

**WOLKITE UNIVERSITY**  
**COLLEGE OF SOCIAL SCIENCE AND HUMANITY**  
**DEPARTMENT OF SOCIOLOGY**



**ASSESSMENT OF THE LIVED EXPERIENCES AND CHALLENGES OF PEOPLE  
WITH DISABILITIES AT WORKPLACES IN WOLKITE TOWN**

**A SENIOR ESSAY RESEARCH SUBMITTED TO THE DEPARTMENT OF  
SOCIOLOGY FOR PARTIAL FULFILMENT OF THE REQUIREMENT FOR  
BACHELOR (BA) IN SOCIOLOGY.**

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## **Acronyms**

PWD.....People with disability.

WHO.....World Health Organization.

WB.....World Bank.

NGO.....Non-governmental organizations.

UNCRPD.....United Nations Convention on the Rights of Persons with

DFID.....Department for International Development.

## **Abstract**

*The general objective of this study was to assess the lived experience and challenges of people with disabilities at workplaces in Wolkite town. In this study researchers used both quantitative and qualitative research methods. Questionnaire used as quantitative data collected through close ended questions, and qualitative data was gathering which include through Key-informant interview and In-depth interview by preparing semi structure interview guide line. The quantitative data which obtained through was interpreted in questionnaire was shown by tables, percentages and frequency and quantitative data supported by the qualitative whereas the qualitative data in the thematic explanation form of the sampling technique that used in this study was both probability and non-probability. From probability sampling technique we used systematic random sampling whereas in non-probability sampling we used purposive sampling technique. There are 92 disabled people, the target population (people with disabilities) is small in the town of Wolkite so we include all participants as a census. By using non probability sampling we selected 16 respondents of whom, 2 the pr. of people with disabilities association, 4 were the elder disabled people and 8 were those people who experienced severe challenges related to their disability. This study shows that disability inclusion is important to promote social justice and human rights by ensuring that individualities have equal access to opportunities and resource.*

**Key Words:** Disability, sustainable livelihoods, workplace violence

# CHAPTER ONE: INTRODUCTION

## 1.1 Background of the study

There is no single definition of disability (Mitra, 2006). Defining disability is complicated as it is 'complex, dynamic, multidimensional and contested' (WHO & World Bank, 2011). The UN Convention on the Rights of Persons with Disabilities (UNCRPD) recognize that 'disability is an evolving concept' (UNCRPD, 2006). Disability is part of the human condition. Everyone is likely to experience it, either permanently or temporarily, at some point in their life (WHO & World Bank, 2011). People with disabilities are diverse and not defined by their disability (Al Ju'beh, 2015; WHO & World Bank, 2011).

Disability prevalence is influenced by factors that vary across countries including trends in health conditions, environmental factors and other variables such as road traffic crashes, natural disasters, conflict, diet, and substance abuse. For example, an estimated 20 to 50 million people are injured by road traffic crashes each year. The number of people disabled as a result of these crashes is not well documented, although road traffic injuries are estimated to account for 1.7% of all years lived with disability. People who have a low income, are out of work, or have low educational qualifications are at an increased risk of disability (Mitra, 2006). When compared to other children, those from poorer households are known to be at a significantly higher risk of disability (WHO & World Bank, 2011). Disability prevalence rates have been shown to vary significantly regionally as well as nationally. Disability can be influenced by geographical characteristics as well as policy (Mont and Nguyen, 2013).

The African Child Policy Forum (ACPF) recognize children with disabilities as among the most neglected groups in the policy domain as well as the private sphere (African child policy forum, 2018). These children are absent, or referred to only marginally, in public policy documents, sector development plans (for health, education and social sectors), and poverty reduction programs (French, S, 1994). National Plans of Action for Children in African countries sometimes make reference to children with disabilities, but suggest little action to meet their needs (Ransom, 2009:1). This oversight consigns many children with disabilities to a fate of extreme poverty.

Persons with disabilities in Ethiopia have been unable to participate in national developments due to lack of assistance and the attitudes of society (JICA, 2002). Poverty and inadequate socio-economic participation of persons with disabilities (PWDs) have been described as the distinctive characteristics of the disability sector and movement in Ethiopia (Dagnachew, 2011). In Ethiopia disabled people are among the most disadvantaged and most vulnerable groups of the society. Roads, buildings, transport facilities and other public recreational areas have limited participation and integration of persons with disabilities in the society (JICA, 2002). These and other studies shows that in most situations they have the history of silence and remain out of the mainstream of the society. Even though, large number of people lives in poverty in the country, the case of disabled people is extremely worth (Dagnachew, 2011). This fact insures that poverty and disability have looked to be inseparable concepts because what is true for poverty is also true for person with disability.

The constitution of the Federal Democratic Republic of Ethiopia, Proclamation No. 1/1995, guarantees the rights of persons with disabilities in a manner compatible with the rights of all citizens and special rights for people with disabilities. In addition to this, according to FENAPD (2009), the United Nations has also declared standard rules on the equalization of opportunities for persons with disabilities. We try to conduct a preliminary assessment in the Gurage Zone Social Administration Office to get some information about the status of people with disabilities in Wolkite Town. As the information depicts, there are 21 districts in Gurage Zone, and there are 735 people with disabilities (441 males and 294 females). In Wolkite Town, there are 92 people with disabilities (60 males and 32 females). And the officials in the town revealed that Wolkite Town and the country at large have been implementing different poverty reduction strategies to achieve the Millennium Development Goals, eradicate poverty, and become a middle-income society.

Employment provides the opportunity to earn an income, forge social relationships, and establish social and political status and it is also important to disabled people (Jameson, 2005). People with disabilities are often able and willing to work to become financially independent and to contribute towards community development and wider society (Waterhouse, Kimberley, Jonas & Glover, 2010). Tiun and Khoo (2013) and Khoo, *et al.*, (2013) found that most employers in general were unfamiliar with and insensitive to the needs of their employees with disability. The

physical infrastructures in the workplace were not disability-friendly which hindered the movements of employees with disability. The findings further showed that compared to government agencies, private sector was more concerned about meeting the needs of PWDs. Khoo *et al.*, (2013) highlighted two critical factors, namely uncondusive environment and workplace barriers, as the obstacles which impeded PWDs from entering and progressing in the workplace.

The constitution of the Federal Democratic Republic of Ethiopia, Proclamation No. 1/1995, guarantees the rights of persons with disabilities in a manner compatible with the rights of all citizens and special rights for people with disabilities. In addition to this, according to FENAPD (2009), the United Nations has also declared standard rules on the equalization of opportunities for persons with disabilities. We try to conduct a preliminary assessment in the Gurage Zone Social Administration Office to get some information about the status of people with disabilities in Wolkite Town. As per our preliminary assessment, disabled people are challenged in the workplace in diverse ways and lead miserable lives. However, after observing the need for livelihood insecurity and social capital investigation among disabled people, this paper attempts to examine the challenges and hurdles that people with disabilities faced in workplace circumstances, their social capital, and the coping strategies that they used to deal with the problems they encountered at work.

## **1.2. Statements of the Problem**

In Ethiopia, different estimates of the rate of disability have made it difficult to find reliable statistics. The Secretariat of the African Decade of Persons with Disabilities (2010) estimated more than 7.3 million disabled people in Ethiopia while the Ethiopian Central Statistics Agency (CSA) (2008) estimated 805,492 people, which is about 1.09% of the total population. According to CSA (2008), males and females constitute 53.25% and 46.74% of the total disabled people, respectively. Regionally, the rate of prevalence of disability ranges higher in Oromia to lower in Harari regional states (CSA 2008). The majority of disabled people fall within the productive age category. Regarding the types of disability, walking problems (non-functional lower limb) and vision (seeing difficulty) are the most predominant, whereas speaking difficulty and deafness are the least common forms of disability. The situation of disabled people in

Ethiopia is far worse than the average for developing countries (Secretariat of the African Decade of Persons with Disabilities 2010).

Numerous authors argued that disability and poverty are mutually constitutive, and researchers often focus on the global North (OECD 2003). Systematic data on the livelihood of disabled people in the global South is, however, scant, and disabled people in the global North and South are disadvantaged economically (Eide et al. 2011; Schneider et al. 2016). Disabled people in the global South encounter barriers to accessing different livelihood capitals. Poor infrastructures such as lack of sanitation and housing, unsafe and unaffordable transportation, inaccessible school and classrooms, lack of suitable teaching materials, and lack of teachers who are trained in special need education can be barriers for disabled people in accessing health and education services (Braathen & Loeb 2011; Eide et al. 2011; Ingstad, Baider & Grut 2011). Coping strategies should be critically examined not only in terms of their effectiveness at the individual level, but also in terms of their implications and transformative potential for wider social change. Numerous coping definitions, taxonomies and measurement scales have been proposed (Carver, Scheier & Weintraub, 1989; Livneh & Martz, 2007; Skinner et al., 2003; Thoits, 1995). Specific coping strategies, such as planning, seeking social support, acceptance, behavioral or mental disengagement and denial (Carver, Scheier & Weintraub, 1989), have been subsumed under various overarching categories, including problem-focused vs. emotion-focused coping (Lazarus & Folkman, 1984), or active vs. passive/avoidant coping (Hartley & MacLean Jr, 2008). The type and effectiveness of personal coping strategies depend on individual disposition, resources available and the nature of the barrier encountered. Or as Pearlin and Schooler (1978: 18) aptly summarized the constraining influence that society can exert on personal coping efforts.

Persons with disabilities in Ethiopia have been unable to participate in national developments due to a lack of assistance and the attitudes of society (JICA, 2002). Poverty and inadequate socio-economic participation of persons with disabilities (PWDs) have been described as the distinctive characteristics of the disability sector and movement in Ethiopia (Dagnachew, 2011). In Ethiopia, disabled people are among the most disadvantaged and vulnerable groups in society (Hanass & Mitra, 2016). Roads, buildings, transport facilities, and other public recreational areas have limited the participation and integration of persons with disabilities in society (JICA, 2002). These and other studies show that they have a history of remaining silent and outside the

mainstream of society in most situations. Even though a large number of people live in poverty in the country, the case of disabled people is extremely important because what is true for poverty is also true for people with disabilities, poverty and disability have appeared to be inseparable concepts (Dagnachew, 2011).

Although, there are studies that deal with the lived experiences and challenges of people with disabilities, the previous two studies The Secretariat of the African Decade of Persons with Disabilities, (2010) and (Eide et al. 2011; Schneider et al., 2016). only focused on the prevalence of disability, social and livelihood assets, and coping strategies through a quantitative approach regarding a population that is not adequately represented. In addition, based on the researcher's preliminary assessment there are no adequate or concrete studies conducted in the town of Wolkite concerning to the issues of people with disability challenges at workplaces.

However, our study focused on the lived experiences and challenges of people with disabilities, their social and livelihood assets, and their coping strategies by using both a qualitative and quantitative approach, and researcher's tried to fill population gaps by gender, age, etc. The last previous study (Dagnachew, 2011). was also conducted simply on the assessment of the problem of disabled people. Our study ried to fill the gap in terms of methodology and thematic point of focus.

This study tried to fill the gaps identified above and suggest possible solutions that may help to minimize the problem and create awareness in society about the livelihood experiences of people with disabilities. According to information from the zone administration office, there is no currently non-governmental organizations in Wolkite town to help people with disabilities. However, the researcher's strongly believed that this study will be highly valuable and important in various aspects.

### **1.3. Objectives of the study**

#### **1.3.1. Genera objectives**

The general objective of this study is to assess the lived experiences and challenges of people with disabilities at work places in the Wolkite town.

### **1.3.2. Specific objectives**

- To identify challenges faced by people with disability at workplace.
- To investigate social and livelihood assets of people with disability.
- To understand coping strategies of their hurdles.

## **1.4 Research Question**

1. What are the difficulties that people with disabilities face at workplace?
2. What are the social and livelihood assets of people with disabilities?
3. What are their coping strategies for overcoming obstacles?

## **1.5 Significance of the study**

The study paved the way for combating challenges faced by people with disabilities. It will help to encourage the lived experiences of people with disabilities. It also reminds the concerned bodies (government, government official) to prepare that grounds which can support people with disabilities. And This study will help to raise awareness of the existing situation, important for government intervention program, to recommend the NGOs and communities to support people with disability, In this paper a lot of issues discuss about them (people with disability) situation their livelihood challenges so it can help to raise awareness for community and encourage them to understand their situation, to help them by economical, psychological and other issue and it recommend the concerned body when they facilitate like road to consider disabled peoples and make comfortable for them, this study will try to encourage communities to support disabled people by providing different support and finally the result of this study will be promote resources for other researchers who study on the issues. So, the researcher's strongly believed that this study will be highly valuable and important in various aspects.

## **1.6. Scope of the study**

This study was try to explore the lived experience and challenges of people with disability at workplaces. However, the study delimited in Wolkite town which is the administration town of

Gurage communities. This town has been selected for the sake of generating depth of data and the researchers are well in touched with the town of Wolkite. Concerning to the target population, this study relied on the people with disability found in the town of Wolkite. Besides, the researchers planned to generate and collect data in 2023/2015. Therefore, the outcome of the data that incurred from the target population not generalized other parts of Ethiopia aside from the town of Wolkite.

## **1.7. Limitation of the study**

This research was conducted in Wolkite Town, which is located in the gurage zone. The data was collected only from the town's boundaries. The research was the study is also the answers to the questionnaire may not be exact since it is the opinions of the peoples.

## **1.8. Organization of the study**

This research was organized into the following chapters. Chapter one was introduction of the research. This chapter briefly addresses background of the study, statement of problem, research objectives significance of the study, limitation and definition of terms. Chapter two reviews the literature with emphasis on assessment of the lived experiences and challenges of people with disabilities at workplace. Chapter three description of the study area, study population, research design, research approach, research paradigm and philosophical assumptions, sampling strategies and procedure research, sample size determination, source of data, instrument of data collection, plan of data analysis, ethical consideration and data quality assurances.. Chapter four presents the result. Chapter five was conclusions and recommendations.

## **1.7. Definition of terms**

### **1.7.1 Disability**

According to Security (2010), terminology preferences about disabilities are the following. Disability: Appropriate: person with a disability. Inappropriate: impaired; crippled; handicap; handicapped person; or the handicapped. Likewise, use of well-intended but awkward terms such as special need, challenged, handicap able, differently abled, and, hand abled assumes that the person is uncomfortable with their own disability, and it gives the impression that the user of the

term is uncomfortable around a person who has a disability. Disability is a general term used for functional limitation that interferes with a person's ability to walk, hear, or learn, for example. It may refer to a physical, mental, or sensory condition.

### **1.7.2 Disabled Persons**

Disabled persons are persons of all ages who have a permanent and substantial physical, mental or emotional impairment in an area of social relationships important to their everyday lives. Persons who are threatened with such impairment in the foreseeable future are also regarded as disabled. Areas of social relationships regarded as vital are childrearing, education, employment, other occupations, and communication, living and leisure activities. Disabled persons are those persons who are not able to sustain regular social relationships, acquire and perform gainful employment and achieve a reasonable and adequate income without assistance (Council of Europe Publishin, 2003 )

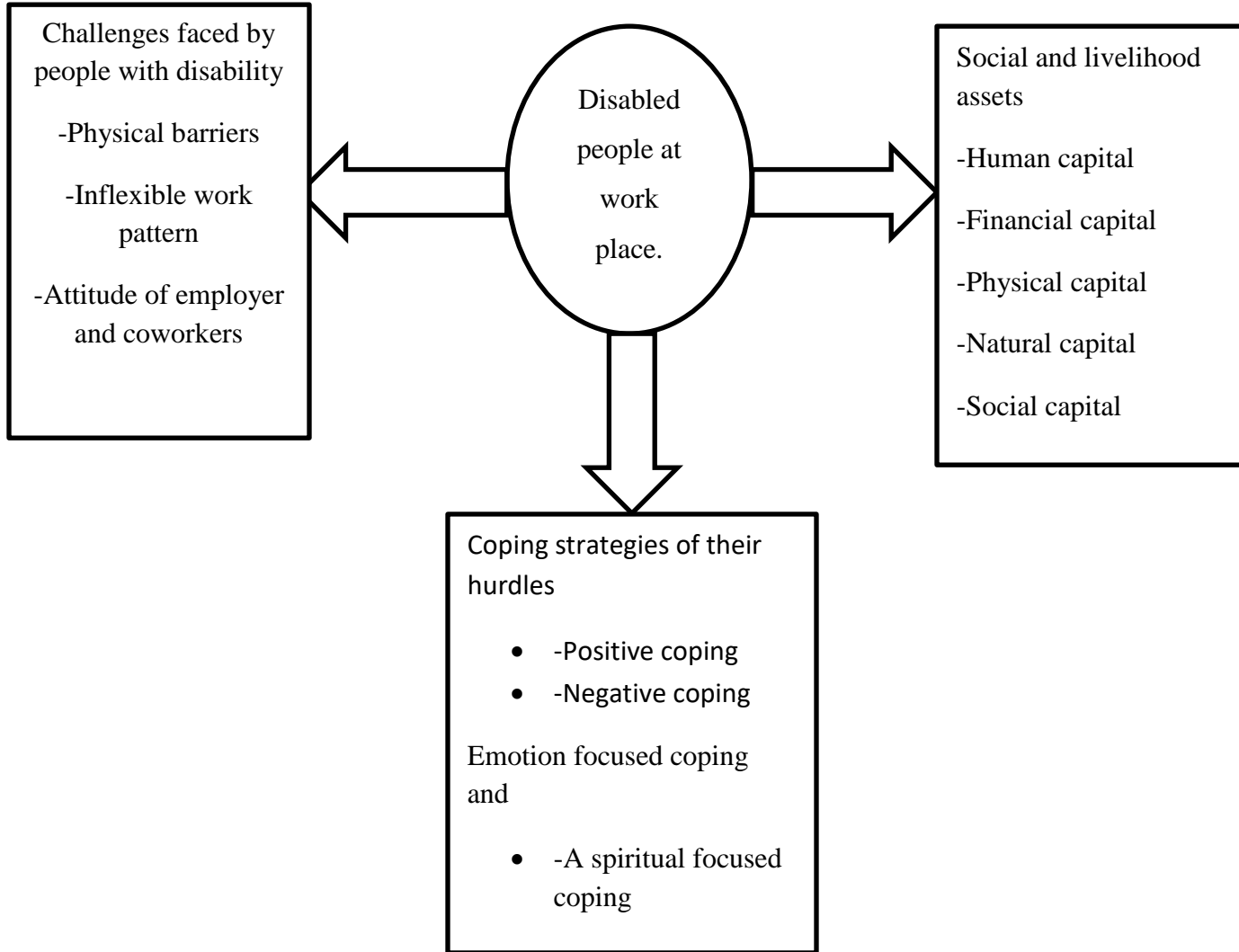
### **1.7.3 Livelihood**

livelihood is defined as a set of activities essential to everyday life that are conducted over one's life span, such activities could include securing water, food, fodder, medicine, shelter, clothing. And an individual's livelihood involves the capacity to acquire aforementioned necessities in order to satisfy the basic needs of themselves and their household ( Oxford University Press, 2010)

### **1.7.4 Coping Strategies**

According to APA Dictionary (2017), Coping strategies are an action, or thought process used in meeting a stressful or unpleasant situation or in modifying one's reaction to such a situation, typically involve a conscious and direct approach to problems.

## 1.8. The Conceptual Framework



**Figure 1. Conceptual framework. Source: Self structured, 2023.**

The above figure shows the conceptual frameworks that compare different variables. At the center of the diagram, we found that the independent variables influence other dependent variables that are connected by arrows to the center, such as challenges faced by people with disabilities, social and livelihood assets, and coping strategies for their hurdles

# **CHAPTER TWO: REVIEW OF RELATED LITERATURE**

## **2.1. Historical Background of Disability**

Contemporary understandings of disability derive from concepts that arose during the scientific Enlightenment in the west; prior to the Enlightenment, physical differences were viewed through a different lens (Moore, Michael, 2015). There is evidence of humans during prehistory that looked after people with disabilities. At the Wind over Archeological Site, one of the skeletons that was found was a male about 15 years old, who had spina bifida. The condition meant that the boy, probably paralyzed below the waist, was taken care of in a hunter-gatherer community (Brown, Robin, 1994).

Disability was not viewed as a means of divine punishment and therefore disabled individuals were neither exterminated nor discriminated against for their impairments. Many were instead employed in different levels of Mesopotamian society including working in religious temples as servants of the gods (Kagnici, Gokhan, 2018). In Ancient Egypt, staffs were frequently used in society. A common usage for them was for older persons with disabilities to help them walk (Loebl, W Y; Nunn, JF, 1997).

## **2.2. Conceptual Framework**

### **2.2.1. Definition of disabilities**

There is no single definition of disability (Mitra, 2006). Defining disability is complicated 'complex, dynamic, multidimensional and contested' (WHO & World Bank, 2011). The UN Convention on the Rights of Persons with Disabilities (UNCRPD) recognises that 'disability evolving concept' (UNCRPD, 2006): 'Persons with disabilities include those who have long-term physical, mental, intellectual or impairments which in interaction with various barriers may hinder their full and effective in society on an equal basis with others' (UNCRPD, 2006). This fluid definition accommodates different understandings of disability or impairment (Schul, 2010), but by defining disability as an interaction, makes clear that disability is not an attribute of the person (WHO & World Bank, 2011). As (Al ju'beh, 2015) 'An impairment on its

own would not lead to disability should there be a completely inclusive and comprehensively access environment', which includes addressing attitudinal barriers such as stereotypes, prejudices and forms of paternalistic and patronising treatment (Schulze, 2010). UNCRPD's definition the social model of disability (Schulze, 2010). Different models of disability inform how disability is understood and acted upon, and can be categories as follows.

### **2.2.2. International Classification**

The International Classification of Functioning, Disability and Health (ICF), produced by the World Health Organization in 2016, distinguishes between body functions (physiological or psychological, such as vision) and body structures (anatomical parts, such as the eye and related structures). Impairment in bodily structure or function is defined as involving an anomaly, defect, loss or other significant deviation from certain generally accepted population standards, which may fluctuate over time. Activity is defined as the execution of a task or action. The ICF lists nine broad domains of functioning which can be affected: Learning and applying knowledge, General tasks and demands, Communication, Basic physical mobility, Domestic life, and Self-care (for example, activities of daily living), Interpersonal interactions and relationships, Community, social and civic life, including employment.

### **2.2.3. Causes of Disability**

There are many different causes of disability that often affect basic activities of daily living, such as eating, dressing, transferring, and maintaining personal hygiene; or advanced activities of daily living such as shopping, food preparation, driving, or working. However, it is important to note that causes of disability are usually determined by a person's capability to perform the activities of daily life. As Marta Russell and Ravi Malhotra argue, "The 'medicalization' of disablement and the tools of classification clearly played an important role in establishing divisions between the 'disabled' and the 'able-bodied.'" (Russell 2019). This positions disability as a problem to be solved via medical intervention, which hinders our understanding about what disability can mean. For the purposes of the Americans with Disabilities Act of 1990, the US Equal Employment Opportunity Commission regulations provide a list of conditions that should easily be concluded to be disabilities: deafness, blindness, an intellectual disability, partially or completely missing limbs or mobility impairments requiring the use of a wheelchair, autism, cancer, cerebral palsy, diabetes, epilepsy, HIV/AIDS, multiple sclerosis, muscular dystrophy,

major depressive disorder, spina bifida, bipolar disorder, post-traumatic stress disorder, obsessive compulsive disorder, and schizophrenia(Federal register.gov, 2011).

## **2.3. Theoretical framework**

### **2.3.1. Medical Model**

The medical (or biomedical) model of disability considers ‘disability a problem of the individual that is directly caused by a disease, an injury, or some other health condition and requires medical care in the form of treatment and rehabilitation’ (Mitra, 2006). It assumes that addressing the medical ailment will solve the ‘problem’ – that disability needs to be fixed or cured (Al Ju’beh, 2015). This model is widely criticised on different grounds, including for not considering the important roles of environmental and social barriers (Mitra, 2006; Rimmerman, 2013).Medical and charity models of disability have led to ‘development interventions based largely on impairment needs assessed by “expert” personnel, involving specialist services that are often severely limited in geographical, age, and impairment reach, as well as generally being expensive to run’ (Coe, 2012).

### **2.3.2. Social Model**

The social model of disability developed as a reaction to the individualistic approaches of the charitable and medical models (Al Ju’beh, 2015; Rimmerman). It is human rights driven and socially constructed (Woodburn, 2013, p. 85). It sees disability as created by the social environment, which excludes people with impairments from full participation in society as a result of attitudinal, environmental and institutional barriers (Mitra, 2006). It places emphasis on society adapting to include people with disabilities by changing attitudes, practice and policies to remove barriers to participation, but also acknowledges the role of medical professionals (DFID, 2000; Al Ju’beh, 2015). The social model has been criticised for ignoring the personal impact of disability and for its emphasis on individual empowerment, which may be contrary to more collective social customs and practices in many developing countries (Al Ju’beh, 2015; Rimmerman).

### **2.3.3. Humanity Right Model**

This model of disability is based on the social model and also seeks to transform unjust systems and practices. It takes the UNCRPD as its main reference point and sees people with disabilities

as the ‘central actors in their own lives as decision makers, citizens and rights holders (Al ju'beh, 2015).The social and human rights models form the basis of many disability policies and practices (Kett, 2010)). As development professionals may identify with the individual models of disability, it is important not to alienate them when introducing them to disability as a human rights issue, but to ‘help [them] to see that barriers are a more helpful and respectful lens with which to view disability’ (Al ju'beh, 2015).

#### **2.3.4. Interactional Model**

Interactional models recognise that disability should be seen as neither purely medical nor purely social,as people with disabilities can experience problems arising from the interaction of their health condition with the environment (WHO & World Bank, 2011). The most commonly used interactional model is the model underlying the International Classification of Functioning, Disability and Health (ICF) (WHO & World Bank, 2011). This views disability as arising from the negative interaction between health conditions and the context – including environmental factors (products and technology; the natural and built environment; support and relationships; attitudes; services, systems, and policies) and personal factors (e.g. age, sex, motivation and self-esteem) (WHO & World Bank, 2011).

#### **2.3.5. Charity Model**

The charity model of disability focuses on the individual, and tends to view people with disabilities as passive victims – objects of pity who need care, and whose impairment is their main identifier (Al ju'beh, 2015).

### **2.4. Challenges of people with disabilities at work place**

Discrimination against People with Disabilities (PWDs) at the workplace is not a new issue. The growing awareness and recognition of the function, contribution and future e of PWDs in society are necessitated by a paradigm shift from a ‘charity’ to a ‘human right’ approach (ILO, 2006). No doubt these people face many obstacles in getting a job. Entering the world of work is part of a major challenge for this group, the WHO lists several limiting factors such as lack of exposure to education and training, the environment of work, one response to the disabled where the employer does not believe will be the ability of the disabled to work, discrimination of the marginalized, the law Blocking occurred in European countries. More painful still, the job

markets do not meet the requirements of infrastructure appropriate to the needs of the disabled. For example, road foot journey of the blind, the disabled toilet, disabled parking, and free access to facilitate the movement of people with disabilities. Employers view this as a burden to be borne because of the renovation involves high costs. Disability suffered either from birth or after an accident the artist was not easy to be accepted and passed by the disabled, it is still faced with a little confidence and support. These people need support and encouragement in ensuring their survival is assured (Norhasyikin Rozali, 2017).

Work for disabled should be made available; this will give them financial independence and provide them with satisfaction in life. We should make our surroundings more accessible to disabled people. The homes for the disabled should be designed in such a way that it is more comforting to them. All these issues can be dealt with if people become more understanding and have patience when they deal with people with special needs. Work for disabled should be made available; this will give them financial independence and provide them with satisfaction in life. We should make our surroundings more accessible to disabled people. The homes for the disabled should be designed in such a way that it is more comforting to them. Also, no matter how small the contribution is, one can always help the needy in their own little ways (Marayan Seva Sansthan, 2020).

## **2.5. Social and Livelihood Assets of disabled people**

The application of the livelihood approach showed that the framework is useful for understanding the multi-dimensional character of poverty and how disability and poverty are combined in terms of livelihood assets, coping strategies of livelihood challenges. (Ingstad & Eide 2011). The livelihood approach is also important to alleviate poverty more effectively by recognizing the complexity of poverty and the various factors determining poverty. Thus, the livelihood approach is not only about income generation and the means to survive, but it is also about human development and building capabilities (Elasha et al. 2005).

Disability and poverty are intertwined in complex ways, flowing from and feeding into each other (Braithwaite & Mont 2009:230). Facilitating access to inclusive livelihoods is a powerful strategy to disrupt this cycle, which is especially effective if it enables people with disabilities to establish a degree of socio-economic security early on in life (Chappell & Lorenzo 2012:20). However, research conducted in South Africa indicates that youth with disabilities are likely to

experience multiple environmental barriers to accessing education and training, employment opportunities, support systems and leisure activities, all of which carry livelihood benefits (Lorenzo & Cramm 2012:581).

### **2.5.1. Sustainable Livelihood framework: An Analytical Framework to the challenges of people with disability at workplaces**

Livelihood refers to the means, entitlements, activities, and assets by which people make a living (Elasha et al. 2005). Handicap International (2010), defines livelihood as the sum of the ways in which individuals, households, or communities make and sustain a living. It refers to both assets and income-generating activities mediated by institutional and social relations. Thus, livelihood is beyond economic poverty.

This study depends on the Sustainable Livelihoods Framework developed by the United Kingdom Department for International Development (DFID). According to the framework, ensuring livelihood depend on five types of capital which are mediated by policies, institutions, processes, and indigenous/local structures (Alinovi et al. 2010; Farrington et al. 2002): human, financial, physical, social, and natural assets. *Human capital* refers to the labor resources available to households and its quality. *Financial capital* entails the savings, credit, pensions, and remittances that allow households different income streams and livelihood options. *Physical infrastructure* involves basic infrastructures such as housing, transportation, communications, and water supply as well as the equipment and tools by which people pursue their livelihoods. *Natural capital* comprises natural resources useful to livelihoods such as land, water, and public resources. *Social capital* implies relationships based on trust and membership in a group or community, which are important for employment, loans, and other types of assistance (Beall & Schütte 2006; Bennett 2010; DFID 1999; Farrington et al. 2002; UNDP 2013).

#### **2.5.1.1. Physical infrastructures and services (physical capital)**

The existence of accessible social infrastructure is more fundamental to disabled people than non-disabled ones. However, the buildings in the study site do not consider the special interest of disabled people, as they lack ramps, appropriate gates, and restrooms. Similarly, the UN Committee on the Rights of Persons with Disabilities (2016) confirmed that the existing legislation and policies on the accessibility of infrastructures and building codes in Ethiopia lack enforcement and are exclusionary as they placed emphasis only on people with physical

impairment. The unaffordability of transportation services and the negative attitude of drivers limit the mobility of disabled people. Consequently, disabled people primarily depend on public transport for all purposes. They are often accompanied by their family, which increases the cost incurred. Bajaj—a three-wheel drive transporting only three people—is the most common public transport used by disabled people due to their physical accessibility in areas where they are needed and the inaccessibility of public buses caused by the limited number, use of only main roads (bus stop far away), and crowds. Moreover, taxis are unavailable and unaffordable to disabled peoples. This limited mobility of disabled people deprives them of access to formal employment and livelihoods, which aligns with the work of Nokrek et al. (2013) and Fitaw and Boersma (2005), conducted in Bangladesh and Ethiopia, respectively.

#### **2.5.1.2. Starting capital for self-employment (financial capital)**

Self-employment requires starting capital. However, disabled people's access to financial capital from microfinance institutions is limited because of the stringent conditionalities attached to it, including collateral, higher saving rate, and paired/group and public surety. This parallels the finding of Nuwagba et al. (2012), who in Uganda found possession of adequate savings or collateral and perceived trustworthiness as factors that determine disabled people's access to loans from microfinance institutions. Additionally, the loans obtained from microfinance institutions are inadequate to start a business. This was stated by focus group discussion participants: Microfinance institutions require a system of paired surety in which all members will be made responsible to pay the loan for a defaulter or require a public servant surety to secure loan personally. They also demand a house plan or car libre as collateral. Also, we don't secure adequate money to start a business in a group as securing a higher amount of loan requires saving a bigger amount of money, which is very difficult for us (Focus group discussion 1, 2015).

These factors together discourage disabled people from joining and receiving a loan from microfinance institutions, which is in line with Handicap International's (2006) argument about the underrepresentation of disabled people among the clients of microfinance institutions.

Therefore, disabled people are lacking access to financial capital in the form of savings, and supply of credits from formal public institutions are limited. This constrains their capability to

earn livelihoods. Consequently, disabled people depend on the support of their families and NGOs to secure starting capital.

### **2.5.1.3. Social capital/resources**

In Ethiopia, the exclusionary and discriminatory attitudes of the community, which is manifested through ridiculing or mistreatment based on disability, limits the connections that disabled people form with others. Governmental policies and legislations also continue to use derogatory terms to refer to disabled people (UN 2016). Furthermore, the community considers disabled people as weak, hopeless, and dependent. Moreover, they are also segregated from participating in different formal and informal social gatherings and organizations such as weddings, funerals, and self-help organizations, social networks, local neighborhood associations, advocacy organizations, and so on, which are the basis for forming friendships and social support networks. This deprives disabled people of personal and social capital, limiting their access to resources and opportunities to make choices and decisions that influence their quality of life and to the supports that enable them to live more self-determined lives. This finding corroborates the work of Tefera (2005) and Nokrek, et al. (2013), who attributed disabled people's lack of integration into mainstream development activities to the negative attitude of the community. The negative attitude of the community also erodes the confidence of disabled people, leading them to switch their areas of residence. In this regard, a female household head interviewee stated that, After I got impaired I have been hidden in my family's home. All members of the community were expressing their sorrow towards my impairment. Consequently, I have relocated to my current hometown where most people don't know my background (Personal interview, 2015). This shows how the negative attitude of the community undermines the confidence of disabled people to work and earn income to improve their livelihoods. This aligns with ILO's (2006) finding of public misunderstanding of the capacity of disabled people to work and support others.

### **2.5.2. Sustainable livelihood Approach in work place**

Disabled people in the global South encounter barriers to accessing different livelihood capitals. Poor infrastructures such as lack of sanitation and housing, unsafe and unaffordable transportation, inaccessible school and classrooms, lack of suitable teaching materials, and lack of teachers who are trained in special need education can be barriers for disabled people in

accessing health and education services (Braathen & Loeb 2011; Eide et al. 2011; Ingstad, Baider & Grut 2011). In Ethiopia, the exclusionary and discriminatory attitudes of the community, which is manifested through ridiculing or mistreatment based on disability, limits the connections that disabled people form with others. Governmental policies and legislations also continue to use derogatory terms to refer to disabled people (UN 2016). Furthermore, the community considers disabled people as weak, hopeless, and dependent. Moreover, they are also segregated from participating in different formal and informal social gatherings and organizations such as weddings, funerals, and self-help organizations, social networks, local neighborhood associations, advocacy organizations, and so on, which are the basis for forming friendships and social support networks. This deprives disabled people of personal and social capital, limiting their access to resources and opportunities to make choices and decisions that influence their quality of life and to the supports that enable them to live more self-determined lives. This finding corroborates the work of Tefera (2005) and Nokrek, et al. (2013), who attributed disabled people's lack of integration into mainstream development activities to the negative attitude of the community.

The livelihood assets and strategies pursued by people are mediated through institutional processes and structures including government, laws, norms, policies, international legislations, and their enforcement. Ethiopia has adopted national and international legislation to protect the rights and welfare of disabled persons. The Federal Democratic Republic of Ethiopia (FDRE) Constitution (1994) article 41 guarantees the equality of disabled persons and protect them from any kind of discrimination. The Proclamation on the Employment Rights of Persons with Disabilities (2008) requires employers to provide accessible working or training conditions and materials to disabled persons and avoid employment discrimination based on disability. Furthermore, the Ethiopian Building Proclamation (2009) also emphasizes the accessibility of buildings and restroom facilities for disabled persons. Federal Civil Servants Proclamation no. 1064/2017 under article 13(2) and 49 (1–4) states that disability should not be grounds for employment discrimination, and disabled civil servants shall enjoy affirmative action during recruitment, promotion, transfer, redeployment, education and training. Government institutions are responsible to create conducive work environment, provide the necessary tools, materials, training, and assign assistants to disabled people. Moreover, disabled people are allowed to

import wheelchairs and crutches free of taxation (Directive No. 36/98). The 2009 framework document that aimed to provide special needs education (SNE) in Technical and Vocational Education and Training and the National Plan of Action of Persons with disabilities (2012–2021), which aimed to make Ethiopia an inclusive society, were also adopted.

Nonetheless, as can be discerned from the previous discussions, these legislations are not properly enforced as disabled people are not receiving the necessary support from the government because of lack of organizational capacity and institutional weakness established to oversight and serve the rights of disabled persons. This finding corroborates the work of the Secretariat of the African Decade of Persons with Disabilities (2010), MoLSA (2012), and the UN's Committee on the Rights of Persons with Disabilities (2016). Furthermore, there has been no legal ground that obliges the private sector to employ disabled people.

## **2.6. Coping Strategies**

Coping is the ability to adjust, adapt and meet a challenge successfully. It also entails contending or dealing successfully with a challenging event (Folkman S, Lazarus RS, 2000). Noted that coping means when one constantly changes her/ his behavioral and thought effort that people adopt to master, reduce or minimize stressful events in order to manage some specific external demands that have been judged as tasking or exceeding the resources of the person (Affleck G, Tennen H, 1996). Or it is the reduction of tension and restoration of equilibrium (Hagemann O, 1992). There are two most commonly widely used types of coping. Coping is directed at managing or altering the problem causing then distress is problem- focused and coping is directed that regulating the emotional response to the problem is emotion-focused A spiritual-focused coping strategy is finding meaning and purpose in adversity through a strong relationship with God (Hagemann O, 1992) .

The concept of positive coping has been associated with lower levels of psychological distress, whereas negative coping has been associated with higher levels of psychological distress, It plays both independent and interactive roles in influencing physical and mental health conditions (Jacobs JM, 2020). People with disabilities are confronted by using different supporting materials. These include; wheelchairs, artificial limbs, inaccessible to appropriate technology, and difficulty in repairing, and maintaining accessible devices (Bates PS, spencer, 1992). Coping strategies are important to improve social and physical barriers to people with disabilities, It is

different among females and males males have to control stress, either overcoming or fleeing it and females are not easy cope with psychological stress due to natural conditions (Worku A, Desalegn GT, Getnet B, 2021). Different studies revealed that there are several coping strategies among individuals with disabilities for their psychological distress. These include; sought of social support, problem-solving, physical exercise, avoidance, using social media, watching movies, and relationship with others Social support and problem-focused coping strategies play an important role to increase life satisfaction and the personal growth of people with disabilities(Kim J-H, McKenzie LA, 2014)

## **2.7. Disability Inclusion**

A meta-analysis of the use of social inclusion in disability studies found it to mean: i) being accepted and recognised as an individual beyond the disability; ii) having personal relationships with family, friends and acquaintances; iii) being involved in recreation and social activities; iv) having appropriate living accommodation; v) having employment; and vi) having appropriate formal and informal support (Rimmerman, 2013)Disability inclusive development ‘seeks to ensure the full participation of people with disabilities as empowered self-advocates in development processes and emergency responses and works to address the barriers which hinder their access and participation’ (Al ju'beh, 2015)

## **CHAPTER THREE: RESEARCH METHODOLOGY**

### **3.1. Introduction**

This section provides an overview of research methods. The following specific issues are included: description of the study area, study population, research design, research paradigm and philosophical assumptions, research approach, sampling strategies and procedures, sources of data, method of data generation, plan of data analysis, ethical consideration, and data quality assurances.

### **3.2. Description of study area**

The study conducted on lived experiences and challenges of people with disability at work place in wolkite town. Wolkite is a town and separate woreda in south-western Ethiopia. The administrative center of the qebena of the southern Nations, Nationalities and Peoples' Region (SNNPR). Based on the 2007 Census conducted by the central statistical agency, town has a total population of 28,866 of whom 15,074 are men and 13,792 women. The plurality of the inhabitants practiced Ethiopian Orthodox Christianity, with 43.5% of the population reporting that belief, while 33.9% were Muslim, 18.6% were Protestants, 2.6 were Traditional faith, 0.7% were Catholic and Judaism 0.7 (Census, 2007). And there 735 people disability 19 woreda, specifically there is 92 in wolkite town.

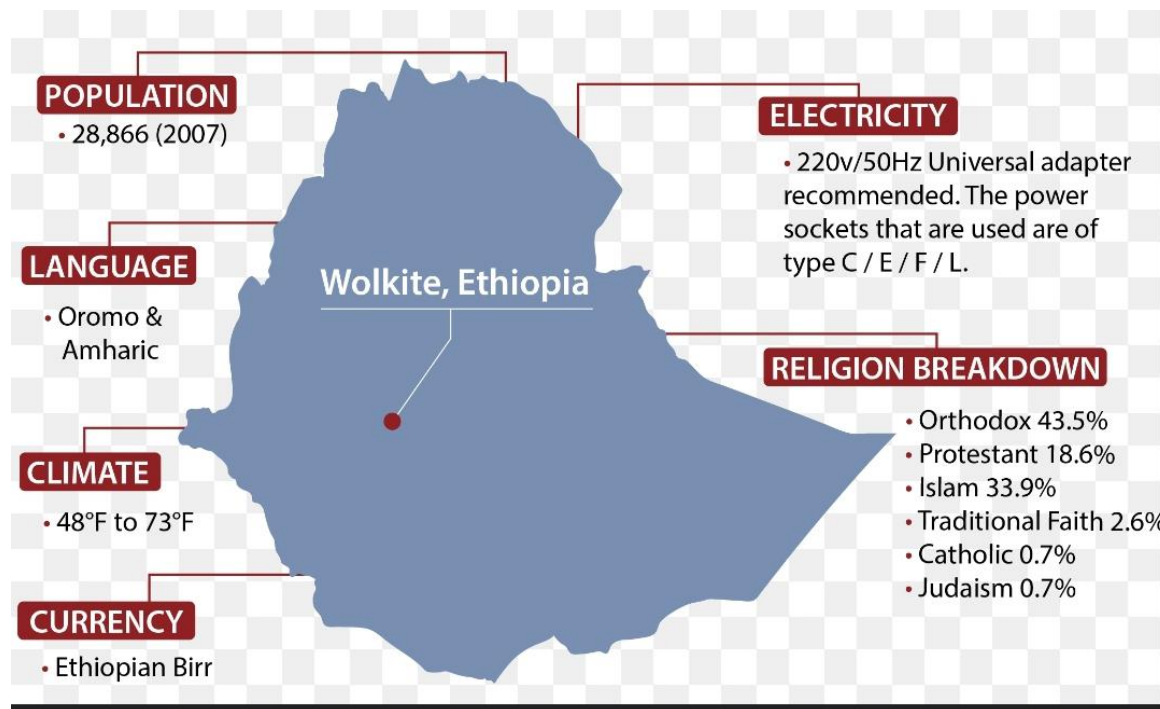


Figure 2: Map of Wolkite Town and Ethiopia. Source: Google map, 2022

### 3.3. Study population

According to the Gurage Zone Social Administration Office, there are 735 disabled people in Gurage Zone. Accordingly, there have been 18 Woredas, and the following indicates the disabled people's composition in terms of their number: Abeshege (31), Ezaa (13), Welene (35), Sodo (Guraghe) 47, Meskan (25), Mareko (44), Endegagn (24), Gumer (18), Aklil (9), Geta (21), Butajira (60), Mikane (41), Enamor (33), Bue (115), Emdbr (65), Gunchire (42), and Wolkite (92) are among those with disabilities. The target population for this study will be all disabled people, both female and male, in Wolkite Town, where they are known by the town's administrators.

### 3.4. Research Design

This study in terms of time span used Descriptive Cross-sectional study design. This study design has profound importance in examining the challenges and lived experiences of people with disability by describing and narrating the facts behind them. In addition Descriptive research design enables the researcher's to describe the status of phenomena or relationships among phenomena at a fixed point in time. This can be thought as a "snapshot" of the frequency and characteristics of a condition in population at a particular point in time. And also

descriptive/analytical cross-sectional studies are useful for us to establishing preliminary evidence for a causal relationship, describing, explaining and validating our research findings. .

### **3.6. Research Approach**

In this study, researchers employed a mixed research approach. And the study used explanatory sequential mixed method, the quantitative data supported by the qualitative data. Because when we use one of the two approaches (qualitative or quantitative), drawbacks might occur. However, to reduce these drawbacks, a mixed-methods research approach might be better. It helps the researchers reduce the degree of flaws and gives them a better understanding of the problem. To answer the challenges faced by people with disabilities and to understand their coping strategies, we will use a qualitative research approach and a quantitative approach to investigate the social and livelihood assets of people with disabilities (Jacobs JM, 2020).

Mixed methods research is the combination and integration of qualitative and quantitative methods in the same study for the road purposes of breadth and depth of understanding and corroboration (Cresswell, 2012) A design might be considered mixed if it employs qualitative and quantitative approaches at any stage, including research questions development, sampling strategies, data collection approaches, data analysis methods, or conclusions (cresswell, j.W.& Garrett, 2008). According to Mason (2006), mixing methods offers enormous potential for enhancing our capacity for social explanation and generalization.

### **3.5. Research paradigm and philosophical assumptions**

In this research, pragmatism philosophical realm/approach was used. According to Cresswell (200), while using mixed research approach, the research paradigm is sifted or inclined toward pragmatism in research philosophy. Pragmatic research realm as a paradigm is based on the premise of utilizing the best methods to investigate real-world problems, allowing for the use of multiple sources of data and knowledge to answer research questions and this lends to its appropriateness for mixed methods research, where by quantitative and qualitative data are collected and integrated within the sample study (Andrew S, & Halcomb EJ, 2007)

### 3.7. Sampling strategies and procedure research

For this study researchers, used both probability and non- probability sampling. In probability sampling, each sample has an equal probability of being chosen. We can say, a probability sample is one in which each element of the population has a known non-zero probability of selection. This method of sampling gives the probability that our sample is representative of a population (Nayeem Showkat, 2017). And we will use systematic sampling technique, because to minimize biased samples and poor survey result and to ensure all outcomes are given equal chance of getting selected in the sample. Among the non-probability sampling techniques the researcher's will use purposive sampling procedure. However, the target population of the study will be selected based on the researcher's desideration whom we think are knowledgeable and provide us the suited information related to the study issues will be undertaken. Purposive sampling reach cases for the most effective use of limited resources (Patton, 2002). This involves identifying and selecting individuals or groups of individuals that are especially knowledgeable about or experienced with a phenomenon of interest (Cresswell & Plano Clark, 2011).

#### 3.7.1. Sample Size Determination

The number of the sample size for the research was determined based on formulas by Lynch, et al (1972) is suggested over other available formulas found in statistics books because it yield a more adequate sample size when the population is small and the normal approximation of the population is poor.

$$n = NZ_{\alpha/2}^2 p(1-p) / Ne^2 = Z_{\alpha/2}^2 p(1-p) / e^2$$

N=Total population

P= The largest possible proportion = 0.50

$Z_{\alpha/2}$  is the confidence level value, We used 95% confidence interval. At 95% confidence level  $Z_{\alpha/2} = 1.96$

e= The sampling error which normally assumes on the base of confidence level, At 95% confidence level  $e=0.05$

N=92	$Z_{\alpha/2}=1.96$
P=0.50	e=0.05

$$\begin{aligned}
n &= 92 \left( \frac{(1-0.96)^2 * 0.50 (1-0.50)}{92 (0.05)^2} + \frac{(1.96)^2 * 0.50 (1-0.50)}{92 (3.8416) * 0.50 (0.5)} \right) \\
&= 92 \left( \frac{0.0025 * 0.50 (1-0.50)}{0.0025} + \frac{3.8416 * 0.50 (1-0.50)}{3.8416 * 0.50 (0.5)} \right) \\
&= 92 \left( 0.25 / 0.23 + 0.25 \right) \\
&= 92 * 1.1904 \\
&= 109.5168 \\
&\approx 110
\end{aligned}$$

Note that the target population (people with disabilities) is small in the town of Wolkite. As indicated in the section on the target population in Wolkite, there are 92 disabled people. However, the formula stated that 74.2, or approximately 74, disabled people would be chosen. Cresswell (2012) asserts that if we have a small target population, our only option is to include all the respondents as a census instead of using the people we obtained by the formula stated. Therefore, this study was include all the 92 disabled people found in the town.

### **3.8. Source of Data**

#### **3.8.1 Primary source of data**

Primary data is one which is collected for the first time by the researcher. Primary data is collected with an aim for getting solution to the problem at hand, secondary data is collected for other purposes. Primary data is a real-time data. Primary data sources include surveys, observations, experiments, questionnaire, personal interview etc. on the other contrary (Ajay, 2017).

#### **3.8.2 Secondary Source of data**

Secondary data is just the analysis and interpretation of the primary data. Primary data is one which is collected for the first time by the researcher. Secondary data is the data already collected or produced by others. Secondary data is just the analysis and interpretation of the primary data. Secondary data collection process is rapid and easy. Secondary data collection sources are government publications, websites, books, journal articles, internal records (Ajay, 2017)

### **3.9. Instruments of Data collection**

In this study researchers, employed three ways of generating data the first key informant interview, questionnaire and in-depth interview. The first key informant Interview,

#### **3.9.1 Key informant Interview**

To generate qualitative data, researchers used key informant interviews with people who have knowledge and understanding of a specific issue. Semi-structured interviews employed, which consist of a series of open-ended questions designed to draw out responses. From data collection instruments, the researchers used interviews to collect data from six (6) interviewees: the first, the manager of the PWD association; the second, the deputy association manager, who manages day-to-day operations in the association; and the remaining four, the elder disabled people, who have many years of experience in the PWD association.(See Table 10).

#### **3.9.2. Survey Questionnaire**

Second, Researchers used questionnaire as a means of instrumentation for data collection. Questionnaire have an advantages over some other types of survey tools in that they are economical to produce, both in cost and time, allowing a large number can be sent out thus increasing the possibility of getting a range of responses back. Participants also have anonymity, as their name do not appear on the questionnaire which means (Kumar, 2005) refers to the benefit of this and states “As there is no face-to-face interaction between respondents and the interviewer. This method provides greater anonymity. In some situations where sensitive questions are asked, it helps to increase the likelihood of obtaining accurate information.” The target population for this is all disabled people in wolkite town. The criteria for this selection are that we have a small target population, so our only option is to include all the respondents.

#### **3.9.3. In-depth interview**

A third, in-depth interview was the other instrument used in this study. The participants for this instrument were selected based on the researcher’s preference for people who are knowledgeable and can provide the relevant information about the study issues. The researcher’s planned to have one-one interpersonal interview with the selected eight informants. The researcher’s included those people who experienced severe challenges related to their disability at workplaces

in the town. In addition, those disabled people who are not resident and active members of the association in which this research is being focused were not included or excluded, (See Table 11).

### **3.10. Plan of Data Analysis**

The researcher's, used quantitative and qualitative methods of data analysis based on the collected data. The qualitative data that obtained through method was interpret in the form of thematic explanation. But the quantitative data that was obtain key- informant and in-depth interview through questioner method was interpret by descriptive statistics and shown by tables, percentage and frequency.

The aim of data analysis is to help turn raw data into knowledge, which can then be used for decision making and other purposes. Data analysis can take place at any stage of a project or program cycle. There are many different types of data analysis. Many projects and program use a combination of different types of analysis (Warren Capell, MD , 2016)

### **3.11. Ethical consideration and Data quality assurances**

During conducting this research, the researcher's was try to protect the informants/ respondents confidentiality and anonymity. In doing so, the researchers initially was requested a formal letter from the department of sociology. All participants was engaged based on their willingness and the researchers provide informed consent to know the purpose of the study and was briefly explain for the participants and they was inform that their responses lkept confidential. And we was guarantee anonymity by not revealing any personally identifying information for example, name, photo, videos, phone number and email addresses.

Finally, the ready-made questionnaire was administered for the selected participants by the researchers. Then, the researcher's assured the data by using standardized questionnaires through outlining their feasibility, and by ensuring good rapport and narration. In addition, we were trying to ensure the data quality through conducting preliminary assessment.

## CHAPTER FOUR: DATA PRESENTATION AND ANALYSIS

### 4.1. Introduction

In this chapter, the result and interpretation of the analyzed data are presented in two sections. In section one, simple description in terms of their demographic data are provided by frequency and percentage, and in section two, the description of the survey are examined along with the research question.

### 4.2 Response rate

In this research, the researchers have selected 92 disabled people. However, the response rate of the study was 77.17%. 92 questionnaires were distributed, but only 71 research participants successfully responded.

**Table 1: Response Rate of the survey participants**

	No of participant	Percentage
Successfully responded questionnaires	71	77.17%
Non-responded questionnaires	21	22.83%
Total	92	100%

Source, Own survey, 2023

### 4.3. Demographic profile of the respondents

The total numbers of the distributed questionnaires were 92 and out of these only 71(77.17) research participant were filled completely and consistently. Among the total respondents who filled the questionnaire 47(66.19) were males and the remaining were females. 31(43.7%) respondents were found between 19-29 age groups, 24(33.8) were found between 30-39 age groups, 10(14%) were found between 40-49 age groups, and the remaining 6(8.5%) were found >50 age groups. In term of disability 12(16.9) of the study participant had visual impairment, 23(32.4) of them had hearing impairment, 28(39.4) of them had health impairment and the

remaining 8(39.4) of them had other health impairment. In term of cause of disability 31(43.7) of the study participants had impairment cause of Natural, 25(35.2) were cause of Accident and 15(21.1) were cause of illness. With respect to their marital status 29(40.8) of them respondents were married, 21(29.6) of them were single, 15(21.1) of them were divorced, 6(8.5) of them were windowed. From 71 total respondents 20(28.2%) of them had governmental work, 36(50.7%) of them private work, and the remaining 15(21.1%) had other works.

**Table 2: Sex distribution of the respondents, type of disability, cause of disability, marital status of the respondent and occupation**

No	Variables		Responses	
			Frequency	Percentage
1	Sex	Female	24	33.81%
		Male	47	66.19%
		<b>Total</b>	<b>71</b>	<b>100%</b>
2	Age	19-29	31	43.7%
		30-39	24	33.8
		40-49	10	14%
		>50	6	8.5%
		<b>Total</b>	<b>71</b>	<b>100%</b>
2	Types of disability	Visual	12	16.9%
		Hearing	23	32.4%
		Physical	28	39.4%
		Other	8	39.4%
		<b>Total</b>	<b>71</b>	<b>100%</b>
3	Cause of disability	Natural	31	43.7%
		Accident	25	35.2%
		Illness	15	21.1%
		<b>Total</b>	<b>71</b>	<b>100%</b>
4	Marital status	Single	21	29.6%
		Married	29	40.8%

		Divorced	15	21.1%
		Widowed	6	8.5%
		<b>Total</b>	<b>71</b>	<b>100%</b>
<b>5</b>	Occupation	Governmental work	20	28.2%
		Privet work	36	50.7%
		other	15	21.1%
		<b>Total</b>	<b>71</b>	<b>100%</b>

Source: Survey 2023

#### 4.4. Challenges faced by people with disability at workplace

Table 3 assessment of unemployment due to disability

Items		Responses	
		Frequency	Percentage
I lost my job due to my disability.	Yes	48	67.6%
	No	23	32.4%
	<b>Total</b>	<b>71</b>	<b>100%</b>

Source: Own survey, 2023

The table shows that a significant number of respondents 48(67.6%) have lost job opportunities due to discrimination against people with disabilities. This discrimination can be intentional or unintentional, such as not providing reasonable accommodations or refusing to hire or promote individuals with disabilities. On the other hand, 23(32.4%) of respondents have not experienced job loss due to their disability and have had job opportunities without discrimination. Overall, the majority of respondents have faced challenges such as unemployment, inaccessible workplaces, and lack of support, health issues, and economic factors due to their disability. This highlights

the need for employers and government bodies to take steps to promote disability inclusion and support the full participation of people with disabilities in the workforce.

In the same vein, a person who was interviewed and has important knowledge about the working conditions of individuals with disabilities at Wolkite town is referred to as (KIP#1);

*“There are many challenges that people with disabilities face. The first is a lack of perception or awareness when a road is built, In terms of making schools convenient for them, general social services are not convenient for them.”*

Also, about general working conditions of persons with disability in wolkite Town key-informant (KIP#2), said;

*“Although not as many as in the city of wolkite, there are people with disabilities who work in the government and private sector. And our disability association does a lot of work, from advocacy to disability-centered building designs and providing housing for the disabled.”*

A key informant (KIP#3) in wolkite town provided information about the working condition of people with disabilities;

*“There is humiliation and discrimination, it was very difficult for me to find a job because of my disability, know that many work place are not designed to accommodate us, we face discrimination in the hiring process, stigma and negative attitude from coworkers and supervisors.”*

Table 4: Challenges of people with disability in their workplace

Items		Responses	
		Frequency	Percentage
I have faced challenges due to my disability at my workplace?	Yes	71	87.3%
	No	9	12.7%
	<b>Total</b>	<b>71</b>	<b>100%</b>

Source: Own survey 2023

According to the above table, all 62(87.3%) respondents responded that they faced challenges due to their disability, because of the stigma which can lead to negative attitudes and assumptions from coworkers or employers, transportation to and from work specially public transport is not accessible for reliable they face challenges in their workplace. And 9(12.7%) respondents responded that we have not faced any challenges or problems in our work and our workplace is comfortable for us, we also get a lot of moral support from our colleagues..

Furthermore, the table indicates that the majority of respondents faced challenges due to their disability. This highlight the need for employers must take steps to ensure that their workplaces are accessible, inclusive, and supportive of individuals with disabilities. This includes providing accommodations, promoting diversity and inclusion. By doing so, employers can create a more equitable and productive workplace for all employees.

Similarly, NCPEDP (2009) report finds that difficulty in identification of suitable jobs, accessibility, discrimination, and lack of education and skills are the major challenges for employment of disabled people. The survey in Odisha suggests that accessibility, stakeholders' views of disability as a charity, and welfare issues and their lack of awareness on disability rights are major factors that affect the livelihoods of disabled people (Mohapatra, 2012b).

Similar to these findings, the key-informant interview reveals the challenges faced by individuals with disabilities in their workplace;

*“The problem is broad, for example, from admitting disabled people to school, there is a policy at the government level, but in terms of implementation, government institutions do not fulfill their responsibilities.”(KIP#1)*

In the key informant interview other participant (KIP#2) speak people with disability situational problems they have faced at their workplace follows;

*“They face many problems, they are stigmatized by the people because of their disability, all facilities, buildings and recreational facilities are not designed with them in mind. In Ethiopia also in the world there are many disabled people, but institutions are not suitable for disabled people.”*

During a key informant interview, participant (KIP#3) shared information about the difficulties that people with disabilities encounter in their workplace.

*“There is humiliation and discrimination; it was very difficult for me to find a job because of my disability, As we know, many workplace are not designed to accommodate us, we face discrimination in the hiring process, stigma and negative attitude from coworkers and supervisors. Because of this we face challenges in finding employment, and obtaining financial resources. We face also negative attitudes and stereotypes of others that impact our self-esteem and sense of belonging.”*

Participant (KIP#4), who was interviewed as a key-informant, discussed the specific challenges that disabled individuals have experienced in their workplace;

*“Many workplaces are not designed to accommodate us, this make it difficult for us to navigate the physical environment and we face discrimination from our coworkers or employers also we face limited job opportunities due to their disability which can make difficult for us to find employment and advance in our careers.”*

During a key-informant interview participant (KIP#5), talk about the particular obstacles that people with disabilities have encountered while working in their respective workplaces.

*“some employers may not understand the needs of us, which can lead to understandings and miscommunication and negative attitudes towards us can create hostile work environment, making it difficult for us to feel comfortable and succeed in our job”*

Participant (KIP#6), Who was participant in the key-informant interview, discussed the challenges have encountered in their workplace due to their specific situations;

*“Despite legal protections against us, we still face discrimination in hiring, promotion and other employment-related decisions despite this we got lower payment and hostile work environment.”*

The key informants in the interviews highlighted the broad range of challenges faced by individuals with disabilities in the workplace, including lack of implementation of government policies, stigmatization, and lack of accessibility in facilities and buildings. These challenges can

lead to exclusion and discrimination, making it difficult for individuals with disabilities to fully participate in the workforce.

During an in-depth interview, participant (INP#1) provided feedback on the challenges and support services available for individual with disabilities to effectively carry out their responsibilities in the workplace;

*“I’m a teacher, I have faced a lot of problems when I’m in college but now I already overcome all problems, I do my work properly and people around me gives me admiration”*

Participants (INP#2 and INP#3), shared insights on the difficulties and assistance programs accessible to people with disabilities to perform their job duties efficiently in the workplace during an in-depth interview.

*“One of the biggest challenges we face in our workplace is accessibility this include physical barriers, such as inaccessible buildings or workstations, as well as digital barriers, such as inaccessible websites or software. we also face communication barriers, such as difficulty hearing or speaking that made it challenging to communicate with coworkers or supervisors.”*

Participant (INP#4), provided valuable information on the challenges and support services that are available to aid individuals with disabilities in carrying out their work responsibilities proficiently in the workplace;

*“First there is limited job opportunity for us due to discrimination and lack of accessibility in our workplace, second after we got job we face communication barriers, such us inaccessible documents or lack of sign language interpreters this and other barriers can make it difficult our daily life.”*

During the interview Participant (INP#5), talked about the difficulties that individuals with disabilities encounter due to inadequate infrastructure;

*“We face negative attitude and discrimination from our colleagues or superiors and they not provide adequate training for us.”*

One of the interview participant (INP#6), discussed the issue of physical infrastructure challenges faced by people with disabilities;

*“We experience health issues that make it difficult for team work, such as chronic pain or fatigue and need to take time or reduce our hours.”*

Participants (INP#7 and INP#8) gave their opinion on the obstacles and resources that are accessible to help individuals with disabilities fulfill their job responsibilities effectively in the workplace;

*“Employers discriminate us by not providing reasonable accommodations or by refusing to hire us due to this we face financial challenges.”*

The in-depth interviews revealed that individuals with disabilities face challenges in the workplace, including limited job opportunities, communication barriers, negative attitudes and discrimination from colleagues and superiors, inadequate physical infrastructure, and health issues. These challenges can make it difficult for individuals with disabilities to fulfill their job responsibilities effectively. However, support services and resources are available to help individuals with disabilities overcome these challenges, such as reasonable accommodations and training. Despite this, some employers still discriminate against individuals with disabilities, leading to financial challenges.

**Table 5: The challenges of people with disability they have faced in terms of physical infrastructure and services**

Items		Response	
		Frequency	Percentage
My answer for question number 2 is "yes", what is The challenges that I have faced in term of physical infrastructures and services.	lack of architectural structures	32	51.6%
	Limited access to training and development opportunities	14	22.6%

	Limited access to technology	16	25.8%
	<b>Total</b>	<b>62</b>	<b>100%</b>

Source: Own survey 2023

According to the above research 32(51.6%) respondents were experiencing lack of architectural structure in their workplace because all architectural settings are not designed to accommodate people with disability, 14(22.6%) were face limited access to training and development opportunity challenge because of physical barriers and lack of accommodation and 16(25.8%) were responded that they have limited access to technology they face challenges accessing technology because of that is not designed to accommodate their needs, such as readers or voice recognition software.

Moreover, the fact that majority of respondents reported facing challenges due to their disability underscores the pervasive nature of these obstacles in the workplace. These challenges include not only discrimination and inaccessible workplaces but also issues related to health, transportation, and economic factors. As such, it is imperative that employers and policymakers take a multifaceted approach to addressing disability-related barriers in the workforce. The data presented in the table clearly indicates that discrimination against people with disabilities is prevalent in the workplace, with a significant majority of respondents (67.6%) reporting that they have lost job opportunities due to this issue. This highlights the urgent need for employers and government bodies to take proactive steps to promote disability inclusion and ensure that individuals with disabilities are not unfairly disadvantaged in the work force. And based on the table it's clear that people with disabilities face significant challenges in the workplace, particularly related to physical infrastructure, training and development opportunities, and access to technology. This challenges can limit their ability to perform their job duties effectively and advance in their careers. Overall, these findings underscore the need for continued efforts to promote disability inclusion and support the full participation of individuals with disabilities in the workforce. By taking concrete steps to address discrimination and other barriers, employers

and policymakers can help ensure that all individuals have equal access to job opportunities and can contribute their talents and skills to the economy.

Similar with this findings, a person in the key-informant interview, discussed the difficulties that people with disabilities encounter in terms of the physical infrastructure in their workplace;

*“Physical infrastructure at our workplace is one of the challenges faced by us. This can include inaccessible buildings, narrow doorways and inaccessible restrooms, which can make it difficult for them to navigate the workplace and perform our job duties.”(KIP#1)*

And also, key-informant (KIP#4), Talked about the challenges faced by individuals with disabilities regarding the physical infrastructure of their workplace;

*“Buildings without ramps or elevators can make it impossible for us to access certain areas of the workplace and narrow hallways make it difficult for us mobility impairment to navigate the workplace.”*

One of the key-informants (KIP#5), Tackled the hindrances that individuals with disabilities encounter concerning the physical infrastructure of their workplace;

*“Almost all workplace are not designed to accommodate us this can include steps, narrow doorways and inaccessible entrances”*

A person in the key-informant interview, Addressed the obstacles that people with disabilities confront in relation to the physical infrastructure of their workplace;

*“Uneven surface that is not level or smooth, with variations in height or texture which is pose a challenge for me, which it make difficult for me with mobility impairments to navigate the workplace safety and many restrooms are not designed to accommodate us.”(KIP#6)*

The in-depth interviews revealed that individuals with disabilities face hindrances in the physical infrastructure of their workplace, such as steps, narrow doorways, inaccessible entrances, uneven surfaces, and restrooms that are not designed to accommodate them. These challenges can make it difficult for individuals with disabilities to navigate the workplace safely and perform their job duties.

## 4.5. Social and livelihood assets of people with disability

**Table 6: Kinds of self-employment which people with disabilities do**

Items		Response	
		Frequency	Percentage
What kind of self-employment activities do you do?	small business	14	60.9%
	Livestock	7	30.43%
	Micro enterprises	2	8.7%
	<b>Total</b>	<b>23</b>	<b>100%</b>

Source: Own survey 2023

According to the above 14(60.9%) respondents were responded that they doing small business and they secure funding for their business through grants loans, 7(30.43%) participants says they start livestock business by acquiring land or leasing it, purchasing livestock, and setting up appropriate infrastructure such as barns or shelters , and the remaining 2(8.7%) were responded that they work Micro enterprises like crafts and handmade products such as pottery and textiles. Generally, the majority of respondents were responded that they can do small business activities because of it can provide disabled people with independence, flexibility and the opportunity to pursue their passions while generating income.

During the in-depth interview, the researchers also inquired with participant (INP#1) about the challenges faced by individuals with disabilities in their workplace, which can have a significant impact on their livelihood assets;

*“The challenges we have faced at our workplace have a significant impact on our livelihood, this challenges affect our ability to earn income, develop our skills and build social networks”*

The participant (INP#2), brought attention to the obstacles that people with disabilities encounter in their work environment, which can ultimately affect their ability to earn a living and maintain their livelihood assets;

*“Because of my disability I experienced reduced self-esteem and confidence. Also it’s limited my social networks and access support”*

Both participants (INP#3 and INP#4) Highlighted how workplace challenges for people with disability can impact their livelihood and financial stability;

*“We are not accessing healthcare service which can affect our physical and mental health and limit our ability to work, we face education and training barriers to accessing education and training opportunities, which can limit our ability to develop our skill and knowledge.”*

The participants (INP#5 and INP#6), emphasized the negative impact of workplace barriers on the financial stability and livelihoods of individuals with disabilities;

*“Many workplaces are not accommodate for us. They are inaccessible for us, such as inaccessible buildings or workstations, which can limit our ability to perform our job duties and affect our productivity”*

The issue raised by (INP#7) was the impact of workplace barriers on the livelihoods of individuals with disabilities;

*“we face financial challenges related to our disability, such as higher healthcare costs, which can impact our ability to work and maintain employment and Transportation to and from work especially if public transportation is not accessible or reliable. We face barriers to obtaining the education and training needed for certain jobs, limiting our employment opportunities”*

In the interview participant (INP#8), Highlighted how workplace challenges for people with disabilities can impact their livelihood;

*“We facing many challenges because of our disability like discrimination, Lack of accommodations, negative attitudes and health issues...this challenges affect our livelihood assets including our income, career prospects and overall well-being.*

The in-depth interviews revealed that the challenges faced by individuals with disabilities in their workplace can have a significant impact on their livelihood assets, including their ability to earn

income, develop skills, and build social networks. These challenges can also lead to reduced self-esteem and confidence, limited access to healthcare services, education and training barriers, and ultimately affect their financial stability. And also, The interviews revealed that workplace barriers, such as inaccessible buildings or workstations, higher healthcare costs, transportation issues, discrimination, lack of accommodations, negative attitudes, and health issues, can have a negative impact on the financial stability and livelihoods of individuals with disabilities. These challenges can limit their ability to perform job duties, affect productivity, limit employment opportunities, and impact overall well-being.

Table 7: Types of supports given by government and non-governmental bodies for disabled people.

Items		Response	
		Frequency	Percentage
What are the government and non-government schemes and facilitate available for disabled people in your area?	Wage employment	20	28.2%
	Self-employment	23	32.4%
	Capacity building(education, Vocational training)	10	14%
	<b>Total</b>	<b>71</b>	<b>100%</b>

Source: Own survey, 2023

The table shows that a significant proportion of respondents 23(32.4%) received self-employment support from government and non-government schemes, which included financial assistance such as grants and loans to help cover the costs of starting a business. Another group of respondents 20(28.2%) reported receiving job training and placement services to help them find employment that matched their skills and abilities. A smaller proportion of respondents 10(14%) received capacity building support, such as education and vocational training, which

included basic literacy and numeracy skills as well as more advanced vocational training. These findings suggest that there are a variety of support systems available to individuals seeking employment or self-employment opportunities, and that different individuals may benefit from different types of support depending on their needs and goals.

Furthermore, the table indicates that there are various types of support available to individuals seeking employment or self-employment opportunities. The data suggests that government and non-government schemes providing financial assistance are the most common form of support, followed by job training and placement services. Additionally, a smaller proportion of respondents received capacity building support, which included education and vocational training. These findings highlight the importance of offering diverse forms of support to individuals with different needs and goals.

In-key informant interview researchers, Were also asked the two participants about responsible body and solutions to solve the problem that disabled people experience at their workplace key-informant (KIP#1) said;

*“The problem is broad, for example, from admitting us to school, there is a policy at the government level but in terms of implementation government institutions do not fulfill their responsibilities in a proper way.”*

During the key informant interview, the researchers also inquired with participant (KIP#2) about the entities responsible for addressing and resolving the challenges faced by individuals with disabilities in their workplace;

*“Everyone should do what they can not just the disabled. Both the government and people are responsible, government should provide the necessary assistance to the citizens and the development of the country should be considered in favor of the disabled.”*

The key informants in the interviews identified both the government and individuals as responsible for addressing and resolving the challenges faced by individuals with disabilities in the workplace. While there are policies in place at the government level, there is a need for better

implementation and fulfillment of responsibilities. Additionally, everyone has a role to play in creating a more inclusive and accommodating work environment for individuals with disabilities.

The key informants highlighted the challenges faced by individuals with disabilities in terms of physical infrastructure in the workplace, such as inaccessible buildings, narrow doorways, and inaccessible restrooms. These challenges can make it difficult for individuals with disabilities to navigate the workplace and perform their job duties.

The in-depth interview participant (INP#1), engaged in a discussion regarding the potential solutions and anticipated outcomes from both governmental and non-governmental entities;

*“To minimize the challenges faced in our workplace, both government and non-governmental bodies have responsibility, By Implementing accessibility measures employers can implement accessibility measures such as providing assistive technology, modifying workstations and equipment, and making physical changes to the workplace to accommodate us.”*

The participants (INP#2 and INP#3), discussed potential solutions and the role that both government and non-governmental bodies can play;

*“By Providing training and education can overcome our challenge, employers can provide training and education to their employees (us) to promote disability awareness and inclusion. This can help to reduce negative attitudes and discrimination towards us.”*

The participants during in-depth interview they shared their insights on the measures that can be taken by both governmental and non-governmental entities to alleviate workplace obstacles encountered by them;

*“Our employers or government can offering reasonable accommodations such as flexible work hours, modified job duties, and accessible transportation to enable us to perform our jobs effectively. And also by government and non-governmental bodies can promote equal opportunities for us by implementing policies and programs that support our inclusion in the workforce.” (INP#4 and INP#5)*

The participants (INP#6 and INP#7), discussed the way in which the government and non-governmental organizations can help reduce workplace faced by them;

*“Providing financial support, Government and non-governmental bodies can provide financial support such as disability benefits, tax credits, and grants to support the employment of us By doing this, we can create a more inclusive workplace that supports the full participation of us in society.”*

A person in interview discussed solutions and expectations from government and non-governmental bodies to reduce work place challenges;

*“Advocating for disability rights, Government and non-governmental bodies can advocate for disability rights and promote disability awareness through public campaigns, media outreach, and community engagement. By this, government and non-governmental bodies can help us to overcome our challenges in our workplace.” (INP#8)*

The importance of both government and non-governmental bodies in implementing accessibility measures and providing training and education to promote disability awareness and inclusion in the workplace. These solutions can help to minimize the challenges faced by individuals with disabilities and reduce negative attitudes and discrimination towards them. The participants emphasized the importance of both government and non-governmental bodies in offering reasonable accommodations, promoting equal opportunities, providing financial support, and advocating for disability rights to alleviate workplace obstacles faced by individuals with disabilities. These measures can create a more inclusive workplace that supports the full participation of individuals with disabilities in society.

#### 4.6. Coping Strategies of their hurdles

**Table 8: Strategies to overcome unemployment cause of disability**

Items	Responses	
	Frequency	Percentage

My answer for question number 1 is "yes". And, I overcome that problem by__	By reach out support from other	9	18.8%
	Creating personal work (entrepreneur)	29	60.4%
	By utilize resources such as vocational rehabilitation services, job training programs and disability advocacy groups.	10	20.9%
	<b>Total</b>	<b>48</b>	<b>100%</b>

Source: Own survey, 2023

According to the above table, 29(60.4%) respondents created their personal work (entrepreneur) to overcome their unemployment due to their disability, 10(20.9) responded that they got work and they overcome this problem by utilize resources such as vocational rehabilitation services, job training programs and disability advocacy groups and the remaining 9(18.8) reached out for support from other to get the job and they supported themselves by other supports.

Researchers, Who were also asked in-depth interview about strategies for people with disabilities to overcome obstacles in the workplace and maintain their financial stability and livelihood assets. (INP#1 and INP#2) said;

*“There are several ways that we can overcome our challenges such as through self-advocacy, we can advocate for ourselves by communicating our needs and requesting accommodations or support from our employer. This can help us to overcome barriers and perform our job duties effectively. And Seek support, we can seek support from*

*disability advocacy groups, government agencies, or other resources to help us navigate workplace challenges and access accommodations or other resources.”*

The participants (INP#3 and INP#4), shared insights on how people with disabilities can navigate workplace challenges and sustain their financial well-being and livelihoods;

*“By building a support network we can build a support network of coworkers, mentors, or other professionals who can provide guidance, advice, or support in the our workplace.”*

During in-depth interviews participants, (INP#5 and INP#6) provided valuable information on how they can overcome workplace obstacles and maintain their financial stability and livelihoods;

*“ Develop skills and train ourselves by vocational rehabilitation services, job training programs and disability advocacy groups can develop skills and knowledge that are in demand in our industry or field, which can help us advance in our career and increase our income.”*

The participants (INP#6andINP#5), imparted significant knowledge on the strategies that they can employ to surmount challenges in the workplace and uphold their financial security and livelihoods;

*“By explore job opportunities that match our skills and abilities and by consider working from home or starting a business that accommodates our abilities by many online platforms that allow us to work remotely”.*

The participants highlighted strategies for individuals with disabilities to overcome workplace challenges and sustain their financial stability and livelihood assets. These strategies include self-advocacy, seeking support from disability advocacy groups and government agencies, and building a support network of coworkers, mentors, or other professionals. The participants emphasized the importance of developing skills and knowledge through vocational rehabilitation services, job training programs, and disability advocacy groups to advance in their careers and increase their income. They also suggested exploring job opportunities that match their skills and abilities, considering working from home, or starting a business that accommodates their

abilities. These strategies can help individuals with disabilities overcome workplace obstacles and maintain their financial stability and livelihoods.

#### 4.5. Coping Strategies of their hurdles

Table 9 : Respondents response regarding strategies to overcome their hurdles.

No	Questions	Scales									
		Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
		F	%	F	%	F	%	F	%	F	%
<b>1</b>	I've been turning to work or other activities to take my mind off things.	16	22.5%	<b>23</b>	32.3%	14	19.71%	11	15.5%	7	9.9%
<b>2</b>	I've been getting emotional support from others.	13	18.3%	<b>41</b>	57.8%	6	8.5%	9	12.7%	2	2.81%
<b>3</b>	I've been trying to see it in different light, to make it seem more positive.	<b>50</b>	70.4%	9	12.7%	6	8.4%	4	15.5%	2	2.8%
<b>4</b>	I've been trying to come up with a strategy about what to do.	<b>50</b>	70.4%	13	18.3%	4	5.6%	3	4.22%	1	1.45%
<b>5</b>	I've been using alcohol or other drugs to make	-	-	6	8%	8	11.26%	<b>37</b>	52.11%	20	28.1%

	myself better.										
<b>6</b>	I've been refusing to believe that it has happened	11	15.5%	<b>20</b>	28.1%	18	25.4%	19	26.8	3	4.2%

Source: Own Survey, 2023

As it can be seen from Table 9, 23(32.3%) of the respondents replied that they are going to work or other activities to take their mind off things (item 1). 41(57.8%) of research participants responded that they have been getting emotional support from others (item 2). The same number and percentage 50(70.4%) of respondents responded that they are trying to see it in different light, to make it seem more positive and to come up with a strategy about what to do.(item3&4). Regarding using alcohol or other drug 37(52.11%) of the respondents disagree that using alcohol or other drug to make them better (item5). When it comes to item 6 of table 9, 20(28.1%) of the respondents agreed that they are refusing to believe that it happened. Generally, It's possible to conclude that they are turning to work or other activities to take their mind off things, getting emotional support from others, trying to see it in different light, to make it seem more positive and trying to come up with a strategy about what to do, they were not advocate to use alcohol or other drugs to make themselves better and they refusing to believe that it has happened.

The findings from Table 9 suggest that people have a variety of coping mechanisms when dealing with difficult situations. It is important to note that coping mechanisms can vary depending on the individual and the situation. While some coping mechanisms may be more effective than others, it is important for individuals to find healthy and effective ways to cope with stress and difficult situations. This can include seeking emotional support from friends and family, seeking professional help from a therapist or counselor, or finding support groups for people going through similar experiences. Additionally, it is important for individuals to find healthy and effective coping mechanisms that work for them, such as exercise, meditation, or creative outlets.

Similarly, (Al ju'beh, 2015) Asserted that there are several coping strategies among disabled people. This include, sought of social support, problem solving, escaping avoidance, use social media and regular physical exercise is also one of the effective coping mechanisms to use by disabled persons.

# **CHAPTER FIVE: CONCLUSION AND RECOMMENDATION**

## **5.1. Introduction**

In this chapter, conclusion and recommendation are presented. Conclusion part, the main finding and key points of the research are conclude and in the recommendation part, researchers provide recommendations for what action could be taken based on the findings.

## **5.2. Conclusion**

Based on the finding from analyzing and interpreting data it is clear that individuals with disability face significant challenges in the workplace. These challenges include discrimination, inaccessible physical infrastructure, limited access to training and development opportunities, and technology that is not designed to accommodate their needs. These obstacles can limit their ability to perform their job duties effectively and advance in their careers. It is imperative that employers and policymakers take a multifaceted approach to addressing disability-related barriers in the workforce. This includes promoting disability inclusion, ensuring equal access to job opportunities, and making necessary accommodations to physical infrastructure and technology. By taking concrete steps to address these issues, employers and policymakers can help ensure that individuals with disabilities have equal access to job opportunities and can contribute their talents and skills to the economy.

From our study, it is clear that individuals with disabilities face significant challenges in the workplace that can have a negative impact on their livelihood assets. These challenges include inaccessible physical infrastructure, discrimination, lack of accommodations, negative attitudes, and health issues. These obstacles can limit their ability to earn income, develop skills, build social networks, and maintain financial stability. However, many individuals with disabilities have found ways to overcome these challenges by starting small businesses, acquiring land or leasing it for livestock businesses, or working in micro-enterprises. These activities provide them with independence, flexibility, and the opportunity to pursue their passions while generating income. It is imperative that employers and policymakers take proactive steps to address workplace barriers and promote disability inclusion, ensuring that individuals with disabilities have equal access to job opportunities and can contribute their talents and skills to the economy.

By doing so, they can help individuals with disabilities maintain their livelihood assets and achieve financial stability.

The majority of respondents revealed that individuals with disabilities face significant challenges in the workplace, including inaccessible physical infrastructure, discrimination, lack of accommodations, negative attitudes, and health issues. The responsibility for addressing and resolving these challenges lies with both the government and individuals. The government has policies in place, but there is a need for better implementation and fulfillment of responsibilities. Employers and non-governmental bodies can also play a crucial role in creating a more inclusive work environment by implementing accessibility measures, providing training and education, offering reasonable accommodations, promoting equal opportunities, providing financial support, and advocating for disability rights. These measures can help to minimize the challenges faced by individuals with disabilities and promote their full participation in society.

Significant proportion of respondents with disabilities created their own work (entrepreneurship) to overcome unemployment, while others utilized resources such as vocational rehabilitation services, job training programs, and disability advocacy groups to find work. The key informant interviews highlighted various strategies that individuals with disabilities can employ to overcome workplace challenges and sustain their financial stability and livelihoods. These strategies include self-advocacy, seeking support from disability advocacy groups and government agencies, building a support network, developing skills and knowledge, exploring job opportunities that match their abilities, and considering entrepreneurship or remote work. By employing these strategies, individuals with disabilities can overcome workplace obstacles and maintain their financial well-being and livelihoods.

Based on our finding, People use a variety of coping mechanisms to deal with difficult situations, including seeking emotional support, trying to see the situation in a positive light, and turning to work or other activities to take their mind off things. It is important for individuals to find healthy and effective coping mechanisms that work for them. Both the government and individuals have a responsibility to address and resolve the challenges faced by individuals with disabilities in the workplace. While policies are in place at the government level, there is a need for better implementation and fulfillment of responsibilities. It was also highlighted that physical infrastructure in the workplace can pose challenges for individuals with disabilities, such as

inaccessible buildings and restrooms. Overall, it is important to create a more inclusive and accommodating work environment for individuals with disabilities.

### **5.3. Recommendation**

Based on the conclusion the researchers developed the following recommendation to promote disability inclusion. It is clear that people with disabilities face significant challenges in terms of employment and workplace inclusion, employers and government bodies should take steps to provide reasonable accommodations, ensure accessibility in the workplace, and combat discrimination and negative attitudes towards people with disabilities.

- ❖ To create a more inclusive workplace for individuals with disabilities, employers should provide reasonable accommodations, offer training and support, create a diverse and inclusive environment, and partner with disability organizations. providing funding and resources for individuals with disabilities to start and maintain small businesses can promote their inclusion in the workforce. Policies and regulations that support the inclusion of individuals with disabilities in the workforce and entrepreneurship should also be established. By implementing these initiatives, employers can create a more equitable and diverse workplace that benefits all employees.
  
- ❖ Based on the data and insights provided by the participants, it is recommended that both government and non-governmental bodies should continue to offer diverse forms of support to individuals with disabilities seeking employment or self-employment opportunities. This can include financial assistance, job training and placement services, capacity building support, and accessibility measures in the workplace. It is important to promote disability awareness and inclusion through education and training programs for employers and the general public. By doing so, we can create a more inclusive society that supports the full participation of individuals with disabilities in all aspects of life, including the workforce.

- ❖ To promote disability inclusion in the workplace, employers and policymakers should ensure that all architectural settings are designed to accommodate people with disabilities, provide accessible training and development opportunities, invest in technology that accommodates people with disabilities, actively recruit and hire individuals with disabilities, and encourage government bodies to enact policies that address discrimination against people with disabilities in the workforce. By taking proactive steps to address barriers and promote accessibility and inclusivity, employers and policymakers can help ensure that all individuals have equal access to job opportunities and can contribute their talents and skills to the economy.
- ❖ Individuals with disabilities should explore various strategies to overcome workplace challenges and sustain their financial stability and livelihood assets. This can include self-advocacy, seeking support from disability advocacy groups and government agencies, and building a support network of coworkers, mentors, or other professionals. It is also important to develop skills and knowledge through vocational rehabilitation services, job training programs, and disability advocacy groups to advance in their careers and increase their income. Additionally, individuals with disabilities should consider exploring job opportunities that match their skills and abilities, working from home, or starting a business that accommodates their abilities. By doing so, individuals with disabilities can overcome workplace obstacles and maintain their financial stability and livelihoods, leading to a more inclusive and equitable society
- ❖ Individuals with disabilities should find healthy and effective ways to cope with stress and difficult situations. This can include seeking emotional support from friends and family, seeking professional help from a therapist or counselor, or finding support groups for people going through similar experiences. It is also important for employers to address physical infrastructure challenges in the workplace, such as inaccessible buildings, narrow doorways, and inaccessible restrooms, to ensure that individuals with disabilities can navigate the workplace and perform their job duties. By addressing these challenges and providing support for individuals with

disabilities, we can create a more inclusive and supportive workplace that benefits everyone

In addition to the specific strategies mentioned above, Creating a support network for individuals with disabilities in the workplace is crucial for their success and well-being. This network can include coworkers, mentors, disability resource groups, and other professionals who can provide guidance, advice, and support. By connecting individuals with disabilities to others who have similar experiences or expertise, they can feel more included and supported in their work environment. This can also help break down stigmas and stereotypes associated with disabilities, promoting a more inclusive workplace culture. Employers can facilitate the creation of these networks by offering opportunities for employees to connect and collaborate, such as through mentorship programs or employee resource groups. By investing in these networks, employers can create a more supportive and successful workplace for all employees.

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## APPENDIX

### WOLKITE UNIVERSITY

#### COLLEGE OF SOCIAL SCIENCE AND HUMANITY

#### DEPARTMENT OF SOCIOLOGY

The aim of this questionnaire is to assessment of the lived experiences and challenges of people with disabilities at work places in the wolkite town. So you are kindly requested to give as a genuine information this questionnaire didn't have a right or wrong answer so you are expected to write only what you fell.

.Thank you for your cooperation!!!!

#### **PART I- Back ground information**

This part of the questionnaire is presented to assess your personal back ground.

1. Age: A.19-2  B.30-39:  C. 40-49:

D. >50

2. Sex: A. female:  B. male:

3. Cause of Injury: A. Natural:  B. Danger:

4. Marital Status: A. Single:  B. Married:  C. Divorce:

D. Widow

5. Occupation: A. Governmental work  B. Personal work (interpreuner)

C. others

**Part II: Questionnaire for participants about lived Experiences and challenges of people with disability.**

1. Have you ever lost a job because of your disability?

A. Yes                      B. No

2. If your answer for question number 1 is "yes" how you overcome that problem?

A. By reach out support      B. Creating personal work (interpreneur): C. By trying again and again without losing hope

3. Have you faced challenges due to your disabilities at your work place?

A. Yes                      B. No

4. If your answer for question number 3 is "yes" what is the challenges you have faced? Physical infrastructures and services

A. lack of architectural structures      B. Limited access to training and development opportunities

C. limited access to technology

**Part III: Questionnaire for participants about social and livelihood assets of people with disability.**

1. What are government and non-government schemes and facilities available for disabled people in your area?

A. Wage employment      B. Self-employment      C. Capacity building (Education, Vocational training)      D. Social security

2. What kind of self-employment activities do you do?

A. small business      B. Livestock      C. Micro enterprises

3. What kind of social security scheme disabled people access?

A. Loan      B. Housing support      C. Any Assistive equipment aids

**Part IV: Questionnaire for participants about coping strategies of their hurdles.**

Please rate your agreement with each statement about your coping mechanisms with (situation, crisis, traumatic event) according to the following scale.

1. Strongly agree      2. Agree      3. Neither agree nor disagree      4. Disagree      5. Strongly disagree

		1	2	3	4	5
1	I've been turning to work or other activities to take my mind off things.					
2	I've been getting emotional support from others.					
3	I've been trying to see it in different light, to make it seem more positive.					
4	I've been using alcohol or other drugs to make myself better.					
5	I've been trying to come up with a strategy about what to do.					
6	I've been refusing to believe that it has happened					

**Part IV:** Interview Guide for key-Informants( for manager and diput manager)

1. What do you think about the general employment and working conditions of persons with disabilities in wolkite?
2. What do you think about the challenges and problem of workers with disabilities?

3. Who is the responsible body to solve the problem of people with disabilities at work place?
4. What solution do you suggest to solve the problem?

**Part vi:** Interview Guide for key-Informants (for the rest of 4 key-Informants)

1. What challenges you have faced because of your disability at your workplace?
2. what challenges you have faced ? physical infrastructure at your workplace?
3. how you overcome the challenges you have faced at your workplace?

**Part vii:** Interview Guide for In-depth Interview

1. Would you explain your idea about the services and problems of the working conditions of workers with disabilities?
2. What problem do you face in carrying out your responsibilities at your workplace?
3. Do you think workplace challenges for the disabled have been related to their livelihoods? If you say, in what way does it make their lives miserable?
4. How disabled people can overcome the challenges to sustain their livelihood?
5. What can be expected from governmental and non-governmental agencies to overcome this problem?
6. What do you suggest to minimize or solve the problems?

## Appendix II: The Amharic Transliteration of the questionnaires

ወልቂጤዩኒቨርሲቲ

የማህበራዊሳይንስእናሰብአዊነትኮሌጅ

የሶሺዮሎጂክፍል

የዚህ መጠይቅ አላማ በወልቂጤከተማውስጥባሉ የስራ ቦታዎች የአካል ጉዳተኞችን የህይወት ተሞክሮ እና ተግዳሮቶች መገምገም ነው። የዚህ ጥናት አስተማማኝነትና ትክክለኛነት የሚወሰነው አንተ/ች ለእያንዳንዱ ጥያቄ በምትሰጠው/ጭው ትክክለኛ ምላሽ ላይ ነው። ፡ በመጠይቁ ማንኛውም ገጽ ላይ ስም መጻፍ አያስፈልግም። ፡ በቅድሚያ ጊዜህን /ሽን ወስደህ /ሽ መጠይቁን ስለሞላህ /ሽ እና መሰግናለን።

ክፍል አንድ ፡ አጠቃላይ መረጃ

ይህ የመጠይቁ ክፍል የቀረበው የእርስዎን የግል መረጃ ለመገምገም ነው።

1. ዕድሜ \_\_\_\_\_

2. ጾታ ፡ -      ሀ . ሴት      ለ . ወንድ

3. ምን አይነት አካል ጉዳተኝነት /አካል ጉዳት አለብህ?

ሀ . የማየት      ለ . የመስማት ሐ . አካል ላይ የደረሰ ጉዳት      መ . ሌላ

ካ ለ (እባክዎ) \_\_\_\_\_

4. የአካል ጉዳትነት መንስኤ?      ሀ . የተፈጥሮ      ለ . አደጋ

ሐ .ህ መም

4. የጋብቻ ሁኔታ      ሀ . ያላገባ      ለ . ያገባ      ሐ . የተፋታ      መ . ባል /ሚስት

የሞተባት /በት

5. ሥራ \_\_\_\_\_



ሀ.ብድር ለ.የ መኖሪያ ቤት ድጋፍ ሐ.ማንኛውም አጋዥ መሳሪያዎች

ከፍል አራት ፡ ለተሳታፊዎች መሰናክሎችን ስለመቋቋም ስልቶች የቀረበ መጠይቅ ።

እባኮትን ስለመቋቋሚያ ዘዴዎች ከአያንዳንዱ መግለጫ ጋር ያለዎትን ስምምነት በሚከተለው መጠን ደረጃ ይስጡ።

1. በጣም እስማማለሁ 2. እስማማለሁ 3. ከሁለቱም ውጭ 4. አልስማማም 5. በጣም አልስማማም

		1	2	3	4	5
1	አእምሮዬን ነገሮች ለማስረሳት ወደ ሥራ ወይም ሌሎች ተግባራት እዞር ነበር።					
2	ከሌሎች ስሜታዊ ድጋፍ እያገኘሁ ነው።					
3	የበለጠ ጥሩ እንዲሆን ለማድረግ የተለያዩ ጥሩ ነገሮችን ለማየት ሞክርኩ።					
4	ራሴን ለማሻሻል አልኮል ወይም ሌሎች እጾች እጠቀም ነበር።					
5	ምን ማድረግ እንዳለብኝ ስትራቴጂ ለማውጣት እየሞክርኩ ነበር።					
6	መከሰቱን ለማመን ፍቃደኛ ነኝ።					

ከፍል አንድ ፡ የቃለ መጠይቅ መመሪያ ለቁልፍ መረጃ ሰጭዎች (ለአስተዳዳሪ እና ለምክትል አስተዳዳሪ)

1. በወልቂጤስለ አካል ጉዳተኞች አጠቃላይ የስራ እና የስራ ሁኔታ ምን ያስባሉ?

2. ስለ አካል ጉዳተኞች ተግዳሮቶች እና ችግሮች ምን ያስባሉ?

3. በሥራ ቦታ የአካል ጉዳተኞችን ችግር ለመፍታት ኃላፊነት ያለው አካል ማን ነው?

4. ችግሩን ለመፍታት ምን መፍትሄ ትጠቁማላችሁ?

ክፍል ሁለት : የቃለ መጠይቅ መመሪያ ለቁልፍ መረጃ ስጭዎች (ለቀሪዎቹ 4 ቁልፍ መረጃ ስጭዎች)

1. በሥራ ቦታ በአካል ጉዳተኝነት ምክንያት ምን ተግዳሮቶች አጋጥመዎታል?

2. በስራ ቦታ በአካላዊ መሠረተልማት ላይ ምን ፈተናዎች አጋጥመዎታል?

3. በስራ ቦታ ያጋጠመህን ፈተናዎች እንዴት ማሸነፍ ትችላለህ?

ክፍል ሶስት : የቃለ መጠይቅ መመሪያ ለጥልቅ ቃለ መጠይቅ

1. ስለ አካል ጉዳተኞች የሥራ ሁኔታ አገልግሎቶች እና ችግሮች ያለዎትን ሀሳብ ያብራሩልን?

2. በስራ ቦታ ውስጥ ኃላፊነቶን ለመወጣት ምን ችግር አጋጥመዎታል?

3. አካል ጉዳተኞች በሥራ ቦታ የሚያጋጥሟቸው ፈተናዎች ከኑሮ አቸውጋር የተያያዘ ይመስልዎታል? ካልከበ ምን መልኩ ህይወታቸው ላይ ተግዳሮት ያመጣል?

4. የአካል ጉዳተኞች ኑሮ አቸውን ለማስቀጠል የሚያጋጥሟቸውን ፈተናዎች እንዴት ማሸነፍ ይችላሉ?

5. ይህንን ችግር ለመቅረፍ ከመንግስት እና መንግስታዊ ካለሆኑ ኤጀንሲዎች ምን ይጠበቃል?

6. ችግሮቹን ለመቀነስ ወይም ለመፍታት ምን ይጠቁማሉ?

**Table 10: Demographic profile of the key-informant in wolkite Town (April, 2023-May, 2023)**

ID	Location	Sex	Occupation	Date
KIP1	Wolkite Town	M	Social support Extension specialist	April 21, 2023
KIP2	Wolkite Town	M	Head of the disabled People association	April 21, 2023
KIP2	Wolkite Town	M	Seller	April 21, 2023
KIP3	Wolkite Town	F	Teacher	April 24, 2023
KIP4	Wolkite Town	M	Teacher	April 24, 2023
KIP5	Wolkite Town	M	Bank manager	May 3, 2023
KIP#5	Wolkite Town	F	Hand craft	May 3, 2023

**Table 11: Demographic profile of the in-depth interview in Wolkite Town (April, 2023-May, 2023)**

ID	Sex	Location	Occupation	Date of interview
INP#1	M	Wolkite Town	civil servant	April 28, 2023

INP#2	M	Wolkite Town	livestock worker	April 28, 2023
INP#3	F	Wolkite Town	Teacher	April 28, 2023
INP#4	M	Wolkite Town	Wolkite Town zonal office	May 2, 2023
INP#5	F	Wolkite Town	Selling vegetable	May 2, 2023
INP#6	F	Wolkite Town	Accountant	May 2, 2023
INP#7	M	Wolkite Town	Lottery auction	May 3, 2023
INP#8	M	Wolkite Town	Cloth seller	May 3. 2023