

**EMPLOYERS' PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH
DISABILITIES IN THE ASANTE MAMPONG MUNICIPALITY IN THE
ASHANTI REGION OF GHANA**

BY

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A THESIS SUBMITTED TO THE DEPARTMENT OF COMMUNITY HEALTH

KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY

IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DEGREE OF

MASTER OF SCIENCE

IN

DISABILITY, REHABILITATION AND DEVELOPMENT

SCHOOL OF MEDICAL SCIENCES

NOVERMBER, 2015

DECLARATION

I hereby declare that I have undertaken the study reported herein under the supervision of Dr. Wisdom Kwadwo Mprah. I have duly acknowledged all sources of information and I am personally responsible for any omissions or shortcomings.

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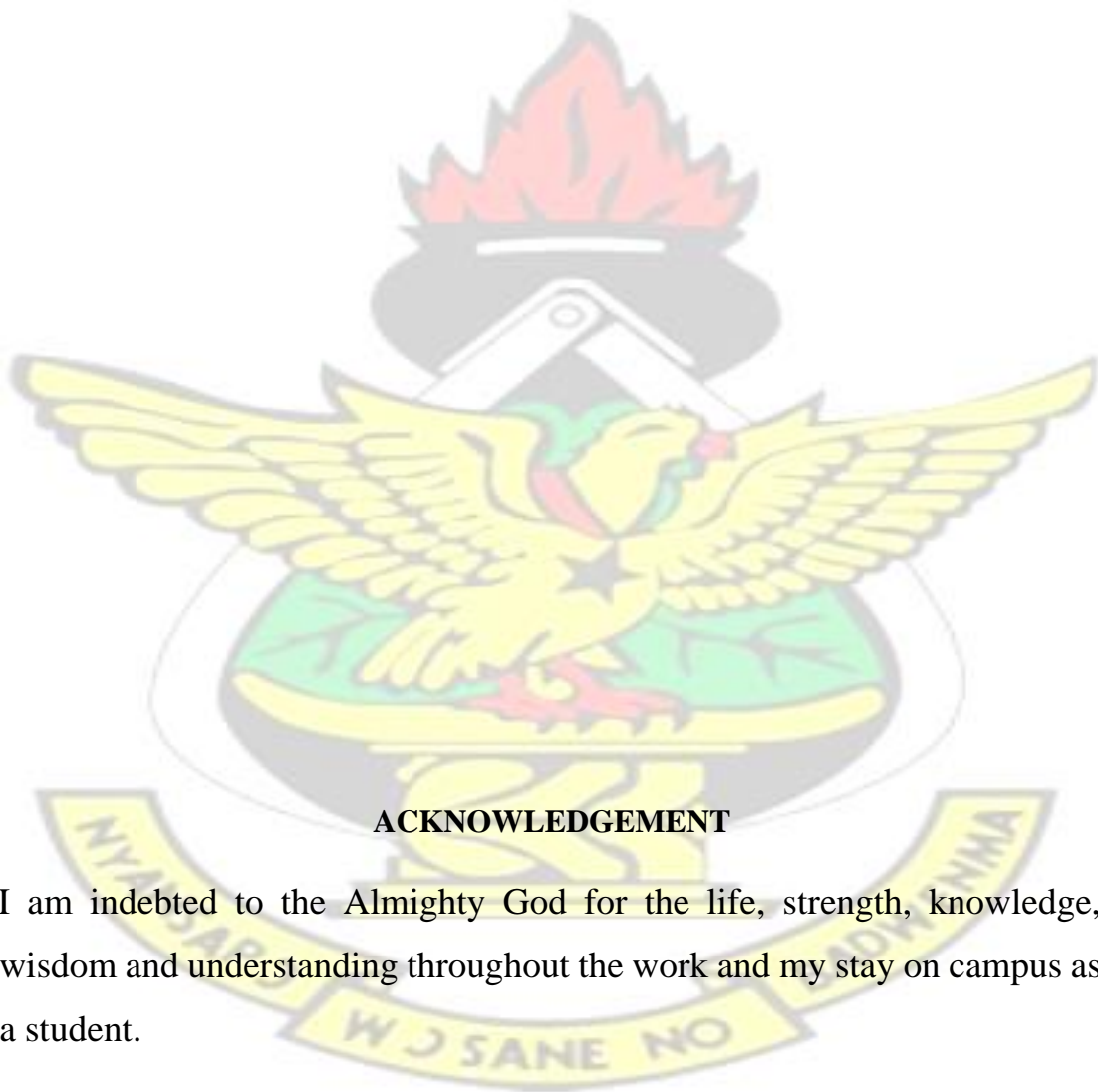
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DEDICATION

This work is dedicated to God Almighty for his Grace, strength, goodness and to my dear wife, Berlinda Osei-Wusu.

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ACKNOWLEDGEMENT

I am indebted to the Almighty God for the life, strength, knowledge, wisdom and understanding throughout the work and my stay on campus as a student.

I am highly grateful to Dr. Wisdom Kwadwo Mprah my supervisor for his guidance and supervision which has helped in the success of this study despite his busy schedules.

I owe much gratitude to all those who participated in this study including all staff of Mampong Municipal Assembly, especially the Municipal District Social Welfare Directorate, District planning Officer, District Statistical Officer, the municipal president of the Ghana Federation of the Disabled, and Employers in the municipality for their assistance in providing the essential information towards the production of this document.

Finally, I will like to thank my twin daughters, Doreen Ataa Agyeiwaah and Dorenda Ataa Agyeiwaah.

ABSTRACT

Addressing the employment problems of persons with disabilities cannot be achieved in isolation. It is connected to and depends on core values such as non- discrimination, social inclusion for difference, accessibility, participation and recognizing their capabilities. Persons with disabilities can engage in many economic activities such as being entrepreneurs, farmers, factory workers, doctors, teachers, bus drivers, artists and computer technicians. However, the employment rate for persons with disabilities is low, and unemployment among working age persons with disabilities is lower than persons without disabilities. This is particularly so in developing countries including Ghana.

This study examined employers' perception about capabilities of persons with disabilities in the Asante Mampong Municipality of Ghana. The study applied a stratified random sampling technique in selecting 101(employers). The list of employers within the Municipality was

requested from the appropriate agencies, and split into two categories: public and private. Numbers were assigned to each employer in each category and a simple random sampling technique used to select the required number of respondent from each category. Questionnaires 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 that employers thought persons with disabilities could perform is to be receptionists, cleaners, managers and cashiers. The study also found that employees who have disability were more truthful and loyal as compared to those without disabilities. The study revealed that the major issue of employers' decision not to employ persons with disabilities is the fact that persons with disabilities are less productive. The study recommended that there should be effective public education by stakeholders and local authorities on the capabilities of persons with disabilities. It is also recommended that there should be enactment and enforcement of labour laws to protect the right of persons with disabilities.

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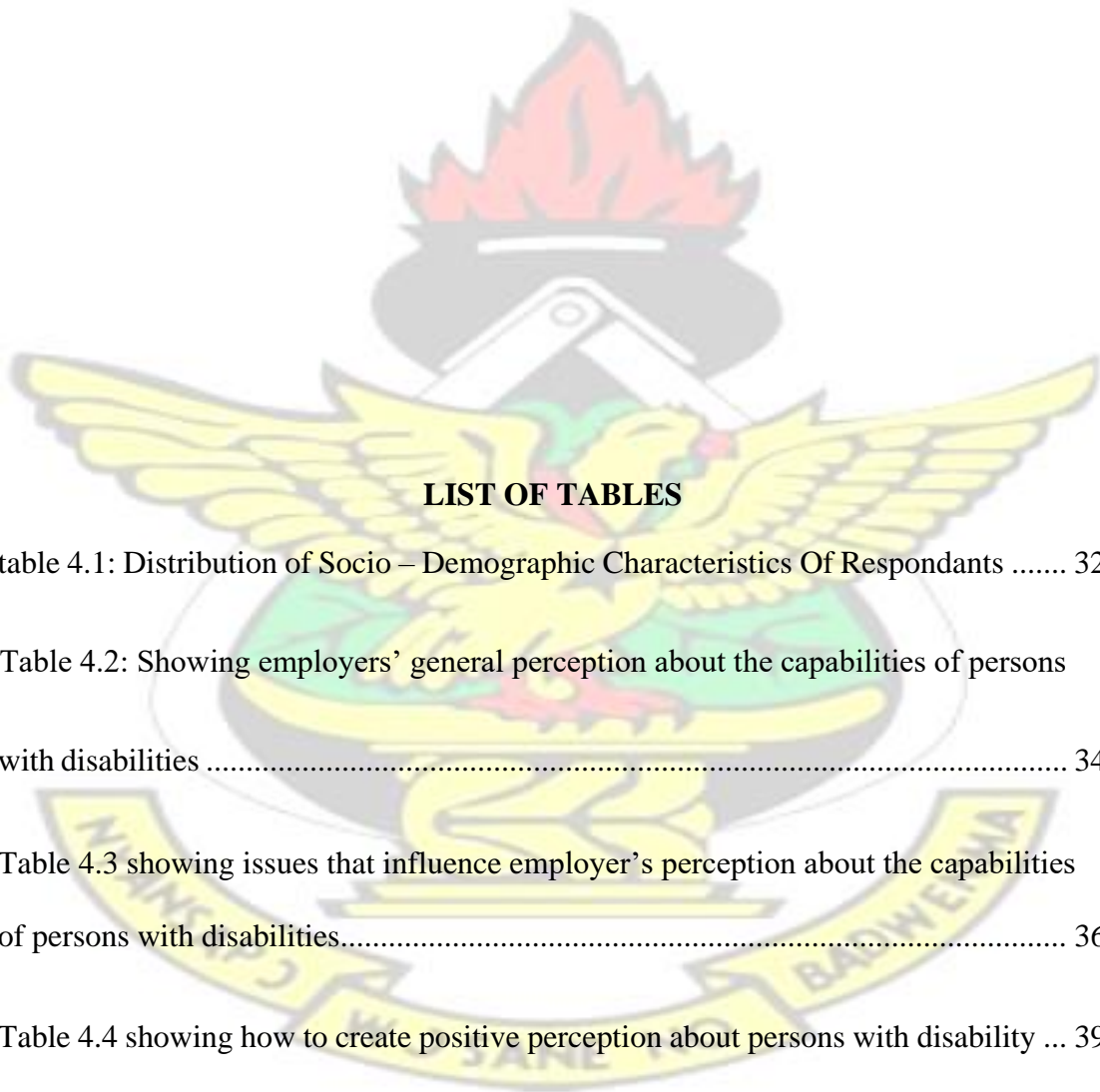
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ABBREVIATIONS AND ACRONYMS

Abbreviations	Meanings
GFD	Ghana Federation for the Disabled
WHO	World Health Organization
DPOs	Disabled People's Organization
PWDs	persons with Disabilities
CRPD	Convention on the Rights of Persons with Disability
UN	United Nations
OECD	Organization for Economic Co-operation and Development
UNCRPD	United Nations Convention on the Rights of Persons with Disability
UK	United Kingdom
JAN	Job Accommodation Network
DWP	Department of Works and Pension
ILO	International Labour Organization
NPHC	National Population and Housing Census
CBR	Community Based Rehabilitation

GENERAL INTRODUCTION

CHAPTER ONE

1.1 BACKGROUND OF THE STUDY

Employment is 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 (Philip Burge et al, 2006).

Almost all jobs can be performed by persons with disabilities, given the right environment; 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 (WHO, 2011).

However in both developed and developing countries, working age persons with disabilities experience significantly lower employment rates than persons without disabilities (WHO, 2011). Lower rates of labour market participation are therefore one of the important pathways through which disability may lead to poverty (WHO, 2011).

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 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. Superstitions, 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 et al, 2002).

Misconceptions may stem from prejudice or the belief that persons with disabilities are less productive than their counterparts' persons without disabilities. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves (Shier et al, 2009).

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 and 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 ASSUMPTIONS

- Employers generally perceive PWDs within the Mampong Municipality as unproductive
- Cultural explanation and interpretation is the major issues that influence employers' perception about the capabilities of PWDs.
- Providing awareness about the capabilities of PWDs will help create positive perception among employers about the capabilities of PWDs

1.3 PROBLEM STATEMENT

Persons with disabilities can be productive and can perform almost every job if given 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 efficient and profitable to hire 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. According to the 2007 Ghana Human Development report, 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 arise as to the quality of employment.

The high unemployment rate among persons with disabilities included a multitude of factors; chief among them is the attitude of employers (WHO, 2011). Employers often have a narrow and stereotypical view of disability and do not want to employ persons with disabilities. Employers may see great potentials in a worker with a disability, but may also succumb to the erroneous thoughts that a worker with a disability may not be as productive as persons without disabilities employee (Avoke, 2002).

Although a lot has been done on societal attitudes towards PWDs, little is known about employers' perceptions about capabilities of PWDs. The study is, therefore being conducted to ascertain employers' perception about capabilities of persons with disabilities in the Municipality. This study seeks to answer the following questions:

1.4 RESEARCH QUESTIONS:

- What are the perceptions of employers regarding the capabilities of PWDs in the Asante Mampong Municipality?
- What issues influence employers' perception about capabilities of PWDs in the municipality?
- What measures can be put in place to create positive perception on the capabilities of PWDs among employers in the municipality?

1.5 OBJECTIVE

The principal objective of the study is to investigate employers' perception about the capabilities of PWDs in the Asante Mampong Municipality.

Specific Objectives

- Evaluate employers general perception about capabilities of PWDs in the Asante Mampong Municipality

- Identify issues that influence employers' perception about capabilities of PWDs in the municipality
- Examine ways of creating positive perception about the capabilities of PWDs among employers in the municipality

1.6 JUSTIFICATION OF THE STUDY

Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) “recognizes the right of persons with disabilities to work, on an equal basis with others; this includes the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities”(UN2006p.g19-20). Furthermore, the UNCRPD prohibits all forms of employment discrimination, promotes access to vocational training, promotes opportunities for self-employment, and calls for reasonable accommodation in the workplace, among other provisions. Section 4 of the Persons with Disability Act 715 of Ghana also states that;

A person shall not discriminate against, exploit or subject a person with disability to abusive or degrading treatment. An employer shall not discriminate against a prospective employee or an employee on grounds of disability (Persons with Disability Act, 2004 pg4).

Though these regulations exist, a negative perception about persons with disabilities persists and employers are still unwilling to employ persons with disabilities.

Stereotypes, prejudices and harmful practices relating to person with disabilities in the employment persist and most employers are skeptical when it comes to hiring persons with disabilities (Ghana Federation for the Disabled, 2008)

In a time marked by a critical demand for labour and significant economic expansion and prosperity, it is discouraging that persons with disabilities, who constitute the largest minority in the country, are not participating in the labour force to the same extent as their non-person with disability peers (Disability Act of Ghana, 2006). This study is therefore being conducted to ascertain employers' perceptions about capabilities of persons with disabilities in the workforce within the Mampong municipality so that the findings can be used as the basis for advocacy on the capabilities of persons with disabilities.

Again, an attempt to find studies conducted on employers' perception of persons with disabilities in Ghana becomes difficult due to lack of past research on the topic and in the study area. Therefore, conducting this study is considered appropriate as it will raise the needed awareness on the capabilities of persons with disabilities, and also, fill the gap that exists as far as accessing data on 'disability and employment' in Ghana is concerned.

In academics, this study will add to the existing literature on disability and employment. The findings will serve as a source of reference for future researchers who would like to research into perceptions about disability and its related issues.

1.7 CONCEPTUAL FRAMEWORK

Figure 1.1 below is the conceptual framework for the study. Based on the traditional and cultural understanding and interpretation of disability, disability arouses stigmatizing response from people because disability is explained from the cultural, traditional and religious point of view in Ghanaian society. This threat is heightened and/or endorsed by activities and attitudes of co-workers at the working environment. Employers

develop their own perception about the capabilities of persons with disabilities which stem from stigma, employment policy, education, skills and expertise of persons with disabilities or job seekers. It is important to indicate that positive perception among employers could be created through tax incentives, provision of assistive technology and devices

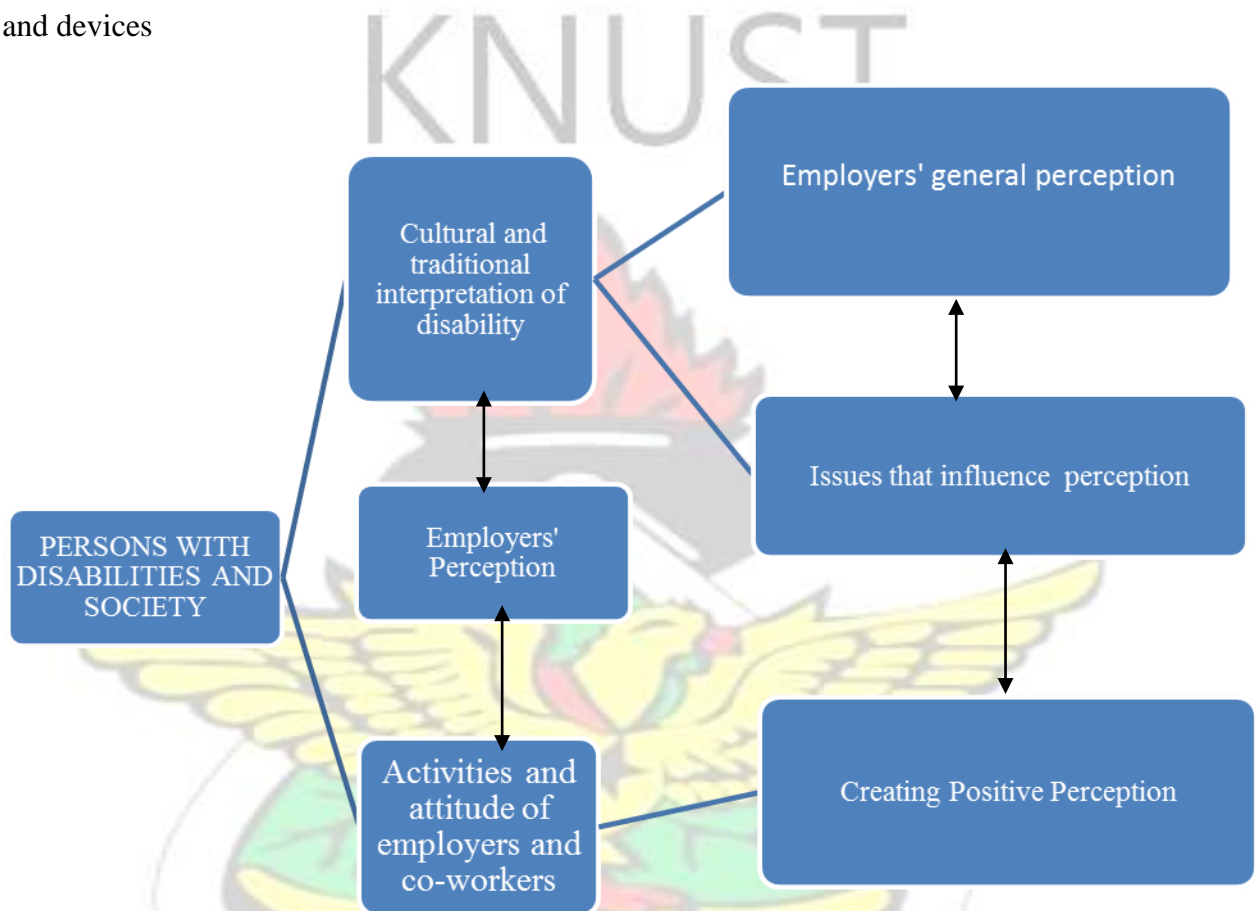


Figure 1.1 Conceptual Framework for disability

Source: Author's Own Construct (2015)

1.8 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

LITERATURE REVIEW

2.0 INTRODUCTION

This chapter reviews literature related issues on the topic being investigated. The review focused the following sub-headings;

- Models of Disability
- Attitude towards Persons with disabilities
- Employers perception and misconception about persons with disabilities
- Employment Policies and laws

2.1 MODELS OF DISABILITY

Attitudes towards disability is influenced by their orientation and understanding of the conditions. Several models have been used to explain the way people perceive and understand disability and how they relate to individuals who have impairments. Some of these models are provided in this section.

2.1.1 The Charity Model

The charity model is the principal paradigm up to World War II. It is the philanthropic and charitable approach to disability that provides medical treatment, community aid, and safe-keeping for those described as being “less fortunate” and “defective.” This model portrays disability as a personal tragedy and persons with disabilities viewed as objects of pity and referred to as “crippled,” “crazy” or “idiot.” The underlining objective of this approach to disability is to portray persons with disabilities as those who need “help,” “care,” and “protection” from persons without disabilities. This has entrenched society’s view of person with disabilities as dependent and needing help (Jean, 2005).

In addition, the charity model sometimes portrays persons with disabilities as dangerous, weird, and scary and need to be hidden from society or be institutionalized for the “good and protection of society”. This approach to disability also promotes the perception that persons with disabilities do not have the capacity to contribute economically and socially to their communities. Therefore, many persons with disabilities are institutionalized “for their own good” (Barnes & Mercer 2003).

The application of the charity model is seen in charitable organizations providing services at a time when no one else seems to care. For example, in the latter part of the 19th century and early part of the 20th century, religious institutions primarily supported the needy and destitute because no social protection system existed to offer support for vulnerable people. Many of these institutions still function today in developed and developing countries to meet basic needs of the very vulnerable (Edmond, 2005). Charitable services can also be described as being humanitarian during emergency situations in which the first priority for people in such need is security, care, attention, and support. Basic survival rather than empowerment is the priority in this context. However, for persons with disabilities—like other members of society—the need for charitable support should be the exception, not the rule (Edmonds, 2005).

2.1.2 The Medical Model

The medical model emerged after World War II as a result of significant progress and advancement in the health sciences, technology, and pharmaceutical industry. This created unprecedented improvements in the capacity of society to prevent the causes of impairment and improve the functional independence of people with impairments

(Edmond, 2004). However, this came with a price—the medicalization of disability. The services were provided within a paradigm that perceived people with impairments (“disabilities”) as “sick.” While these people had the right to receive rehabilitation and medical services, it was the professionals who had the responsibility to decide what was best for the sick. Empowerment of persons with disabilities was limited to achieving functional independence through rehabilitation. This allowed professionals in general, and medicine, in particular, to control the lives of people with disabilities (Edmonds, 2002).

Again, the medical approach to the management of the issues affecting persons with disabilities resulted in disability being viewed primarily as an “impairment”—a problem of the individual. “Disability” then, is an impairment or disease to be prevented and/or treated (Bickenbach, 1998). Accordingly, persons with disabilities were institutionalized or isolated from the community and input by persons with disabilities or their family members were not normally viewed as a necessary step in the planning and decision-making process. The expectation to support persons with disabilities beyond the medical/rehabilitation system was also not a priority of policy makers (McColl & Bickenbach, 1998).

The approach creates a passive and isolationist relationship between the “patient” and the “professional” within a philosophy of a “helping” system. It emphasizes the “sick” role and medicalization of disability, and perpetuates dependency on the system. Empowerment is valued only in terms of the extent to which persons with disabilities can perform activities of daily living related to functional independence. Little responsibility is placed on the role of the environment, including the attitudes of society toward an impairment or handicap (Edmonds, 2004).

Critics of the medical model focused on its inherent narrowness, limitations, and its concept of the individual “experience” of impairment as being too simplistic. Medical model programs that are institutionally based are also very costly. This is particularly relevant when, in many instances, the vast majority of the needs of persons with disabilities living in institutions or hospitalized could be more cost effectively provided through alternative community-based programs (Edmonds, 2005).

2.1.3 Social Model

The social model marked the 1970s and 1980s. It emerged as a result of a political movement led by persons with disabilities to destabilize and deconstruct the medical model of disability. It was a response to the medicalization of disability and its profound negative effects on the self-identity of many persons with disabilities, and the negative attitudes created as a result of the charity and medical models (Hans and Patri, 2003). The aim was to create positive attitudes about persons with disabilities and their families, and especially society as a whole. This was to be achieved by creating a better understanding of the rights of persons with disabilities and the importance of overcoming economic, social, and environmental barriers that affect their ability to participate and engage in community life like other citizens (Hans &Patri, 2003).

To add to the above, it is important to state that the emergence of the social model made room for considering issues of abuse, negligence, isolation, and marginalization in the lives of women and children, and men with disabilities by shifting the focus away from the disabling condition as presented in the medical and charity models to the environment as a disabling element. This is particularly relevant for women with

disabilities, many of whom live in patriarchal societies that promote dependence on men and family at the expense of basic human rights for women (Hans & Patri 2003).

Moreover, the social model locates disability outside the individual and places it in an oppressive and disabling environment. It focuses on the community, society, and the role of government in discriminating against and excluding people with impairments, rather than on the individual and his or her “own” impairment, as expressed in the medical model (Oliver, 2000). Advocates of the social model convincingly argued that the problem to be addressed is neither biological nor medical and that it is not the individual but the social context that is disabling. The problems are the prevailing social norms, environmental barriers, and negative attitudes constructed and held by the nondisabled members of society. This restricts the ability of people with impairments to become integral members of society and equal citizens of their communities. Participation in decision making and human rights were central to the definition of empowerment of persons with disabilities (Oliver, 2000).

2.2 ATTITUDE TOWARDS PERSONS WITH DISABILITIES

According to Massie, (2006), accepted ways of thinking, reacting and doing business become firmly embedded in society and can be remarkably resistant to change. Negative attitudes can also become institutionalised. We often see the impact of negative attitudes in how one person treats another. But negative attitudes are also the foundation stone on which disabling policies and services are built. Harmful attitudes that limit and restrict are institutionalised in policies and services and so maintain the historic disadvantage that persons with disabilities have faced. The author further states that a major reason proposed for negative social attitudes, resulting in the denial of basic

values and rights or conditions, is the way disability is portrayed and interpreted in society.

Again, Biklen (1987) and Taylor et al (1993) identified social construction of disability as a barrier to social inclusion of persons with disabilities. The authors argued that at the community level negative attitudes can become structured into social patterns of segregation and discrimination. Barnes (1992) stated that “the history of the portrayal of persons with disabilities is the history of oppressive and negative representation. As a result of this historical oppression they authors contended that persons with disabilities have been presented as socially flawed able bodied people, not as persons with disabilities with their own identities”.

In relation to the historical appreciation of persons with disabilities and how society has treated them, Barnes (1992) explained that the link between impairment and all that is socially unacceptable was first established in classical Greek Theatre. Today, there are a number of cultural stereotypes which perpetuate this linkage. However, these depictions are not mutually exclusive; frequently one will be linked to another. The disabled person as evil, for example, is often combined with the persons with disabilities as sexually degenerate. The point is that the overall view of persons with disabilities is decidedly negative and a threat to the well- being of the non-disabled community.

Moreover, in the last two decades disability rights activists and academics have highlighted cultural and environmental factors that marginalize persons with disabilities, denying them basic values and the accompanying basic rights/conditions.

This view is consistent with the social model of disability, which places a person’s impairment in the context of social and environmental factors, creating disabling barriers to their participation (Oliver, 2000).

In Ghana, disability stigma originates from the inappropriate use of language to describe impairment which leads to negative labelling. The labelling process starts from the family and penetrates through the school system, and because it is rooted in the traditional beliefs of the people, it is difficult to eradicate the menace (Avoke, 2001). Ocloo et al (2002) indicated that labelling as a method of socially constructing disability in Ghana emanates from the socio-cultural underpinnings of disability. They further explained that in the Ghanaian society, which is highly traditional, the labelling process starts at birth. Pregnancy and birth are highly regarded as a blessing and is characterized with high expectations. Therefore, there is no reason a family can give to explain why a child is born with a disability, except that the anger of the gods has been visited on them. To safeguard against a child being born disabled, pregnant women, particularly in many rural settings in Ghana are subjected to various kinds of taboos. For instance, a pregnant woman is not allowed to eat eggs for the reason that the child might develop hydrocephalus (big head) (Ocloo,et al.2002). Consequently, according to Avoke (2001) any child born with a defect in most Ghanaian communities is seen as a violation of such traditional belief systems and the family will forever suffer from ambivalent reactions.

2.3 EMPLOYERS' GENERAL PERCEPTION ABOUT THE CAPABILITIES OF PERSONS WITH DISABILITIES.

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

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 et al, 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 (Kemp et al 2006: 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, according to (Waghorn and Lloyd, 2009), 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.

2.4 ISSUES THAT INFLUENCE EMPLOYERS’ ATTITUDE TOWARDS PERSONS WITH DISABILITIES

2.4.1 Cost of employing persons with disabilities

Clare et al, (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 et al, 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 et al., 1999; Burchardt, 2000).

2.4.2 Organizational Policy

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 et al, 2006). 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. 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 et al, 2006).

2.4.3 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 et al, 2005).

Dewson et al (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 of 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 et al 2005).

2.4.4 Benefits to 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, organisations 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), found 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.

2.4.5 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 minimisation 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 et al, 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).

2.5 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).

2.5.1 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 A\$ 10 000 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).

2.6 SUMMARY

This chapter reviewed scholarly work related to the issue under consideration: Topics reviewed included the medical model, the social model, the charity model, employer's general perception and misconception about persons with disabilities, issues that influence employers' attitudes towards persons with disabilities, employment policies and laws. The next chapter focuses on the methods employed in carrying out the study.

CHAPTER THREE METHODOLOGY

3.0 INTRODUCTION

In an attempt to investigate employers' perception about capabilities of persons with disabilities in the Asante Mampong Municipality, the study applied several research techniques which are discussed in this chapter. The chapter also contain brief information about the study area

3.1 STUDY TYPE AND DESIGN

The design was a social survey. Social survey is a type of design in which the researcher collects data predominantly by the use of questionnaires or structured interview on more

than one case at a single point in time. A case here implies the various groups the researcher intends to study (families, organization, religious sects and nations) (Bryman, 2004). This study has two cases: private sector employers and public sector employers. Social survey helped the researcher to know the variations that existed among the various cases in relation to their views on the research problem being investigated.

3.2 PROFILE OF THE STUDY AREA

Mampong municipality is located north-east of Kumasi, the Ashanti Regional Capital. The population of the Mampong municipality was estimate at 880, 51 in (2010 National Population and Housing Census). There are 79 communities in the municipality. Farming is the predominant economic activity of the people in the area and employs about 75 percent of the economically active labour force. The municipality with its vast arable land coupled with limited alternative employment opportunities, support many agricultural activities though at the subsistence level. Next after Agriculture is the Service Sector which employs about 17.2 percent of the population, followed by Commerce (12.4%) and Small Scale Industrial activities taking (9.6%),

The municipality has 111 primary schools, 60 junior secondary schools, four senior secondary schools and one vocational school. There are also two teacher-training colleges, one midwifery training school and one university campus. Over 80% of the post junior secondary school educational institutions in the municipality are located in the capital (Mampong). Despite the numerous educational facilities in the municipality, the standard of education is not encouraging.

Also, the municipality has a number of health facilities: one hospital, seven health centres, three maternity homes, six private clinics and one midwifery training

institution. The municipality boasts of a number of banks: the Ghana Commercial Bank, First National Bank and a host of Rural Banks, namely, Otuasekan Rural Bank and Kwamanman Rural Bank.

Mampong was chosen for the study because it is one of the traditional communities in Asante Kingdom where there are a large number of private and public institutions.

3.3 TARGET AND STUDY POPULATIONS

The target population of this study was 110 employers (both public and private) in the Mampong municipality, who have formally registered and their details are with the municipal Statistical Service, Business Advisory Center and Development and Planning Department. Estimated number of employers within the municipality who were duly registered as of December, 2014 was 110. Public and private employers such as those in the educational sector, health, hospitality, construction, cleaning and sanitation sectors living and working in the study area for the past one (1) year and have registered were included in the study.

Public and private employers registered but have not working in the municipality for the past one (1) year was excluded from the study.

3.4 SIMPLE SIZE

A total of 101 eligible employers were sampled, comprising 79 from private sector and 22 from public sector.

3.5 SAMPLING TECHNIQUE

Stratified random sampling was adopted to select all the respondents for the study. The reason for the adoption of this sampling technique is to give each sampling unit within the population an equal opportunity of being included in the study.

The list of employers within the Municipality was requested from the appropriate agencies, and split into two categories: public and private. Numbers were assigned to each employer in each category and a simple random sampling technique used to select the required number of respondent from each category.

3.6 SOURCES OF DATA

Information for the study was obtained from both primary and secondary sources. First-hand information from the respondents through questionnaires served as primary source of information. Relevant books, journals, newspapers, articles and the internet were the Secondary sources of information.

3.7 DATA COLLECTION TECHNIQUES AND TOOLS

Structured questionnaires (closed and open ended) were given to both public and private employers to answer. The questionnaire for both private and public employers was divide into (4) sections that elicited information on the demographic characteristics, employer's general perception about capabilities of persons with disabilities, issues that influence employers' perception about the capabilities of persons with disabilities, and ways of creating positive perception about capabilities of persons with disabilities among employers in the municipality.

3.8 DATA MANAGEMENT AND ANALYSIS

Data cleaning, editing and categorization were done manually. The raw data collected were cleaned, coded, and numbers assigned to the responses and entered into a Statistical Package for Social Science (SPSS) software file. Descriptive Statistics, that is, frequencies and percentages were used to explain and interpret the data. Qualifiers such as 'some', 'majority', and 'most' were used to express approximate proportions of

less than 50%, 50-80%, and more than 80% respectively. Data quality was ensured through cautious design of questionnaire, piloting the study, closed supervision of the data collection and coding of the data.

3.9 PILOT STUDY

A Pilot study was conducted in the Sekyere Central District because it shares boundary with Mampong municipality. Fifteen people, comprising 10 private employers and five public employers were used for the pilot study. The pilot study enabled the researcher to reword inappropriate questions before the actual field work.

3.10 ETHICAL ISSUES

Ethical approval was obtained from the Committee on Human Research, Publication and Ethics at the Kwame Nkrumah University of Science and Technology, School of Medical Sciences and KomfoAnokye Teaching Hospital KNUST/KATH before the study was undertaken. Permission was sought and given by the Mampong Municipal Social Welfare Department, Planning Department, Statistical service, the Ghana Federation for the Disabled (GFD) and Mampong municipality to conduct the study in the area.

The purpose of the study was explained to the participants and verbal consent obtained from every participant before the questionnaires were given out. The respondents were assured of their confidentiality and anonymity and also informed that the information retrieved is solely for academic purposes. To ensure this, the researcher excluded identifiers such as names, street and contact numbers of respondents on the research instrument. Participation in the research was based solely on the principle of

voluntarism. No form of inducement was used to entice the participants to partake in the study.

3.11 DELIMITATION

Due to the limited time available within which the researcher is permitted to complete the research, the research covered only employers both public and private within the municipality.

CHAPTER FOUR

RESULTS

4.0 INTRODUCTION

This chapter presents the findings from the study. The findings are presented in sections based on the objectives of the study. Percentages and frequencies have been used to summarize the data.

4.1 DEMOGRAPHIC INFORMATION

It is important to have sufficient knowledge concerning the demographic characteristics of respondents. Such information provides readers with a fair idea about the category of people who took part in the research and how their characteristics have influenced their responses. Issues presented under this section included sex and age of respondents, religious background, number of years of work and number of employees in respondents' organization.

From table 4.1, it can be seen that out of the total respondents of 101, majority (65.3%) were male. In terms of age, most of the respondents were within the ages range of 30 years and above (82.2%) while the remaining 17.8% were below 30 years. Almost all the respondents have had some level of education with the majority (64.5%) of them being secondary education leavers. only 3.9% had no formal education.

All the respondents belonged to different religions, but Christians were in the majority (72.3%). It was also found that most of the respondents were married (68.3%) while the remaining 31.7% were not married. About 71.3% of the respondents have been operating in the municipality for more than five years while only 28.7% had been in operation not more than five years. In terms of the number of employees the respondents' employed, 53.4% had more than 10 workers while 46.6% had less than ten workers.

Since the respondents differed in terms of religion, they may differ in their interpretation and understanding of what constituted disability and its causes. Again, it was found that majority of the employers have been operating in the municipality for quite a long time and had quite an appreciable level of understanding about the capabilities of both persons with disabilities and persons without disabilities within the study area.

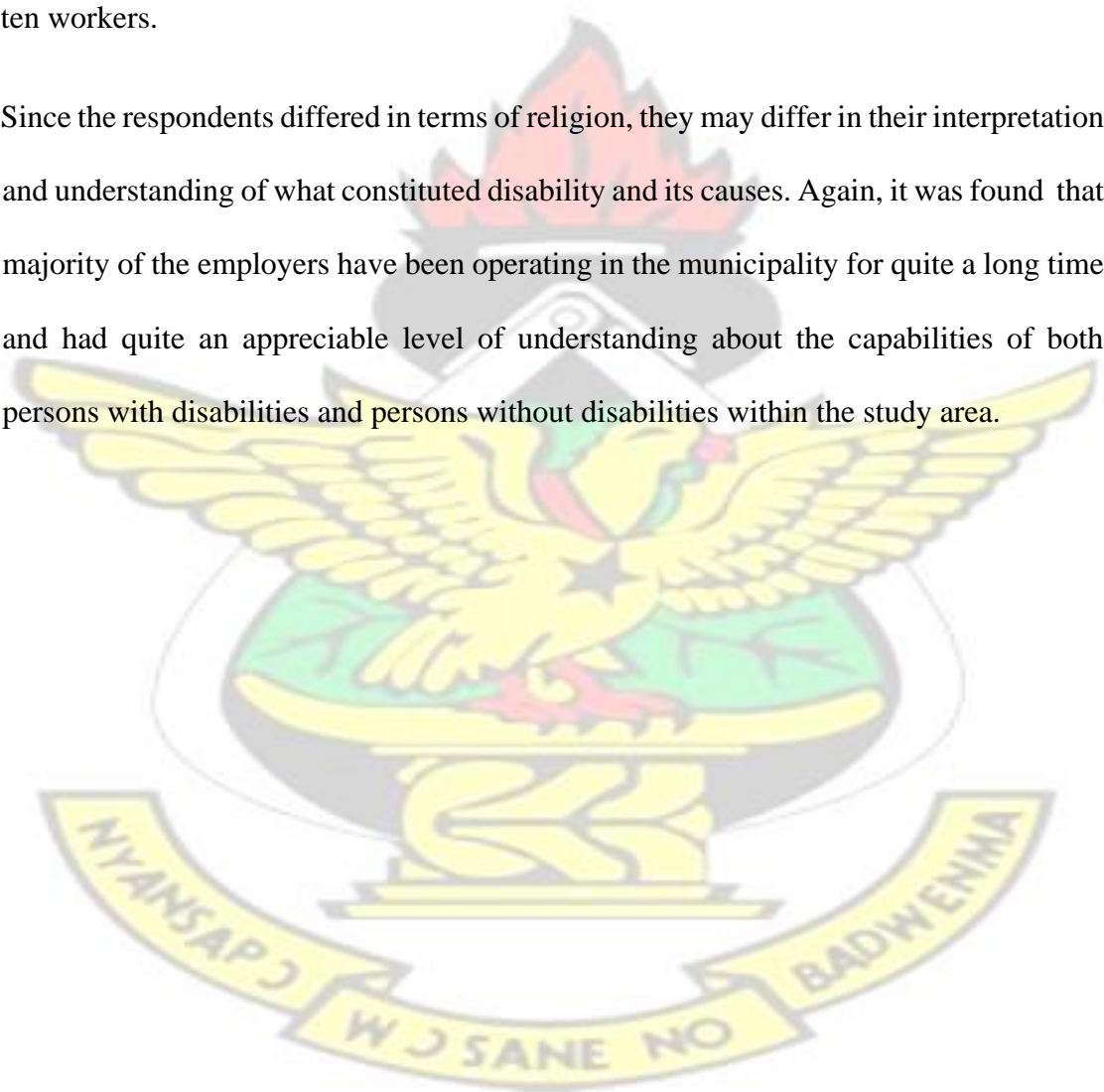


TABLE 4.1: DISTRIBUTION OF SOCIO – DEMOGRAPHIC CHARACTERISTICS OF RESPONDANTS

Variables	Male Freq (66)	Percent (%)	Female = Freq (35)	Percent (%)	Total Freq (101)	Total (%)
AGE GROUP						
20 – 29 yrs	14	21.2	4	11.4	18	17.8
30 – 39 yrs	20	30.3	6	17.1	26	25.7
40 – 49 yrs	22	45.7	16	33.3	38	37.7
50 yrs and above	10	25.7	9	15.2	19	18.8
Total						100
EDUCATIONAL STATUS						
Basic	11	16.7	4	11.4	15	14.8
Secondary / Vocational	38	57.1	27	48.5	65	64.5
Tertiary	13	19.7	4	2.0	17	16.8
Non – formal	4	6.6	-	-	4	3.9
Total						100
RELIGIOUS BACKGROUND						
Christianity	49	74.4	24	68.6	73	72.3
Islam	12	18.8	7	2.0	19	18.8
Traditional	4	6.6	3	0.9	7	6.9
Others	1	1.2	1	0.3	2	2.0
Total						100
MARITAL STATUS						
Married	40	60.1	29	82.6	69	68.3
Single	15	22.3	3	0.9	18	17.8
Divorced	8	12.2	2	0.6	10	10.0
Induced	3	4.5	1	0.3	4	3.9
Total						100
NUMBER OF YEARS OF WORK						
Below 5 yrs	22	33.3	7	2.0	29	28.7
5 – 9 years	24	36.6	13	37.1	37	36.8
10 – 14 years	12	18.8	9	25.7	21	20.7
15 years and more	8	12.2	6	1.7	14	13.8
Total						100
NUMBERS OF WORKERS IN EMPLOYERS INSTITUTION						
Less than 10 workers	34	51.2	13	37.1	47	46.6
10 – 19 workers	14	21.1	12	34.2	26	25.7
20 – 29 workers	6	9.1	5	13.9	11	10.8
30 – 36 workers	7	10.1	3	0.9	10	10.0
40 workers	5	7.8	2	0.6 and above	7	6.9
Total						100

Source: Author's survey, 2015

4.2 EMPLOYERS GENERAL PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH DISABILITIES

This section presents data on employers' general perception about the capabilities of persons with disabilities.

From Table 4.2 it can be seen that majority (86.96%) of the respondents did not have persons with disabilities in their organizations. It can also be seen that persons with disabilities who had difficulty in moving were more likely to be employed (73.91%) than the other groups. The group that had the least chance of being employed was the category that included persons with mental illness and those with developmental disabilities; only 4.35% of respondents showed interest in employing these categories of persons with disabilities. Again, there were different views in relation to the type of work persons with disabilities can perform. Majority of the respondents (60.87%) believed that the type of work that persons with disabilities can perform is to be receptionists (43.48%) or cleaners (17.39%). Only 8.70% of the respondents believed that persons with disabilities can work as managers and administrators.

It can also be seen that 73.91% of the respondents said that they 'agree' with the statement that 'persons with disabilities are more loyal and truthful to their employers as compared to employees without disabilities.'

Table 4.2: Showing employers' general perception about the capabilities of persons with disabilities

Variables	Public		Private		Total	
	F(n)	%	F(n)	%	F(n)	%
Persons with disability as employees						
Yes	5	35.7	9	64.3	14	13.04
No	17	19.5	70	80.5	87	86.96
Total	22		79		101	100
Disability group likely to be employed by employers						
Difficulty in moving	10	13.3	65	86.7	75	73.91
Difficulty in seeing	5	62.5	3	37.5	8	8.7
Difficulty in speech and hearing	4	28.6	10	71.4	14	13.04
Others	3	75	1	25	4	4.35
Total	22		79		101	100
Type of work or task persons with disabilities can perform						
Receptionists (Difficulty in moving)	6	13.6	38	86.4	44	43.48
Cleaner's (Difficulty in speech and Hearing)	7	38.9	11	61.2	18	17.39
Cashiers or tellers (Difficulty in moving)	2	11.1	16	88.9	18	17.39
Teaching (both Difficulty in moving and seeing)	7	53.8	6	46.2	13	13.04
Others e.g administrator or manager (Difficulty moving and hearing)	-	-	8	100	8	8.7
Total	22		79		101	100
Employees with disabilities are more loyalty and truthful than employees without disabilities						
Agree	8	10.6	67	89.4	75	73.91
Disagree	9	50	9	50	18	17.39
Do not know	5	62.5	3	37.5	8	8.70
Total	22		79		101	100
Nature of Business of employers						



Health	2	50	2	50	4	3.9
Education	16	42.1	22	57.9	38	37.6
Finance	1	9.1	10	90.9	11	10.8
Hospitality	--	-	11	100	11	10.8
Construction	--	--	6	100	6	5.9
Cleaning and sanitation	--	-- 10.3	2	89.7	2	1.9
Others	3		26		29	28.7
Total	22		79		101	100

Source: Author's survey, 2015

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4.3 ISSUES THAT INFLUENCE EMPLOYERS' PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH DISABILITIES

The perception of employers about the capabilities of persons with disabilities depends on several issues. This section provides information on the various issues that influenced employers' perception about the capabilities of persons with disabilities.

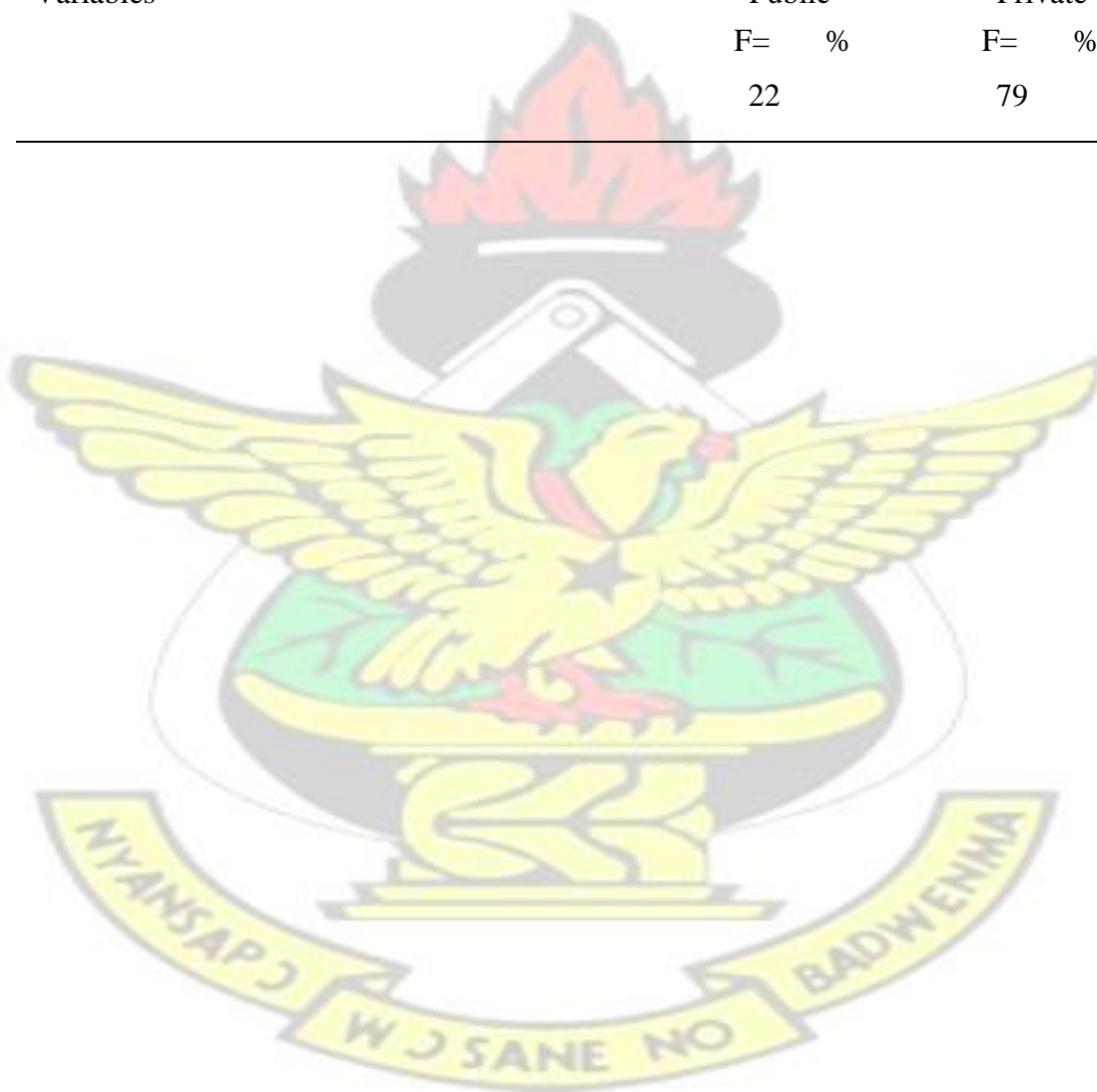
From table 4.3 it can be seen that 62.3% of the respondents said the type of disability would influence their decision to employ persons with disabilities. That is, the majority would employ persons with disabilities based on disability type. About one-fifth (18.9%) also said they would evaluate the cost and benefit of employing persons with disabilities, 10.9% said they would consider the skills and expertise of the person whereas 7.9% said they would consider educational qualification.

In addition to the above, 51.6% of employers would not employ persons with disabilities because they perceive them to be less productive. The least issue that would cause employers not to employ persons with disabilities was lack of the necessary

assistive technology and devices (3.9%) at their work places. However, more than three-quarters (78.26%) of the respondents ranked their perception of the capabilities of persons with disabilities as ‘positive’.

Table 4.3 showing issues that influence employer’s perception about the capabilities of persons with disabilities

Variables	Public		Private		F=
	F=	%	F=	%	
	22		79		101



Issues that will influence employers decision to employ persons with disabilities

Type of disability	6	27.3	57	72.1	63	62.3
Cost of employing persons with disability	2	9.1	17	21.5	19	18.9
Skills and expertise	7	31.8	4	5.1	11	10.8
Educational qualification	7	31.8	1	1.3	8	7.9
						100

Issues that will influence employers not to employ persons with disabilities Less

productive.	8	36.4	44	55.7	52	51.6
Disability Type	4	18.2	14	17.7	18	17.8
Stigma attached to disability condition	2	9.1	9	11.5	11	10.8
Likely negative attitude of co-workers	3	13.6	6	7.5	9	8.9
Need constant supervision	2	9.1	5	6.3	7	6.9
Lack of assistive technology and devices	3	13.6	1	1.3	4	3.9
						100

Employers' ranking of their own assessment and perception about capabilities of persons with disabilities

Positive	15	68.2	64	81.0	79	78.6
Negative	5	22.7	8	10.1	13	13.4
Indifferent	2	9.1	7	8.9	9	8.70
						100

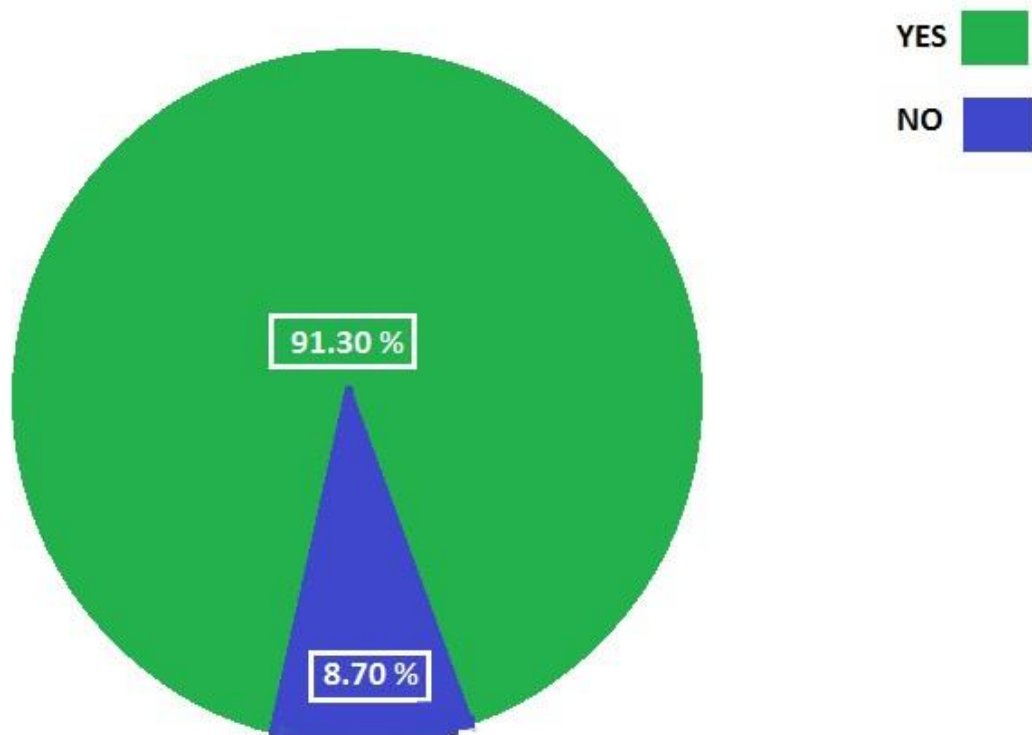
Source: Author's survey, 2015

4.4 CREATING POSITIVE PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH DISABILITIES

This section discusses issues relating to the ways by which positive perceptions about the capabilities of persons with disabilities can be created among employers as reported by employers.

Figure 4.1 showing the need to create positive perception about the capabilities of persons with disability

From figure 4.1, it can be observed that majority (91.30%) of the respondents believed that there is the need to create positive perception about the capabilities of persons with disability while only 8.70% did not support this view.



Source: Author's survey, (2015)

From table 4.4, it can be observed that 48.5% of the respondents indicated that employing and engaging the services of more persons with disabilities in one's business will help create positive perception about their capabilities, while 25.8% believed that

persons with disabilities should come together and form self-help groups or unions to engage in business activities to help create positive perception about their capabilities,. Moreover, when employers were asked about how they could be motivated to employ more persons with disabilities, the most cited incentive was for government to provide them with tax exemptions (71.3%). The other suggestion was that government should give them quota benefits, that is, if employees employ a certain number of persons with disabilities, they should be given monetary incentives.

From the table below, it can be deduced that private sector employers believed that tax exemptions would motivate them to employ more persons with disabilities while the public sector employers believed that provision of assistive devices and technology would help motivate them to employ persons with disabilities.

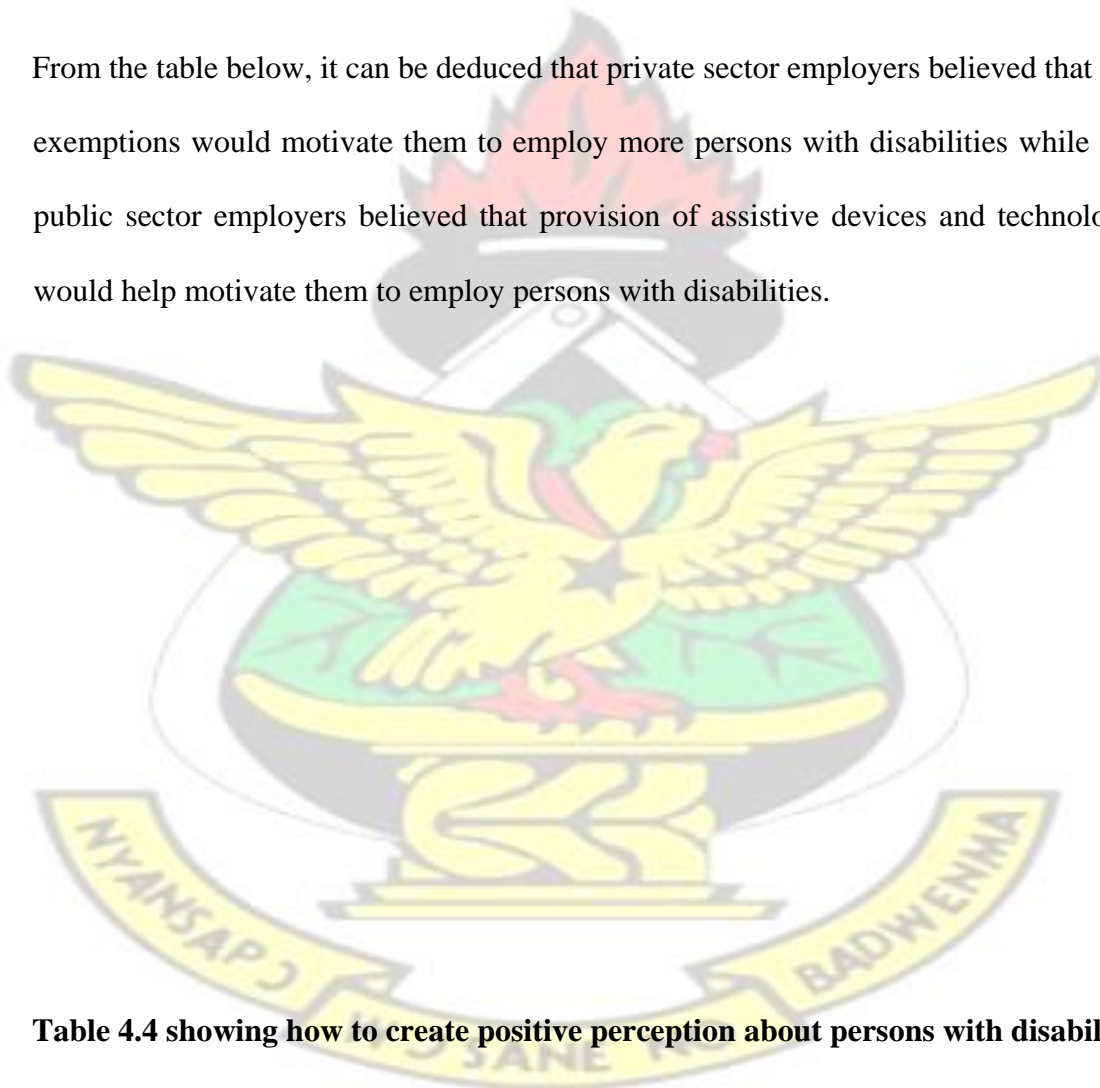


Table 4.4 showing how to create positive perception about persons with disability

Variables	Public		Private		Total	
	F=	%	F=	%	F=	%
	22		79		101	

Ways of creating positive perception about capabilities of persons with disabilities Yes

Employing more persons with disability in one's organization	9	40.9	40	50.6	49	48.5
Persons with disabilities forming self-help unions	4	18.2	22	27.8	26	25.8
Effective public education						
Mass Media	5	22.2	6	7.5	11	10.9
Effective community level interaction	3	13.6	6	7.5	9	8.9
	1	4.5	5	6.3	6	5.9
						100

How to motivate employers to employ more persons with disabilities

		54.5	60	75.9	72	
Tax exemptions	12	18.2	10	12.7	14	71.3
Quota benefits	4	27.3	1	1.2	7	13.9
Free provision of assistive technology and devices	6	-	8	10.2	8	6.9
Provision of initial capital to start business	-					7.9
						100

Source: Author's survey, 2015

CHAPTER FIVE

DISCUSSION

5.0 INTRODUCTION

This chapter discusses the findings of the study in relation to the relevant literature. The findings and discussions are presented based on the specific objectives of the study.

5.1 KEY FINDINGS

The data revealed that majority of respondents base their decision to employ persons with disabilities on the disability type, suggesting that the type of disability is the main issue that influence employers' perception of the capability of persons with disabilities- persons with disabilities who have difficulty in moving were more likely to get employment in the municipality than other groups. It was also found that, the major work employers thought persons with disabilities can perform is to work as receptionist, cleaners, cashier or tellers and teachers.

It is imperative to state that the kind of business employers engaged in also influence their perception about capabilities of persons with disabilities. Most of the respondents in the finance, education and health were those who were likely to employ persons with disabilities.

The study revealed that employers believed that they have a key role to play to create positive perception about the capabilities of persons with disabilities but they also thought that persons with disabilities themselves can change perceptions about their capabilities. This according to the employers, could be done when persons with disabilities come together to engage in business activities. Such activities will create positive perception about their capabilities and increase their chances of getting employment.

The findings indicated that there are four main ways by which employers thought they could be motivated to employ persons with disabilities in their organizations. These are through, tax exemptions, quota benefits, free initial capital to start business and provision of assistive technology and devices at the work places free of charge.

According to the employers, the provision of these incentives would greatly motivate them to employ more persons with disabilities.

5.2 DISCUSSION

The study revealed that the major issue of employers' decision not to employ persons with disabilities is that they are less productive, and this finding is supported by findings of studies conducted by Dewson et al (2005). Dewson et al (2005) who found that some of the commonest reasons employers cited in surveys for not employing persons with disabilities is that they are not able to do the jobs involved or at least some aspects of them. According to the findings of Dewson et al (2005) 65 per cent of employers would not recruit persons with disability because of the belief they are less productive. Such an extreme emphasis on productivity differences may, however, be misplaced, since all employees – those with disabilities and those without disabilities – exhibit different levels of productivity Dewson et al (2005).

The stereotypical view of persons with disabilities by employers in the study area was not different from Shier et al (2009) findings, which indicated that misconceptions about the ability of persons with disabilities to perform jobs are important reasons both for their continued unemployment and- if employed-, for their exclusion from opportunities for promotion in their careers. Such attitudes may stem from prejudice or from the belief that people with disabilities are less productive than their nondisabled counterparts. Misconceptions are often prevalent not only among persons without disabilities employers but also among family members and persons with disabilities themselves (Shier et al, 2009). These views are similar to that of Oliver and Barnes (1998) and Thornton (2005) who argued that employers often have a narrow and stereotypical view of disability and thus do not even recognize that they employ persons

with disability. Employers tend to perceive disability in a onedimensional and ‘medical’ manner, a view that has been challenged by some who see disability as being ‘socially constructed’ from the limiting effects of society and employers rather than the physical and mental conditions of human beings (Oliver and Barnes, 1998; Thornton, 2005).

The perception by employers that, the major jobs persons with disabilities can perform are menial jobs as receptionists, teachers, cleaners and cashiers is not unexpected as the traditional view of disability does not see persons with disabilities as those who can perform jobs that require high skills. Baldwin and Johnson (1994) however indicated that the type of work persons with disabilities will be employed to perform depends on the nature of impairment, the working environment, and the tasks required in the job. They further stated that a blind person, for example, might find it difficult to operate a crane but face no impediment to productivity as a telephone operator.

It has been established that there are four main ways by which employers can be motivated in order to employ persons with disabilities in their organizations as expressed by the employers in the current study. These are; tax exemptions, initial capital to start business, quota benefits and provision of assistive technology and devices free at the work place. According to the employers provision of these incentives would greatly motivate them to employ more persons with disabilities. These views are consistent with Provisions of the National Disability Law 2006 and the National Labour Law 2003 of Ghana which stipulate that special incentives shall be provided to both employers who employ persons with disabilities and persons with disabilities who engaged in any business venture or enterprise. The regulation states that employers who employ up to five persons with disabilities or more than five shall be given a tax rebate.

It is also imperative to state that the kind of business employers engaged in determined their perception of the capabilities of persons with disabilities. Most of the respondents in the finance, education and health were a bit positive about the capabilities of persons with disabilities and would employ persons with disabilities.

The findings seem to contradict the position of Oliver and Barnes (1998; Thornton, 2005). The authors stated 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 sees disability as arising from the limiting effects of society and employers rather than the physical and mental conditions of human beings (Oliver and Barnes, 1998; Thornton, 2005).



CHAPTER SIX

CONCLUSION AND RECOMMENDATIONS

6.0 INTRODUCTION

This study was carried out at the Mampong Municipality to investigate employers' perception about the capabilities of persons with disabilities. The areas focused on are; employers' general perceptions about persons with disabilities, issues that influence employers' perception and ways of creating positive perception among employers

6.1 CONCLUSION

The result of the study indicated that, most of the respondents were below the age of 50 and a large number of them are males. A good number of the employers have been operating in the municipality for a long time. According to the study, persons with disabilities who have difficulty in moving have a brighter chance of getting employment in the municipality than other groups. For instance, most of the respondents in the finance, education and health had the desired to employ persons with disabilities especially, the physically disabled. It was discovered that, just a handful of employers believed that persons with disabilities can function effectively as managers and administrators.

. Employers thought that employing persons with disabilities in their workplace can influence the decision of other employers to employ persons with disabilities. The study further revealed that, the onus lies on the shoulder of persons with disabilities themselves to create positive image about their own capabilities. This can only be done when they come together to joint ventures and compete with products from other employers. It was found that, the provision of incentives like: such as tax exemptions, initial capital, quota benefits and provision of assistive technology and devices can motivate employers to employ more persons with disabilities.

6.2 RECOMMENDATIONS

Based on the findings, the following recommendations are made.

6.2.1 Law enforcement and Policy implementation

It is recommended that there should be enactment and enforcement of labour laws that protect the rights of persons with disabilities at the labour market. Such laws should aim at preventing employers from dismissing people who become disabled whether through accident or disease while in employment. The enforcement of such laws will

help retain persons with disabilities in their jobs. The laws should also ensure that employers who employ persons with disabilities are motivated through tax removal or reductions so that employers will have the desire to engage the services of persons with disabilities .Again, it is recommended that existing laws such as Ghana Labour Act and Persons with Disability Law should be fully implemented.

6.2.2 The Mass Media

The media has the potential to shape ideas and perceptions about all aspects of life including views on disability. However, the potential of the media in shaping views on disability has not been adequately tapped. When the media do not have the right information on persons with disabilities and their capabilities, they report inaccurate stories, which often perpetuate misconceptions about disability. Such media depiction of disability can shape cultural meanings attached to the condition, with damaging consequences for those affected by it in society. It is, therefore, important for stakeholders to take advantage of the power of the media and use it to change perceptions on disability.

6.2.3 Persons with disabilities and their organisations

Another recommendation made by the researcher is the empowerment of persons with disabilities through their organisations such as the Social Welfare, the National Council for Persons with Disabilities and Ghana Federation for the Disabled. These organizations should ensure that, the Provisions of the National Disability Act 2006 and the National Labour Law 2003 of Ghana be enforced, which require that special incentives should be given to employers who employ persons with disabilities, and persons with disabilities who engaged in any business venture.

6.2.4 Stakeholders and Local Authorities

Again, government should introduce special employment programmes aimed at improving employment for persons with disabilities. This can be done by introducing supported employment which can integrate persons with disabilities into the competitive labour market. The programme must be able to provide employment coaching, specialized job training, individually tailored supervision, transportation, and assistive technology, to enable persons with disabilities to learn and perform better in their jobs.

6.3 SUGGESTED AREAS FOR FURTHER STUDIES

During data collection sessions, certain issues such as how Disabled Persons Organizations could help to promote the rights of persons with disabilities to access employment emerged. However, since this is not part of the study objectives, less attention was paid to it. It is therefore recommended that further studies be conducted on what Disabled Persons Organizations are doing to promote and protect the rights of persons with disabilities to secure employment. A study focusing on persons with disabilities is also recommended since the current study focused on employers.

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APPENDIX A



KWAME NKURUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY
COLLEGE OF HEALTH SCIENCES
SCHOOL OF MEDICAL SCIENCES
DEPARTMENT OF COMMUNITY HEALTH

12th January, 2014

The Municipal Director
Department of Social Welfare
Mampong Municipal Assembly
Box 25
Mampong – Ashanti

Dear Sir/Madam,

LETTER OF INTRODUCTION

I am pleased to introduce **Mr. DOUGLAS OPOKU-BOADI**, a graduate student pursuing MSc Disability, Rehabilitation and Development Programme in the Department of Community Health under the College of Health Sciences at Kwame Nkrumah University of Science and Technology (KNUST), Kumasi, to your organization.

Mr. Opoku-Boadi has successfully completed one (1) year of the academic work and is embarking on his research titled “**Determinants of employers’ perception of the capabilities of persons with Disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana**” and has identified your organization for this purpose.

I would be most grateful if you could assist him with the needed information and support for the completion of his research work.

Thank you for your anticipated cooperation.

Yours faithfully,

Dr. Anthony K. Edusei

HEAD OF DEPARTMENT

APPENDIX B



**KWAME NKURUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY
COLLEGE OF HEALTH SCIENCES**

**SCHOOL OF MEDICAL SCIENCES
DEPARTMENT OF COMMUNITY HEALTH**

12th January, 2014

The Municipal Director
Ghana Statistical Service Department
Mampong Municipal Assembly
Box 25
Mampong Ashanti

Dear Sir/Madam,

LETTER OF INTRODUCTION

I am pleased to introduce **Mr. DOUGLAS OPOKU-BOADI**, a graduate student pursuing MSc Disability, Rehabilitation and Development Programme in the Department of Community Health under the College of Health Sciences at Kwame Nkrumah University of Science and Technology (KNUST), Kumasi, to your organization.

Mr. Opoku-Boadi has successfully completed one (1) year of the academic work and is embarking on his research titled **“Determinants of employers’ perception of the capabilities of persons with Disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana”** and has identified your organization for this purpose.

I would be most grateful if you could assist him with the needed information and support for the completion of his research work.

Thank you for your anticipated cooperation.

Yours faithfully,

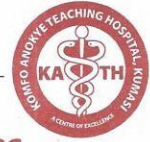
Dr. Anthony K. Edusei

HEAD OF DEPARTMENT

APPENDIX C



KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY
COLLEGE OF HEALTH SCIENCES



SCHOOL OF MEDICAL SCIENCES / KOMFO ANOKYE TEACHING HOSPITAL
COMMITTEE ON HUMAN RESEARCH, PUBLICATION AND ETHICS

Our Ref: CHRPE/AP/300/15

10th August, 2015.

Mr. Douglas Opoku-Boadi
Sekyere Central District Assembly
GYEEDA
Post Office Box 100
NSUTA-ASHANTI.

Dear Sir,

LETTER OF APPROVAL

Protocol Amendment:

Original Protocol Title: “Determinants of Employers’ Perception of the Capabilities of Persons with Disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana.”

Amended Protocol Title: “Employers’ Perception about Capabilities of Persons with Disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana.”

Proposed Site: Asante Mampong Municipality - Ashanti.

Sponsor: Principal Investigator.

Your submission to the Committee on amendment to the above protocol refers.

The Committee has considered the ethical merit of your proposed amendment to change the study title and approved it.

Please note that any further amendment to this approved protocol should receive prior CHRPE approval before implementation.

Yours faithfully,

Osomfuor Prof. Sir J. W. Acheampong MD, FWACP
Chairman

Room 7 Block J, School of Medical Sciences, KNUST, University Post Office, Kumasi, Ghana
Phone: +233 3220 63248 Mobile: +233 20 5453785 Email: chrpe.knust.kath@gmail.com / chrpe@knust.edu.gh

APPENDIX D

KWAME NKRUMAH UNIVERSITY OF SCIENCE AND TECHNOLOGY

COLLEGE OF HEALTH SCIENCES

DEPARTMENT OF COMMUNITY HEALTH

CENTRE FOR DISABILITY AND REHABILITATION STUDIES

TITLE: Employers' perception about capabilities of persons with disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana

QUESTIONNAIRE FOR EMPLOYERS IN THE MAMPONG MUNICIPALITY

Introduction:

I am a second year Postgraduate student at the Centre for Disability and Rehabilitation Studies, Department of Community Health, Kwame Nkrumah University of Science and Technology (KNUST), conducting a study on "Employers' perception about capabilities of persons with disabilities in the Asante Mampong Municipality in the Ashanti Region of Ghana, "This study is being conducted in partial fulfilment for the award of Master of Science Degree in Disability Rehabilitation and Development. I would be very glad if you could spare some time to answer the following questions concerning the above mentioned topic. I assure you that all your responses are only meant for academic purposes and that the confidentiality of your responses is assured. Counting on your cooperation

Kindly tick [✓] the appropriate response in the options provided

PART I:

Demographic Characteristics of respondents

Q1. Sex

- (a) Male [] (b) Female []

Q2. Age

- (a) 20-29years [] (b) 30-39years [] (c) 40-49 years [] (d) 50 years and above []

Q3. Educational background

- (a) Basic [] (b) secondary [] (c) vocational/ technical [] (d) Tertiary [] (e) did not attend school []

Q4. Religious background

- (a) Christian [] (b) Islam [] (c) Traditional [] (d) others []

Q5. Marital status

- (a) Married [] (b) single [] (c) Divorced [] (d) widowed []

Q6. Number of years of work

- (a) Below five years [] (b) 5 -9 years [] (c) 10-14 years [] (d) 15 years and more []

Q7. Is your sector.....?

- (a) Public Sector [] (b) Private Sector []

Q8. What is the total number of workers in your institution?

- (a) Less than 10 workers [] (b) 10-19 workers [] (c) 20-29 workers [] (d) 30-39 workers [] (e) 40 workers and above []

PART II: EMPLOYERS GENERAL PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH DISABILITIES.

Q1. Do you have a disability yourself?

(a) Yes [] (b) No []

Q2 .Have you ever employed person with disability in your institution?

(a) Yes [] (b) No []

Q3.If yes, what type of disabilities do the employees have?

(b) (a) Visual Disability [] (b) Hearing disability [] (c) physical challenged

[]

(d) Intellectual disability []

Q4. How do you relate to them?(If any)

(a) Cordial [](b) indifferent [](c) resentful [](d) sympathetic []

Q5. Does a family member or close friend have disability?

(a). Yes [] (.b) No[]

Q6. Does disability affect employment for persons with disabilities?

(a) Yes[](b) No []

Q7. If yes, how does it affect employment for persons with disabilities?

.....

Q8. Do you think persons with disabilities can work effectively in your institution?

Persons with Disabilities	Yes	No	Don't know
1. Visually impaired			
2. Hearing impaired			

3. Physically challenged			
4. Intellectual disabled			

Q9. If you are given incentives {example Tax holidays} by government will you employ persons with disabilities?

(a) Yes [] (b) No []

Q10. If yes, give reason (s) to your answer?

.....

Q11. What type of work do you think persons with disabilities can perform effectively?

Persons with Disabilities	Types of Work	Reasons
1. Visually impaired	Labour []	
	Reception []	
	Teaching []	
	Accounts []	
	Judge []	
	Others specify.....	
2. Hearing impaired	Labour []	
	Reception []	
	Teaching []	
	Accounts []	
	Security []	
	Judge []	
	Boxer []	
	Others specify.....	
3. Physically challenged	Labour []	
	Reception []	
	Teaching []	
	Accounts []	
	Security []	
	Judge []	
	Boxer []	
	Others specify.....	

4. Intellectually disabled	Labour	[]
	Reception	[]
	Teaching	[]
	Accounts	[]
	Security	[]
	Judge	[]
	Boxer	[]
	Others specify.....	

KNUST

Q12. If there was a vacancy in your organization, and a person with disability with the *right skills and qualifies* applied, how likely would your organization be to employ them if they...

- (a) Those with difficulty in Moving [] (b) Those with difficulty in seeing []
- (b) Those with difficulty in speech and hearing []
- (d) others specify.....

Q13. Generally speaking, employees who have disabilities are likely to perform poorer than those without disabilities?

- (a) Agree [] (b) Disagree [] (c) Don't Know []

Q14. Generally, persons with disabilities cannot perform their duties without constant supervision.

- (a) Agree [] (b) disagree [] (c) Don't know []

Q15. State if you "agree", "Don't agree" or "not sure" to the following statements

People with disability have a good attitude towards work	Agree	Don't agree	Not Sure
--	-------	-------------	----------

Employees with disability tend to be less productive than other staff			
Employees with disability are more likely to take time off work due to illness			
The costs involved in making modifications in the workplace make it difficult to take on employees with disability.			
A person with disability can be the best person for the job			
People with disability are loyal, reliable, hard workers because they are appreciative of their job			
Encourages tolerance and mutual support in the workplace; boosts morale/work ethic			
Source of subsidised labour			

PART III: ISSUES THAT INFLUENCE EMPLOYERS PERCEPTION ABOUT CAPABILITIES OF PERSONS WITH DISABILITIES.

Q1 .Would you consider employing persons with disabilities?

(a) Yes [] (b) No []

Q2. If no, why?.....

Q3. Why will you not employ persons with disabilities?

- a. Because persons with disabilities are less productive []
- b. Because persons with disabilities need constant supervision []
- c. Because persons with disabilities won't fit in []
- d. Because person with disability are a health and safety risk []

Q4. As an employer, how would you rank your own perception of the capabilities of persons with disabilities?

Persons with Disabilities	Ranking
1. Visually impaired	Positive [] Negative [] Indifferent []
2. Hearing impaired	Positive [] Negative [] Indifferent []
3. Physically challenged	Positive [] Negative [] Indifferent []

PART IIV: CREATING POSITIVE PERCEPTION ABOUT THE CAPABILITIES OF PERSONS WITH DISABILITIES AMONG EMPLOYERS IN THE MUNICIPALITY

Q1. Do you think there is the need for employers to have positive perception about the capabilities of persons with disabilities? (a) Yes [] (b) No []

Q2. In what ways can positive perception be created about the capabilities of persons with disabilities?

(a)The Mass Media [] (b) Community Participation Programmes []

(c)Effective public Education [] (d) others specify.....

Q3. In what ways should employers be motivated to employ persons with disabilities?

.....

Q4. Kindly suggest ways by which persons with disabilities can effectively function at the work place.

.....

.....
Q5. What is your general view of the capabilities of persons with disabilities to work?

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

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