve the internal consistency of the instrument. The items were further presented to researchers' supervisor, a professional in the education of persons with disabilities for expert judgment, suggestions and approval.

3.10 Data collection procedure

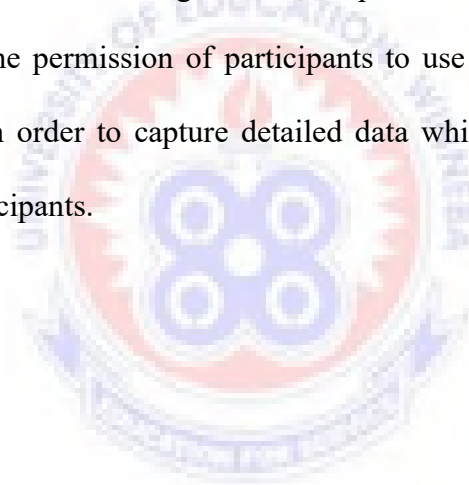
The researcher obtained an introductory letter from the Department of Special Education, University of Education stating the purpose and objectives of the study and the cooperation of the research participants. The introductory letter was copied to the various institutions department heads and respondents to seek their approval to conduct the study. The departments' head of the various institutions conveyed a meeting with their workers to inform them about the purpose of the research and their cooperation. The participants were told of the purpose, time and venue. They were also assured of their confidentiality and anonymity. The interview was tape recorded with the permission of participants and transcribed for analysis. Before analysis of the data, the researcher scheduled another meeting with the focus groups and the transcripts were read to the participants to confirm that the transcripts represented the views they shared.

3.10 Data analysis

The data was analyzed qualitatively using narrative themes from the interview data recorded and transcribed. Fraenkel & Wallen , 2009 noted that the first step in coding data to assign identity numbers to every group from whom data has been collected. Colors were further used to code the focused group interview data from the focus groups for categorization to know the themes that emerged from each research question (Bogdan & Biklen, 2007). According to Bogdan & Biklen, coding allows for the categories and patterns emerging from data to be decided in advance, and facilitates the interpretation of smaller units since the analysis begins with the researcher reading all of the data to gain the sense of the whole. Verbatim expressions of the students were used in reporting the data where necessary.

3.12 Ethical considerations

Ethical considerations are very necessary in conducting any type of research with human subjects to protect the welfare and rights of research participants (Kimmel, 1996). To ensure that participants' health, safety, respect, and fidelity is sustained, the researcher sort for verbal consent of participants, that is, students with visual impairments in the university had the opportunity to voluntarily participate in the study. The researcher explained to participants that their names will not be needed in the course of data collection to ensure confidentiality. Before the researcher began the interviews, he ensured that the purpose of the study was understood by the participants and also treated the rights of the respondents with utmost care. Again, the researcher sought the permission of participants to use the tape recorder during the interview session in order to capture detailed data while concentrating on listening and prompting participants.



CHAPTER FOUR

PRESENTATION, ANALYSIS AND DISCUSSION OF DATA

4.1 Introduction

The purpose of the study was to find out employers attitudes towards the employment opportunities for Persons with Disabilities.

This was done through the use of semi structured interview in the data collection process. In analyzing the results of the data collected through the study, the researcher has divided this chapter into the following sub-divisions:

- Employers' perception about the capabilities PWDs
- Issues that influence employers' perception about capabilities of PWDs
- Measures that can create positive perception about the capabilities of PWDs among employers in the municipality
- Challenges employers face in employing Persons With Disabilities

4.2 Employers' perceptions about the capabilities PWDs in the Kassena-Nankana Municipality

This phase of the study explored and described employer's perception towards Persons with Disabilities in the Kassena-Nankana Municipality of the Upper East Region of Ghana. Data gathered from the field was analysed and discussed according to thematic areas of the research objectives.

Twenty seven (27) participants were interviewed for this research. The respondents clearly stated that, they have worked with persons with disabilities before in various departments in the Kassena-Nankana Municipality of the Upper East Region but stated that they did not employ them. This is why Oliver and Barnes (1998) and Hornton, (2005) asserted that employers often have a narrow and stereotypical view

of disability and thus do not even recognize the need to employ them. Employers tend to perceive disability in a one-dimensional and „medical“ manner, a view that has been challenged by those who see disability as being 'socially constructed from the limiting effects of societal attitudes and physical barriers rather than impairments.

From the transcript, many employers have different perceptions about the persons with disabilities. One of the participants stated that:

“We have employed persons with disabilities but they cannot work as those who are not disabled”

One of the participants also stated that:

“We employed persons with disabilities in our work to serve as a secretary and such a person fall down one day which we spent millions of money to cure the problem as such we will not employ persons with disabilities in our department again”.

Shier (2009) posited that ability of persons with disabilities to secure jobs and maintain their work mostly depends on how employers and industry players perceive and understand their conditions. The way employers perceive persons with disabilities often stems from prejudice or the belief that persons with disabilities are less productive than their non-counterparts. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves.

Again one participant indicated that:

“In our department we employed hearing disability and our work became too slow even though the person was talented and gifted but employing them is too expensive since you have to waste a lot of time to provide the necessary facilities in the workplace to suit them”.

The perception here is that employing them is expensive. There are several theories which have been propounded to explain the causes of unemployment among persons with disabilities. The demand and supply of people in the job market is one of the theories. One of such theories is the Labour market theory, which suggests that, for reasons of both supply and demand, the employment rate of persons with disabilities will be lower than that of persons without disabilities. On the supply side, the theory maintains that persons with disabilities will experience a higher cost of working, because more effort may be required to reach the workplace and to perform the work, and in countries with more generous disability allowances, employment may result in a loss of benefits and health care coverage, whose value is greater than the wages that could be earned. So the "reservation wage" of a person with disabilities- the lowest wage a person is willing to work for - is likely to be higher than that of a person without a disability.

This is why WHO (2011) asserted that persons with disabilities is neglected in the job market.

According to Kemp (2006), the proponents of the labour market health condition may make a person less productive, especially if the workplace environment does not accommodate persons with disabilities. In such circumstances, the person may be offered a lower market wage. However, the effects of a disability on productivity are hard to calculate, because they depend on the nature of impairment, the working environment, and the tasks required in the job. A blind person, for example, might find it difficult to operate a crane but face no impediment to productivity as a telephone operator. In an agrarian economy, most jobs are in the primary sector and involve heavy manual labour, which those with limited walking may not be able to perform (Baldwin & Johnson, 1994).

Again, the respondents were interviewed on the working relationship they have had with Persons with Disabilities. One of the participants indicated that:

“All the staff members the person with disability was working with have cordial relationship with him since the person with disability was a very humble person”

Majority of the participants also stated that:

“We always have relationship with persons with disabilities when we are working with them even though their work output cannot be compared to us”

This clearly suggests that employers have bad perception about the capabilities of persons with disabilities.

Also, all the interviewees were asked whether they have persons with disabilities in their families.

Only three participants expressed that:

“We have disabilities in our families but they are sounder than others”

Again, the participants affirmed that disability affected employment. For instance one of the participants stated that:

“I applied for work in the banking sector with one guy with hearing disability person but I was picked meanwhile the hearing disability person who was not picked was also qualified”

This clearly suggests the different kinds of perceptions employers have about persons with disabilities in the Kassena-Nankana Municipality of the Upper East Region which have led to unemployment of disabled persons in the area and this need to be seriously investigated into. Example people believe persons with disabilities have been curse by God, they are wicked people.

One of the participants on the issue of how persons with disabilities are affected in the working environment stated that:

*“Persons with disability after going for interview and the employers”
knowing that they are disabled will not even call them again”*

Majority of the participants also agreed that:

“Nowadays all job provide their requirement for the job specifications and they state that applicant might be sound and able persons which therefore indirectly preventing Persons with Disabilities to apply for such job”

The general implication of this is that persons with disabilities are rejected in the working environment in Kassena-Nankana Municipality of the Upper East Region of Ghana. This is why Waghorn and Lloyd (2009) posited that persons with disabilities have low self-expectations about their ability to be employed and may not even try to find employment because of the bad perception employers have about them. The social isolation of persons with disabilities tends to restrict their access to social networks, especially friends and family members that could help in finding employment. In addition, employers may discriminate against persons with disabilities because of misconceptions about their capabilities or because they do not wish to include them in their workforce.

On the capability of persons with disabilities to work effectively if employed by employers in Kassena-Nankana Municipality. Some the participants expressed that:

“Persons with disabilities including visual impaired, physically challenged, Hearing impaired and Intellectual disabled cannot work effectively in the working environment of Kassena-Nankana Municipality since most of the institutions facilities are not favorable for persons with disabilities”

For instance one participant clearly stated that:

“They employed one physically disabled person in their work and when the person was climbing the stair case fall down and they spent millions of money to cater for her as such all the employer’s in Kassena-Nankana have made their mind not to employ Persons With Disabilities?”

In addition, some of the participants clearly indicated that;

“if government gives the tax incentives they will still not employ persons with disabilities”

Some of the participants stated that:

Some the participants expressed that the no matter the type of Disabilities, the only work they have seen Persons With Disabilities doing is labour work and they expect them to continue with their own labour work rather than formal and informal sector. The participants further expressed that they are saying so because Persons with Disabilities are discriminated always in the working environment in Kassena-Nankana Municipality and even those few that are employed are often isolated.

The implication of this result means that the employers working in Kassena-Nankana does not have positive intention about the capabilities of persons with disabilities and this is serious which needs to be addressed. It is against this that Johnson (1994) stated that persons with disabilities are vulnerable in getting work in African countries and employers look upon their capabilities.

On the issue of employment of persons with disability in an organization if there is vacancy. All the participants expressed that:

“Even though some of the persons with disabilities are more skillful and qualify to work in so many departments in the Kassena-Nankana Municipality but they cannot work with those who are not disabled and having the same skill”.

Again, on the issue of persons with disabilities can perform more in the job market than persons without disabilities. All the participants strongly disagreed that persons with disabilities cannot perform better than those without disabilities.

Furthermore, some of the participants disagreed that people with disability have a good attitude towards work. Also majority all the participants strongly agreed that employees with disability are more likely to take time off work due to illness. Some of the participants also strongly agreed that the cost involved in making modifications in the workplace make it difficult to take on employees with disability.

In addition, some of the participants strongly disagreed that in Kassena-Nankana Municipality people with disability are loyal, reliable, hard workers because they are appreciative of their job. Also all the participants agreed to the fact that people with disability are loyal, reliable, hard workers because they are appreciative of their job but the case is that in Kassena-Nankana Municipality employer’s do not employ persons with disability. Also all the participants disagreed that they encourages tolerance and mutual support in the workplace, boosts morale/work ethic for persons with disabilities. The general implications of these responses means that persons with disabilities need serious attention since employers in the Kassena-Nankana Municipality disregard them. This is why Waghorn and Lloyd (2009) asserted that persons with disabilities have low self-expectations about their ability to be employed and may not even try to find employment. The social isolation of persons with

disabilities restricts their access to social networks, especially of friends and family members that could help in finding employment. In addition, employers may discriminate against persons with disabilities because of misconceptions about their capabilities or because they do not wish to include them in their workforce.

4.3 Issues that influence employers' perception about capabilities of Persons with disabilities

Based on the interview that was conducted in relation to the topic, employers attitudes towards the employment opportunities for persons with disabilities. The data was analysed in relation to the four major themes in our interview guide: background of participants, perceptions of employer“ towards persons with disabilities, Issues that influence employers' perceptions about employable capabilities of persons with disabilities in the Kassena-Nankana Municipality. This measures that can create positive perceptions about the employable capabilities of persons with disabilities among employers. Moreover, the above theme answers the research questions and these themes are explained below.

On the issue of employment of persons with disabilities. The participants were interviewed if they will employ persons with disabilities in their work. Many of the participants expressed their views in the negative. “For instance majority of the participants stated that:

“Employing persons with disabilities is very expensive and as such why should we employ them”

In addition, some of the participants noted that persons with disabilities were not employed in Kassena-Nankana Municipality because they were less productive, needed constant supervision and lastly, persons with disabilities were not healthy to fit into the working environment of the Kassena-Nankana Municipality.

Also, on the issue of employers perception toward persons with disabilities. Some of the participants expressed that:

“Persons with disabilities are human beings as the abled persons but since the abled people can do what the persons with disabilities can do and no extra cost will come from employing them then is good to employ those without Disabilities”

In addition, the participants expressed that:

“Employer’s in Kassena-Nankana have a negative attitude towards persons with disabilities as such do not want to employ them”

The above response is consistent with a study by Oliver and Barnes (1998), who asserted that employers often have a narrow and stereotypical view of disability and thus do not even recognize the need to employ persons with disabilities. According to Thornton (2005), employers tend to perceive disability in a one-dimensional and, medical manner, a view that has been challenged by those who see disability as being, socially constructed“ from the limiting effects of societal attitudes and physical barriers rather than impairments.

The ability of persons with disabilities to secure jobs and maintain their work mostly depends on how employers and industry players perceive and understand their conditions. Shier et al, (2009) asserted that the way employers perceive persons with disabilities often stems from prejudice or the belief that persons with disabilities are less productive than their non-counterparts. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves.

4.4 Measures that create positive perception on the capabilities of persons with disabilities

The perceptions of people towards the disabled people cannot be underestimated. People's views can either improve the capabilities of the people with disabilities. Persons with disability form a group that requires various and diverse attention from employers all over the world as such employers has become the focus of attention in modern world because of his unique roles in the society.

Interviewees were asked if it was good to have positive attitudes towards persons with disabilities. With this some participants expressed that:

“Yes they will have positive attitude towards persons with disabilities”

Also, participant expressed that:

“Continuous education to the public about the employable capabilities of persons with disabilities can help to develop positive attitudes towards them in the job market”.

The general implications of this response mean that employers in the Kassena-Nankana Municipality were having negative perception towards persons with disabilities. This means that the lack of employment of Persons with Disabilities in the Kassena-Nankana Municipality was due to lack of education and knowledge about the capabilities, skill and potentials of persons with disabilities. Okeke (2004) asserted that it is daily becoming increasingly clear that no nation can rise or develop without the right caliber of employers respecting the rights and capabilities of people with disabilities The author further added that employers are nation builders, since majority of the members of a particular society including people with low vision will pass through their hands before getting employment.

Kiomoka (2014), asserted that all people particularly people with disabilities can be influenced by several factors that may hinder them in working. According to Webster and Roe (1998), people with disabilities are gifted and talented as such, employers should consider them in the job market rather than always looking for abled people only. Also, people with disabilities should be considered as people who are capable in working and should be considered as been suitable for the job market. People with disabilities should have enough courage and hope that the society even though does not provide enough essential services to suit them but they demonstrating their talents in the job market may change the bad perception people have about them.

Palmer (2005) stressed that the capabilities of some people with disabilities is even more than people who are not disabled.

Belief about the disability, ethnicity, attitudes and concerns of employers can influence the practice of inequity in the job market for people with disabilities, the quality of infrastructural development in the work place (Leyser & Tappendorf, 2001). Many regular education employers who fell unprepared and fearful to work with people with disabilities in the workplace because they believe it could lead to lower returns (Radziewicz, 1998). Additionally access to resources and specialist support affects employer's confidence and attitudes towards people with disabilities (Werts & Katzenmeyer, 1997).

It is argued that when employers gain extensive professional knowledge needed to implement inclusive programmes they may succumb to it (Avramidis, Buylis, & Burden, 2000). Similarly, LeyRoyand Simpson (1996), reported that as employers experiences with people with disabilities in the workplace their confidence to work with them is likely to grow which invariably alter negative attitudes since they will

see the capabilities of people. It is in the light of this that this study seeks to find out employers attitudes towards the employment opportunities for persons with disabilities is necessary.

4.5 Challenges employers face in employing persons with disabilities in the KassenaNankana

Employment related disparities persist in both develop and developing countries about employment of persons with disabilities. On the issue of challenges face in employing persons with disabilities. All the participants expressed that the following are the challenges they face in employing persons with disabilities.

“cost of employing persons with disabilities, productivity of persons with disabilities, benefits to the organization or business, recruitment process, unfavorable employment policies and laws and lack of incentives and support to employ persons with disabilities are the challenges employers face in employing persons with disabilities”.....

The work performed plays an important role in our social and material well-being, in terms of income, class, status, influence, social relationships and personal identity, yet so many disabled people are marginalized and powerless concerning job opportunities Unemployment can affect a person's self-esteem.

Persons with disabilities experience a high degree of unemployment in both developed and developing countries, the nature of this disadvantage are different. Analysis of the World Health Survey results for 51 countries gives employment rates of 52.8% for men with disabilities and 19.6% for women with disabilities, compared with 64.9% for without disabilities men and 29.9% for women without disabilities. A recent study from the Organization for Economic Co-operation and Development

(OECD) showed that in 27 countries working-age persons with disabilities experienced significant labour market disadvantage and worse labour market outcomes than working-age persons without disabilities. Again, according to (Waghorn & Lloyd, 2009), persons with disabilities have low self-expectations about their ability to be employed and may not even try to find employment.

Clare (2006) believed that in principle, any aspect of employment that adds value to the business or imposes a cost can be ascribed a monetary value, but that such quantification is often difficult in practice. They maintained that it may be hard to separate the cost of employing persons with disabilities from the cost of employing others. For instance, individual employees often require differing amounts of supervision or management, depending upon their personal characteristics (motivation, level of competence, and so on).

According to Clare et al, leaving aside casual work, employment decisions have to consider an employment relationship that exists for a period, sometimes a long period, of time. Employers incur 'once for all' costs at the point of hire, and later through training costs, in the expectation of recouping a future return on their investment. During the period of employment, both costs and benefits will vary (for instance, productivity may rise over time as a result of 'learning by doing'), and there may be further costs on termination of the employment relationship (firing costs, redundancy payments, and so forth). Thus, the pattern of costs and benefits is likely to fluctuate over time in a fairly complex manner.

Dewson (2005) advised that despite these reports, it is important that such findings are treated with caution, since persons with disabilities in employment are unlikely to be representative of the general population of persons with disabilities. This is

because employers who have recruited persons with disabilities, would have engaged the ones they believe to be the most productive, not the ones they believe would have low productivity or would be incapable of doing the job. Despite this caveat, the evidence suggests that there is a possible gap between some employers' perceptions of the productivity the persons with disabilities and reality.

The most obvious benefit to a business for employing a person with disability is the product or value derived directly from that employee. However, organizations representing persons with disabilities often argue that there are other, less tangible benefits to employing them: that is, benefits that improve business performance and profitability. Nonetheless, identifying such a link to business performance is difficult, since many different factors affect business performance and isolating the impact of any single one is virtually impossible (Dewson et al, 2005).

Dewson et al. (2005) asserted that employers with experience recruiting a person with disability were divided equally between those who saw no benefit and those who saw some benefit. In terms of sector by sector, the authors observed that public sector employers were more likely to see benefits than those in the private sector (67 per cent and 33per cent, respectively). However, employers with no experience of recruiting persons with disabilities were much less likely to identify any benefits (66 per cent of those with an opinion), and many (30 per cent) could not say whether or not there were any benefits.

Meager et al. (2001) provided a range of evidence relating to the recruitment process. Employers cited many different reasons for not recruiting persons with disabilities. Some say that they received few, if any, applications from persons with disabilities. Dixon (2003) reported that lack of skills and work experience on the part of the applicants make them unsuitable for positions they apply for while other employers

see their work as inherently unsuitable for persons with disabilities and too costly to be adapted to accommodate them.

Laws and regulations affecting employment of persons with disabilities are found in many countries and they include anti-discrimination laws and affirmative action.

If employers bear the cost of providing reasonable accommodations, they may be less likely to hire persons with disabilities-to avoid additional costs of labour. If employees bear the cost, their mobility in the market may be reduced because of the risk of incurring further accommodation-related expenses in a new job. To counter these obstacles, various financial incentives are offered. For example, tax incentives are often offered to employers, especially smaller employers, as incentives to employ persons with disabilities. Also, workplace modifications can be supported (Monrovia, 1998).

According to (Crowther, 2001) integrating persons with disabilities into the competitive labour market by employment coaching, specialized job training, individually tailored supervision, transportation, and assistive technology, all to enable persons with disabilities to learn and perform better in their jobs.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter deals with the summary of the research findings, conclusions, recommendations, suggestions and the way forward based on the findings. It is the final chapter which provides a brief overview of the study and shows how the research questions and objectives set out in chapter one have been answered. It also discusses the recommendations for practice and new areas for further research.

5.1 Summary of the study

The purpose of the study was to find out employers attitudes towards the employment opportunities for Persons with Disabilities.

Four research questions were set out to guide the study:

1. What are the perceptions of employers on the capabilities of PWDs in the Kassena-Nankana Municipality?
2. What issues influence employers' perception about capabilities of PWDs in the municipality?
3. What measures can be put in place to create positive perception on the capabilities of PWDs among employers in the municipality?
4. What challenges do employers face in employing Persons with Disabilities?

5.2 Key findings of the study

A descriptive survey was employed for the study. Interviews guide was used to gather data from workers and employers of the Kassena-Nankana Municipality of the Upper East Region of Ghana. The collected data was analyzed in themes.

The first research question was to investigate employers' perceptions about the employable capabilities of PWDs in the Kassena-Nankana Municipality. The study found out that some employers have employed persons with disabilities before. The study found out that employer's thought persons with disabilities cannot work as persons without disabilities do. The study further found out that those employers thought persons with disabilities do not have the professional skills to work. The study also found out that employers do always have cordial relationship with persons with disabilities whenever they work with them but the perception they have about their capabilities is that they cannot work as those without disabilities.

The second research question was to identify the issues that influence employers' perception about capabilities of PWDs in the Kassena-Nankana Municipality. The study found out that employer's thought employing persons with disabilities in their work is very expensive as such refuses to employ them if even they qualify.

Also, the study found out that employer's in the Kassena-Nankana Municipality have negative attitudes towards persons with disabilities in the sense that they thought they cannot have the same capabilities as compared to persons who are not disabled. The study also found out that employers did not employ persons with disabilities in their work because they believe that persons without disabilities can work more than disabled person.

The third research question was to ascertain the measures that can create positive perceptions about the employable capabilities of PWDs among employers. The study found out that education is the most important strategy to create awareness of the capabilities of persons with disabilities in the Municipality. The study also found out that employers should have positive attitudes about the potentials and capabilities of persons with disabilities.

The fourth research question was to identify the challenges employers face in employing persons with disabilities. The study found out that many employers in the Kassena-Nankana Municipality disregard the capabilities of the persons with disabilities. The study also found out that there is lack of assistance to persons with disabilities to work effectively. The study also found out that cost of employing persons with disabilities, productivity of persons with disabilities, benefits to the organization or business, recruitment process, unfavorable employment policies and laws and lack of incentives and support to employ persons with disabilities are the challenges employers face in employing Persons with disabilities.

5.3 Conclusions

Conclusions were drawn based on the research findings:

1. It was revealed from the study that employers in Kassena-Nankana Municipality have negative perception about persons with disabilities since they thought that persons with disabilities do not have the professional skills to work properly as that of persons without disabilities.
2. It was also established from the study that employers do not employ persons with disabilities in their work because of the extra cost they spend in employing them.

3. The study also concludes that persons with disabilities are capable of working as those who are not disabled if proper education and positive attitudes are developed about their potential and capabilities.
4. The study also concludes that employers faced a lot of challenges in employing persons with disabilities. Such challenges are the cost of employing persons with disabilities, productivity of persons with disabilities, benefits to the organization or business, recruitment process, unfavorable employment policies and laws and lack of incentives and support to employ persons with disabilities are the challenges employers face in employing persons with disabilities.

5.4 Recommendations

Based on the findings of this study, the following recommendations are made:

- It is recommended that persons with disabilities should be employed by both public and private sector in the Kassena-Nankana Municipality in Ghana and the world at large. These would enable persons with disabilities to be able to live independently, and also contribute their quota to the development of their communities.
- It is recommended that persons with disabilities have a lot of potentials and should be given equal employment opportunity to work by both public and private sector.
- Both public and private institutions should be environmentally friendly for persons with disabilities to participate fully towards national development.
- Assistive devices such as walker, lenses, hearing aid should be provided to enable persons with disabilities function well in their various institutions.

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APPENDIX

INTERVIEW GUIDE FOR INSTITUTIONS WITH EMPLOYER'S

Patterns of Interaction with Employers

1. What are the perceptions of employers on the capabilities of PWDs in the Kassena- Nankana Municipality?

Prompts:

- a. What can you say about the capabilities of PWDs as employer?
- b. How many persons with disabilities do you have working with you now and which condition?

Issues influence employers' perception about capabilities of PWDS in the municipality.

2. What issues influence employers' perceptions about capabilities of PWDs in the municipality?

Prompts:

- a. What make you think they cannot work?
- b. Do you ascribe to any myth surrounding Persons with disabilities?

Measures can be put in place to create positive perception on the capabilities of PWDS among employers in the municipality

3. What measures can be put in place to create positive perception on the capabilities of persons with disabilities (PWDs) among employers in the municipality?

Prompts:

- a. What do you think can be done to for you to gain confidence in the employment capabilities of PWDs?
- b. Do you think educating you on their capabilities will help?

Challenges do employers' face in employing Persons with Disabilities

4. What challenges do employers“ face in employing Persons with Disabilities?

Prompts:

- a. What challenges do you face employing with Persons with Disabilities?
- b. Are you confronted with health challenges of Persons with Disabilities (PWDs).

