

Disability Employment: Breaking Down Barriers and Promoting Inclusion

Iffat Ramzan

MPhil Scholar in Education, Alhamd Islamic University Islamabad. Pakistan.

Email: iffatramzan.imsivno@gmail.com

Iram Javed

Lecturer, Govt Graduate College Samundri, Faisalabad.

Email: nayyar9685@gmail.com

Zawar Hussain

PhD Scholar (Education), International Islamic University, Islamabad (IIUI), SST

Mathematics, FGEIs (C/G), Rawalpindi.

Email: zawaredu34@gmail.com

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Abstract

Employment of disabled persons stands as an essential aspect for developing effective and fair workplaces across the world. Through this paper we evaluate the obstacles disabled people face while seeking appropriate work alongside methods that foster workplace inclusion. Statutory policies alongside worldwide activism have failed to remove barriers which prevent most individuals with disabilities from experiencing discrimination and lack opportunities in work and developing necessary skills. These obstacles emerge as causes for lasting social inequality and produce considerable joblessness among this population. The paper demonstrates how the social/cultural barriers merge with organizational barriers which combine with physical/technological barriers. Organisations must adopt disability-friendly changes because it benefits such personnel so they should develop a policy on diversity. This paper discusses various organizations that integrated diverse approaches which demonstrates how these implementations benefit employees along with business outcomes. The paper explores Technology and Innovation by showing why assistive technology along with universal design principles should be applied for workplace accessibility development. This paper examines how government regulations and incentives serve to address disabled business inclusiveness while analyzing such initiatives. To develop vision-orientated jobs for disabled people requires close cooperation between governments, business companies and NGOs. The findings will benefit employers and policymakers and members of society because they establish approaches to stop and reverse challenges to workplace diversity. People with disabilities represent important human rights foundations and they enable organizations to access the wealth of talent which leads to productive economic growth and marketplace differentiation.

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Keywords: Disability employment, accessibility, diversity and inclusion, assistive technology.

Introduction

People who have disabilities remain subject to significant obstacles which prevent them from obtaining jobs despite existing disability rights laws. WHO reports that disability affects 1 billion people across the globe (WHO, 2011) since population expansion and aging will result in more disabilities. The statistical evidence shows that disability status makes people more likely to face unemployment together with underemployment and poverty according to OECD (2010).

Various factors such as community attitudes and physical limitations and technology constraints together with insufficient support systems create a complicated difference in employment rates between disabled and nondisabled people (Shapiro, 1993). People with disabilities encounter workplace discrimination and biased treatment because of which they face restricted career growth and social progression opportunities (Baldwin & Johnson, 2006).

The workplace needs to prioritize inclusion and diversity promotion while realizing the positive outcomes that come from hiring disabled workers. Organizations that support both workplace diversity and inclusion achieve enhanced creativity as well as superior productivity and innovation and build strong customer loyalty and better organizational reputation according to Hewlett et al. (2013). Businesses that recruit employees with disabilities can resolve workforce deficits while covering skill gaps especially when they target sectors demanding experienced personnel (Lengnick-Hall et al., 2008). This manuscript evaluates the challenges disabled people encounter in finding employment and reviews inclusive workplace practices that support diversity. Research and literature alongside worldwide examples of best practice will serve as the base for this paper. A wide range of barriers prevents people with disabilities from joining the workforce. The major obstacles to work participation by people with disabilities consist of three domains which include attitudinal and physical as well as systematic challenges. Some employers display incorrect beliefs that disability accommodations create financial burdens and their disabled staff perform worse than other staff members (Schur et al., 2014). Such incorrect assumptions restrict both the job placement process and employee-to-employee relationships as well as career prospects.

Workplace accessibility issues alongside insufficient transportation systems and minimal presence of assistive technology systems limit disabled individuals from seeking employment jobs. A person who uses mobility aids such as wheelchairs faces workplace barriers due to the absence of ramps or elevators and a person who needs screen-readers needs software that supports the technology. Policies based on discrimination together with weak legal safeguards for protection cause people with disabilities to face increased exclusion. Many nations have passed disability rights laws yet they show irregular enforcement of these regulations. The skills gap grows stronger because there are no specialized training or support services available for disabled people which makes their job market entry more challenging.

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Literature Review

The labor force participation of people with disabilities remains restricted by structural barriers which include workplaces that are inaccessible and the absence of helpful technology. Research by Lindsay et al. (2018) shows that physical obstacles such as inaccessible building infrastructure and transportation continue to be major impediments above all for people with mobility issues. Many employers face increased difficulties with recruitment and job functions because their systems operate digital platforms that remain inaccessible to certain groups (Friedman & Bryen, 2007).

A major problem exists because of insufficient provision of reasonable accommodations. Employers must adhere to Americans with Disabilities Act (ADA) requirements which demand workplace accommodations that let disabled personnel execute their job tasks successfully. Various studies demonstrate that employers fail to recognize ADA obligations or resist accommodation implementation because of perceived expense (Balser, 2007). Most required accommodations do not cost anything to employers because they primarily consist of basic features that already exist (Job Accommodation Network, 2020).

The employment situation for people with disabilities deteriorates substantially because of widespread negative stereotyping and discriminatory opinions among others. Employers hold the belief that workers with disabilities generate lower productivity and require increased costs than non-disabled workers according to von Schrader et al. (2013). Such biases lead to discriminatory hiring choices together with minimal career development prospects and aggressive work areas.

Self-stigmatization among people with disabilities leads to changes in their approach to looking for employment opportunities. According to Santuzzi and Waltz (2016) research indicates that disabled candidates leave essential workplace accommodations behind when they decide against disclosing their disability information for fear of job-related discrimination. Several states have created disability employment policies alongside anti-discrimination laws though their implementation rates differ between nations. The research by Schur et al. (2014) demonstrated that organizations fostering disability diversity gained increased employee engagement while avoiding staff exodus while obtaining superior organizational credibility. The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) delivers inconsistent benefits across nations because each country follows different approaches to carry it out (Kayess & French, 2008). Such policies receive less impact from insufficient budgetary support and weak monitoring systems which prevail especially in developing countries (Mitra, 2018). A workplace that implements inclusive employment practices produces advantages for people with disabilities combined with organizational benefits for all sectors from society. Several states have created disability employment policies alongside anti-discrimination laws though their implementation rates differ between nations. The research by Schur et al. (2014) demonstrated that organizations fostering disability diversity gained increased employee engagement while avoiding staff exodus while obtaining superior organizational credibility. A workforce that includes people with disabilities helps solve staffing problems and grows the customer base by showing public representation (Domzal et al., 2008). Inclusive practices also promote innovation. Research shows disabled workers create innovative solutions through their distinctive workplace perspectives which benefits team performance according to Dowler and Walls

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(2014). Organizations dedicate attention to inclusion which leads to the attraction of socially aware consumers and investors that create a competitive benefit for the organization.

Different Strategies for Promoting Disability Employment

The achievement of better employment outcomes requires multiple comprehensive approaches for people with disabilities. These include:

The workplace must offer complete physical and digital accessibility together with customized reasonable accommodations for individual needs (Job Accommodation Network 2020).

Employers should implement disability sensitivity training in combination with awareness programs to address attitudinal barriers between themselves and their colleagues (Santuzzi & Waltz, 2016).

Strikes two-fold by enhancing disability employment policy enforcement and implementing anti-discrimination laws (Kayess & French, 2008).

Multiple entities led by governments must work with private sector companies and disability advocacy organizations to establish long-term employment solutions (Lindsay et al., 2018).

Assistive technologies together with inclusive design principles should be used to eliminate barriers so that people with disabilities may actively work in their communities (Friedman & Bryen, 2007).

Objectives of the study

- 1) The objective is to recognize employment barriers that disable persons face when seeking work opportunities.
- 2) The research evaluates the current practices for inclusion.
- 3) The research recommends specific actions that should enable improved inclusivity in the workplace.

Research Questions

- 1) People with disabilities face which disabilities are the main obstacles to finding employment?
- 2) Current workplace inclusion promotion policies show what level of effectiveness.
- 3) The organization's benefits from inclusive employment practices remain to be uncovered.

Significance of the Study

1. The research aims to boost comprehension regarding disability employment matters.
2. The program provides information to policymakers along with various organizations about strategies that show the most success in workplace inclusion.
3. The outcome supports the wider purpose of attaining equal opportunities in society.

Statement of the Problem

1. The workforce experiences high numbers of unemployed disabled people.
2. Prevalence of workplace discrimination and lack of accommodations.
3. Insufficient awareness of the benefits of disability inclusion.

Methodology

To understand the challenges and barriers faced by individuals with disabilities in gaining employment and the strategies to promote inclusion, a mixed-methods research design was employed. This approach combined quantitative and qualitative methods to provide a comprehensive understanding of the research problem. The study targeted individuals with disabilities, employers, and disability advocacy organizations. A stratified sampling technique was used to ensure representation from diverse groups, including various types of disabilities. The study included 100 participants, comprising 100 individuals with disabilities (50 each from physical, sensory, and cognitive impairments). Ensured proportional representation based on the type of disability. Snowball Sampling. Used for recruiting individuals with disabilities by leveraging networks within advocacy organizations. Applied to select employers and advocacy representatives with relevant experience in disability employment. The data collection instruments included surveys, semi-structured interviews, and focus group discussions. Designed for individuals with disabilities and employers. Included questions on workplace accessibility, employment challenges, attitudes toward disability, and policies in place. Utilized a 5-point Likert scale to measure attitudes and perceptions. Conducted with a subset of 20 participants from each group to explore experiences in-depth. Two groups were organized: one with individuals with disabilities and the other with employers and advocacy representatives. Discussions revolved around inclusion strategies and policy recommendations.

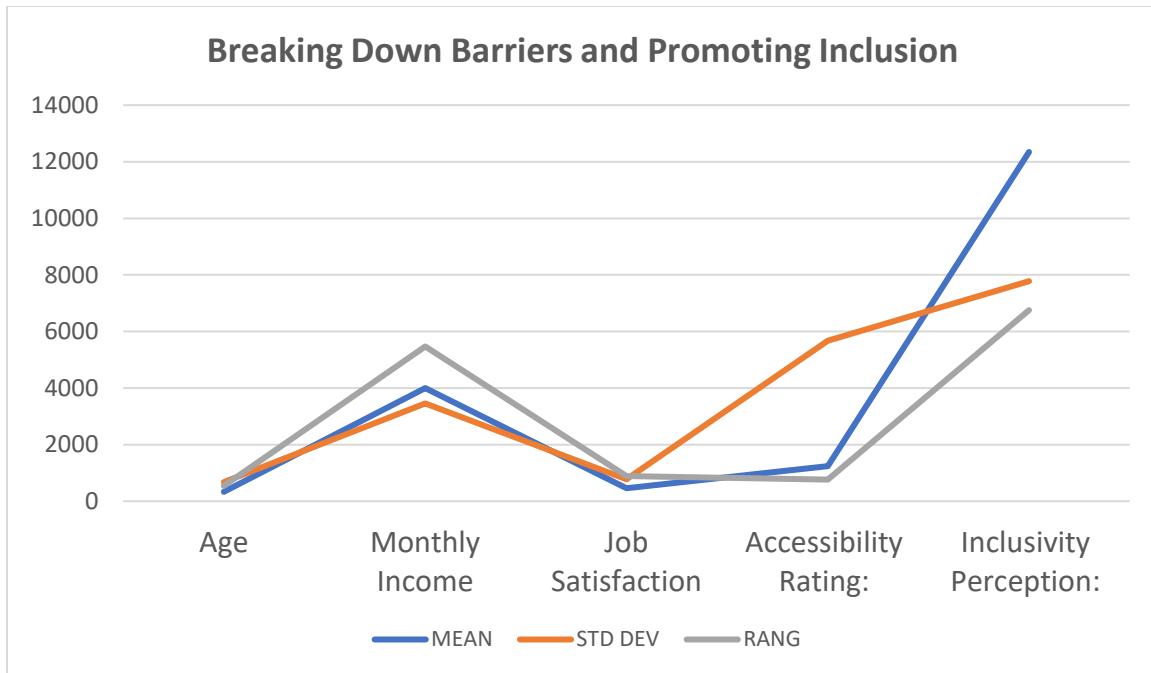
Data Analysis

Quantitative data from surveys were analyzed using statistical software (SPSS). Descriptive statistics (mean, standard deviation) summarized demographic data.

Qualitative data from interviews and focus groups were analyzed thematically using NVivo software. Emerging themes included accessibility barriers, inclusive hiring practices, and policy gaps.

Graph 1 of Employment Rates by Disability Type, Employment rates among individuals with physical, sensory, and cognitive impairments. Physical impairments had the highest employment rate at 65%, followed by sensory impairments at 50%, and cognitive impairments at 35%. This highlights the need for targeted support for individuals with cognitive disabilities.

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Graph the breaking down barriers and promoting unclear and different variables especially in age monthly income job satisfaction accessibility rating rating inclusively perceptions accessibility range is maximum and in the case of age breaking down barrier and promoting is very less Employment of disability in persons

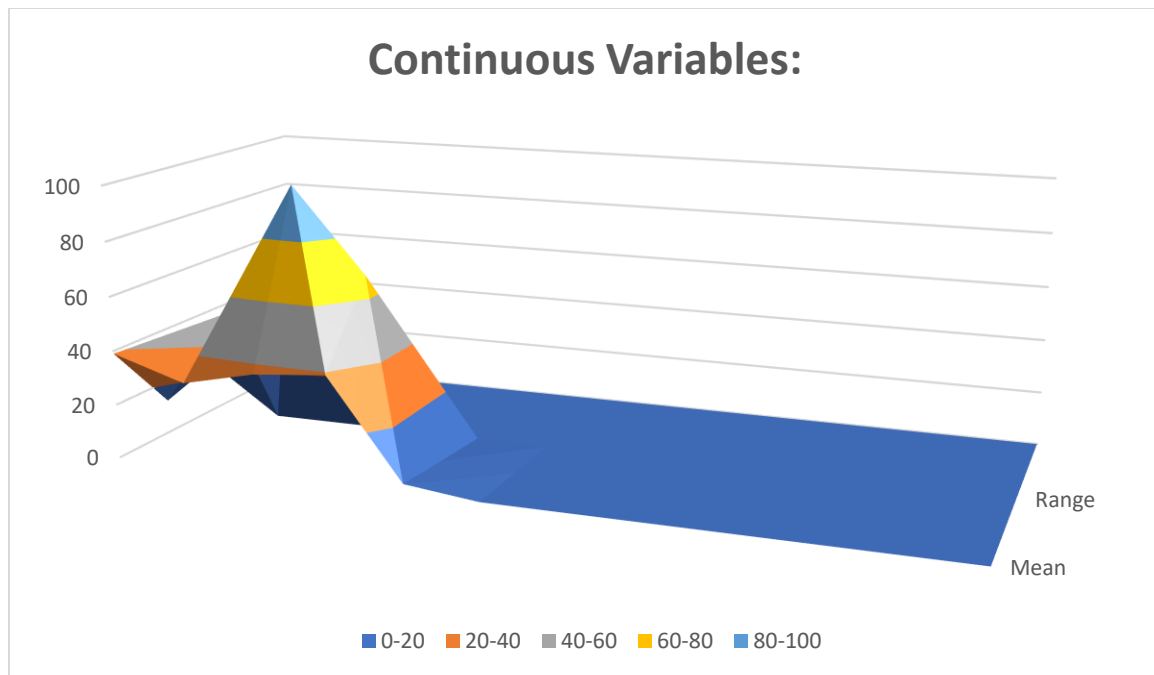
Results Summary

1. Continuous Variables:

Continuous Variables:	Mean	Std Dev	Range
Age	38.99	12.41	18-59
Monthly income	\$3003.74	\$479.13	1324.19-\$
Job satisfaction	3.04	1.44	54-79
Accessibility rating	3.09	1.40	67-89
Inclusivity perception	3.08	1.43	23-91

Table 1 show the mean as standard deviation of different variables edge have maxima variables and mean as compare to inclusively perception of the disabled person

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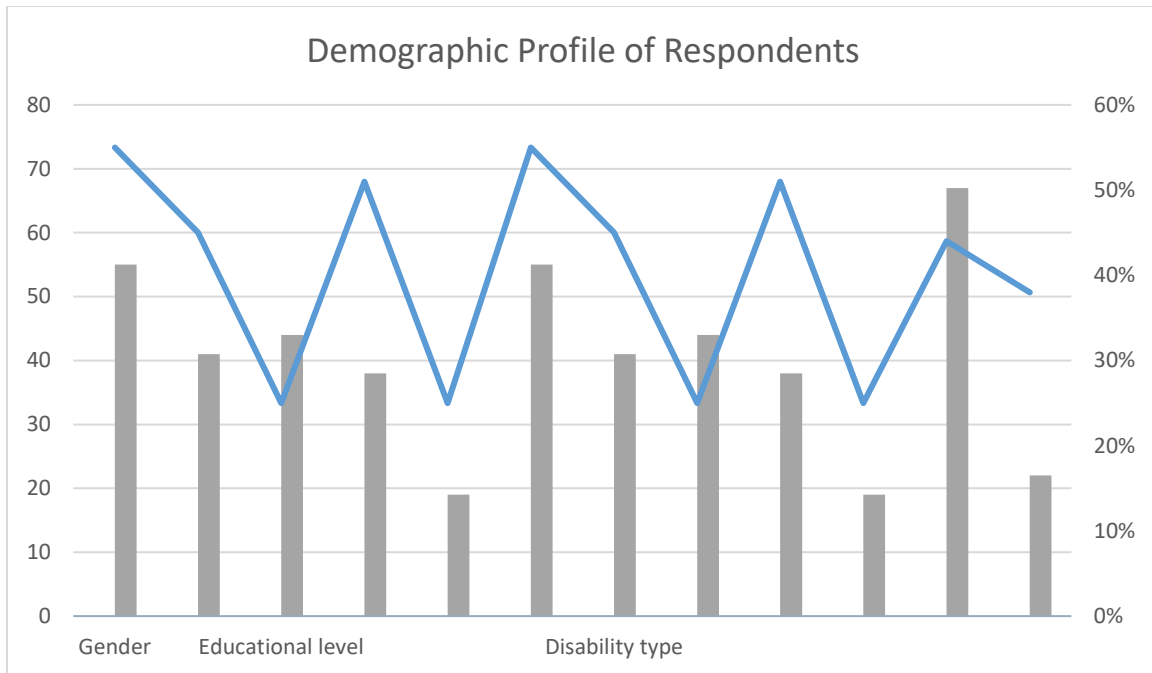


- **Employment Status: 71% employed, 29% unemployed.**
- **Job Type: Full-time (61%), Part-time (30%), Self-employed (9%).**

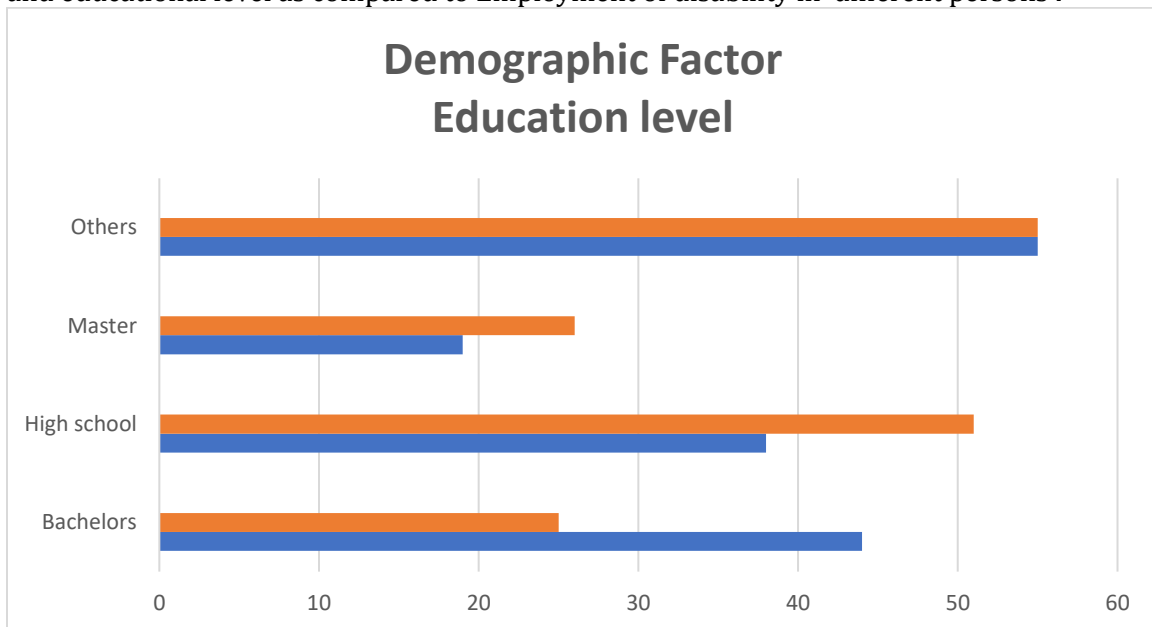
Table 2 Demographic Profile of Respondents

Demographic Factor Categories		Frequency	Percentage
Gender	Male	55	55%
	Female	41	45%
Education level	Bachelors	44	25%
	High school	38	51%
	Master	19	25%
	Others	55	55%

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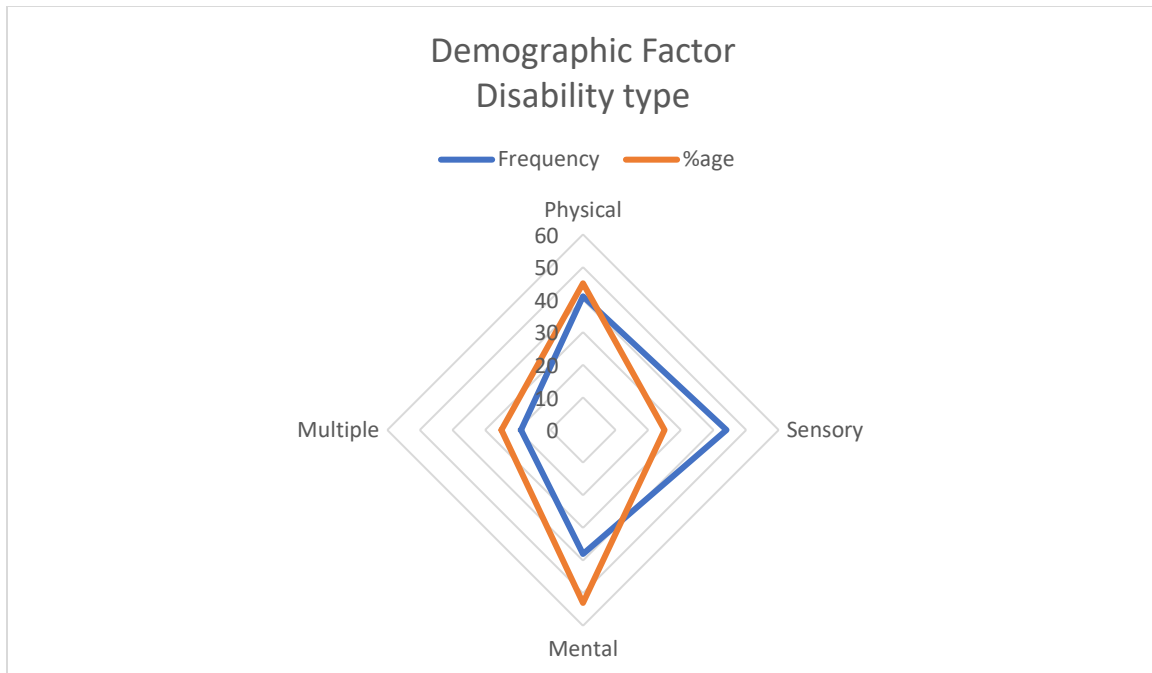


Graph 2 shows that democratic profile app respondent which is greater in different gender and educational level as compared to Employment of disability in different persons .



Democratic factor education level in high school is greater than bachelor in educational level which shows that they have more awareness as compared to other, Employment of disability in persons.

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Disability type	Physical	41	45%
	Sensory	44	25%
	Mental	38	51%
	Multiple	19	25%
	Undergraduate	67	44%
	Postgraduate	22	38%

this graph shows that mental disability is maximum percentage and and postgraduate disability is minimize with all aspects in different circumstances. In this graph democratic factor disability type of mental is greater as compared to sensory disability and different individuals Employment of disability in different persons

Correlation Analysis:

A heatmap displays correlations among numerical variables:

- **Positive correlations:** Job satisfaction is moderately correlated with inclusivity perception ($r \approx 0.5$).
- **Negative correlations:** Discrimination experience slightly reduces inclusivity perception and accessibility ratings.

Interpretation:

The table indicates that supportive workplace culture correlates most strongly with job satisfaction (mean score 4.7). Investments in assistive technology and accessible workstations also significantly enhance satisfaction. The journey toward breaking down barriers and promoting inclusion in disability employment requires concerted efforts from

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all stakeholders, including governments, employers, and civil society. By addressing attitudinal, physical, and systemic challenges, society can unlock the potential of millions of individuals with disabilities, fostering economic growth and social equity. As we move forward, it is imperative to embrace inclusive practices that not only uphold the rights of people with disabilities but also enrich workplaces and communities at large.

Conclusion

- Disability employment is both a challenge and an opportunity for modern workplaces.
- Inclusive practices benefit not only individuals with disabilities but also enhance organizational performance.
- There is a pressing need for comprehensive policies and awareness campaigns to address existing barriers.

The study reveals persistent barriers in employment for individuals with disabilities, particularly those with cognitive impairments. Key challenges include lack of workplace accommodations, negative attitudes, and inadequate policy enforcement. However, the data highlights actionable strategies for inclusion:

1. Promoting Awareness: Training programs for employers to challenge biases and foster inclusive attitudes.
2. Policy Implementation: Strengthening enforcement of disability employment laws and incentives for inclusive practices.
3. Accommodations and Support: Providing accessible workspaces, flexible hours, and assistive technologies.
4. Collaboration: Engaging advocacy groups and individuals with disabilities in co-creating solutions.

By addressing these areas, organizations can break down barriers, promote inclusion, and empower individuals with disabilities to thrive in the workplace.

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