

The Effect Of
Organizational Facilities
On Employment
Opportunities For People
Living With Disabilities
In Selected Universities
In Kenya

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ABSTRACT

The world over, people living with disabilities amount to about 10% of the entire population and they are the least employed (World Bank 2010). In Kenya besides many organizations lobbying for the increased employment of PLWDs, amplified by the constitution that at least 5% elective positions must be spared for (PLWDs) there is less employment opportunities. For example the entire cabinet and parastatal secretaries of about twenty six people only one is disabled. The empirical review has pointed out that inaccessibility inhibit Disabled employees from accessing organizational facilities. The objective of the study was to investigate the effect of organizational facilities on employment opportunities for PLWDs. The target population was all People Living with Disability employees in selected Universities in Kenya and associations of People Living with Disabilities in Kenya. The sample size was all employees living with Disabilities and all members of the association of People Living with Disabilities in Murang'a County. The findings were presented in tabular form. Both Descriptive and inferential statistics were used to analyze the findings. The findings showed that People Living with Disabilities do not secure employment opportunities due to inaccessibility of organizational facilities.

Key Words: Organizational Facilities, Employment, People Living With Disability

1.0 BACKGROUND OF THE STUDY

One billion people, or 15 percent of the world's population, experience some form of disability. One-fifth of the estimated global total, or between 110 million and 190 million people, encounter significant disabilities . Persons with disabilities on average as a group are more likely to experience less employment, and higher poverty rates, World Bank (2014). Many countries in the world have passed laws directed towards equal employment opportunities for the people living with disabilities in the labor market; however, employment disparities are persistent, even in industrialized countries.

1.1 KENYA AND DISABILITY ISSUES

People living with disability in Kenya represent a critical segment. According to the current health and demographic survey, done by the Ministry of Planning and National Development, Kenya is expected to have a population of over 4 million (10% of total population) People Living with Disability (2013). People living with disability in Kenya like in most developing countries are a marginalized population and face problems as a result of their disability and most have no access to employment. The majority experience hardships as a result of inbuilt social, cultural and economic prejudices, stigmatization and more often, abuse and violence. Additionally, disabled women are more disadvantaged due to their gender and their disability NCPWD (2013).

1.2 STATEMENT OF THE PROBLEM

Wilkins (2013) established that majority of people with disabilities are unemployed, improvement in the last decades has been below targets and expectation. Kweka (2010) revealed that employment of people with disabilities have improved only marginally and continue to be a serious concern for economic and social policy alike, but his study is questionable for generalization since the population used was 197, while his sample size was only 26 people living with disabilities and only involved people from Dar-es salaam. Another study by Mkumbo (2012) established that people living with disabilities do not get employment opportunities easily because of lack of education. Makwena (2012) established that people living with disabilities especially people on wheel chairs do not access employment opportunities due to their nature as they cannot utilize the organizational facilities in many of the country's buildings. In the study carried out on employment opportunities among the ethnic communities in the Kenyan Universities and colleges (NCIC, 2013), it was found that only Egerton University, Technical University of Mombasa, and Multimidia University had complied with the National cohesion and integration Act (2008) by employing less dominant ethnic groups in their regions, since people with disabilities are part of affirmative issues, then one is left to wonder why the rule of ethnicity balance in employment has been complied to but why not disability rule? Charles, J. (2015). Reported that there is an increase in unemployment for people living with disabilities. Daily Nation (2015). Multimidia University, Rongo University Colloge, and Kibabii University College advertised job vacancies and clearly indicated that people living with disabilities are encouraged to apply. In Kenya besides the constitution guideline of at least 5% plus progressive employment opportunities, according to National council for people living with disabilities less than 2% of the employment positions are occupied by persons with disabilities NCPWD (2013). Scanty research has been done on challenges facing employment opportunities for people living with disabilities. Therefore the gap exist as there is scanty research on challenges facing employment opportunities for people living with disabilities, these triggered the need for investigation into the challenges facing equal employment opportunity for people living with disabilities in Kenya to address the gap.

1.3 OBJECTIVES OF THE STUDY

1.3.1 GENERAL OBJECTIVE

To investigate the effect of organizational facilities on employment opportunity for people living with disabilities in Kenya

1.3.2 SPECIFIC OBJECTIVES

- To investigate the effect of ramps employment opportunities for people living with disabilities.
- To establish the effect of lifts on employment opportunities for people living with disabilities.
- To establish the effect of parking-bays on employment opportunities for people living with disabilities.
- To investigate the effect of toilets on employment opportunities for people living with disabilities.
- To establish the effect of brail on employment opportunities for people living with disabilities.

1.4 HYPOTHESES

- H_0 ramps do not have effect on employment opportunities for people living with disabilities
- H_0 lifts does not have effect on employment opportunities for people living with disabilities
- H_0 parking-bays do not have effect on employment opportunities for people living with disabilities
- H_0 toilets do not have effect on employment opportunities for people living with disabilities
- H_0 brail does not have effect on employment opportunities for people living with disabilities

1.5 JUSTIFICATION OF THE STUDY

- The ministry of labor will benefit from the findings as the problems inhibiting employment of disabled is known and the corrective measures have been recommended on how to increase employment of the people living with disabilities.
- Researchers and Scholars in the field of disabilities will benefit from the findings it adds knowledge in the academic field.
- The Human Resource Managers will benefit from the study as they can utilize the recommendations of the study to solve employment problems of the people living with disabilities at workplace.
- The National Council for People Living with Disabilities will benefit as they will utilize the findings of study to champion for the rights of people living with disabilities.

1.6 SCOPE OF THE STUDY

There are many factors that affect employment for people living with disabilities. The study concentrated on how ramps, lifts, parking-bays, toilets, and brail affect the employment opportunities of the Blind, the Deaf, and the physically handicapped. The study was conducted among the public Universities in Nairobi County as these Universities have the largest population of employees hence the findings from the institutions can be generalized as true representative of the people living with disabilities and unemployed PLWDs in Murang'a County between February and April 2015.

1.7 LIMITATION OF THE STUDY

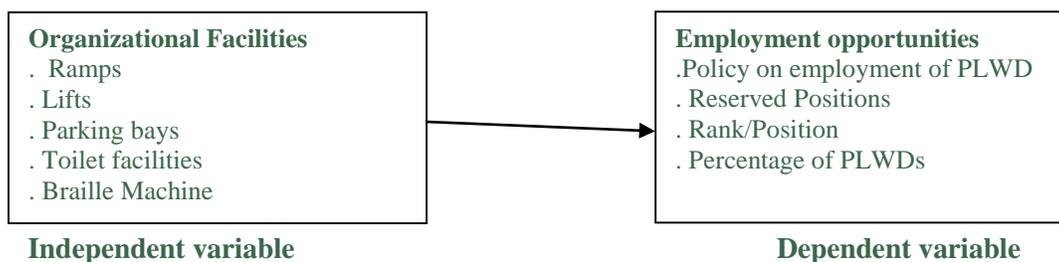
There are some factors that limited the comprehensive coverage of the study. One of the difficulties encountered was the release of information; the respondent were not willing to give correct information as they feared repercussions, however the study overcame the problem as the respondents were assured that the information given was confidential and was to be used only for purposes of academic. The other problem was communication barrier especially when dealing with people that have hearing impairment, however problem was overcame by the help of specialist in sign language

2.0 LITERATURE REVIEW

2.1 HENRY PETROSKI'S THEORY

Petroski (1985), a prolific author and major contributor to engineering design philosophy and in setting out the nature of mechanical and structural engineering, in his first book, he notes that engineering is a human endeavor and as such is subject to the same fallibilities (liable to make mistakes). His theory sets out why structural problems occur, when designing a structure that has not existed before; Engineers should strive to design so that there is no failure. To do this, engineers have to follow sound conventions and standards. Failures need not be catastrophic because designs can ensure that early signs of failure are caught. The theory notes that there is an ebb and flow in design innovativeness. After a failure, standards and conventions are re-examined to incorporate the lessons so that the event cannot happen again and that designs become more conservative. Over time, as more structures are designed using a new feature or technique, a greater confidence arises again. The theory recommends that instead of having a list of what could fail, engineers should focus on what needs to be done to prevent structural failures i.e. communications and organization, inspection, good quality design, structural drawings, selection of good designers, timely dissemination of technical data.

Figure 1: Conceptual Framework



Source: Author

2.2 EMPIRICAL REVIEW

2.2.1 ORGANIZATIONAL FACILITIES

Ramps

Silver *et al* (2010), in their study done in Singapore, it was established that most of the organizations don't have ramps accessible by employees using wheel chair thus posing challenge for employment of people living with disabilities. The study also established lack of availability of ramps accessible to people living with disabilities, hinder chances of employment for PLWDs. another study carried by Koopman (2011) in Norway established that ramps were available but were not accessible to employees with wheelchair and the study recommended adoption of the "universal access" concept, Conducting a baseline audit to assess gaps. A different study done by Vander Sir (2012) in Cuba established that people living with disabilities did not access the organizational

facilities due to lack of ramps. The recommended that all staff members should be trained on how to assist PWDs in cases of emergencies Coach Facility to take people from the parking to the buildings.

Lifts

Koopman (2010) in his study conducted in Japan acknowledges that making facilities more accessible for people with disabilities is one area where considerable progress seems to have been made in terms of reasonable accommodation in most companies. It was established that the organizations in which study was conducted argued that it is costly to provide reasonable accommodation for people with disabilities. However, it was established that legal compliance to remove barriers to the employment of people with disabilities in some of the organizations that participated in the study as they had lifts to access their buildings. However, the psychological aspect of these facilities that says "welcome, we want you here" were not good. One of the respondents made a comment that although his company has lifts, they were not wide enough, and people in wheelchairs were to use the goods lift. On the question of specialized equipment, those Organizations that have blind or deaf people in their employment had provided the required equipment for them to be able to perform their jobs. These range from Braille, to voice activated computers and lifts. Most of the organizations that participated in this study, however, chose to employ only paraplegics because they do not require special equipment to do their jobs.

Parking-bays

The study conducted by Job *et al* (2010) in Capevade found that Wide-spread ignorance, fear and stereotype caused people with disabilities to be unfairly discriminated in society and in the workplace. There were many unfounded assumptions about the abilities and performance of people with disabilities (Republic of South Africa, 2012). To address the issue of accommodation in terms of physical facilities and the variety of disabilities, Silver and Koopman (2010) in their study suggested that organizations may have greater success in employing people with disabilities if they focus on one or two types of disabilities. However, care have to be taken that people with a certain type of disability are not the only ones who benefit in the process, and people with other types of disabilities remaining discriminated against.

Toilet Facilities

Silver *et al* (2010), in their study done in Singapore, it was established that most of the organizations don't have toilet facilities accessible by employees using wheel chair thus posing challenge for employment of people living with disabilities. The study also established lack of availability of toilet facilities accessible to people living with disabilities, hinder chances of employment for PLWDs. another study carried by Koopman (2011) in Norway established that toilet facilities were available but were not accessible to employees with wheelchair and the study recommended adoption of the "universal access" concept, Conducting a baseline audit to assess

gaps. A different study done by Vander Sir (2012) in Cuba established that people living with disabilities did not access the organizational facilities due to lack of toilet facilities, machines and buttons and lack of voice-activated lifts and computers, while the Deaf did not access the company facilities due to lack sign language to all facilities. The recommended that all staff members should be trained on how to assist PWDs in cases of emergencies Coach Facility to take people from the parking to the buildings.

Braille Machines

Koopman (2010) in his study conducted in Japan acknowledges that making facilities more accessible for people with disabilities is one area where considerable progress seems to have been made in terms of reasonable accommodation in most companies. It was established that the organizations in which study was conducted argued that it is costly to provide reasonable accommodation for people with disabilities. However, it established that legal compliance to remove barriers to the employment of people with disabilities in some of the organizations that participated in the study as they had Braille machines accessible to people living with disabilities. On the question of specialized equipment, those Organizations that have blind or deaf people in their employment had provided the required equipment for them to be able to perform their jobs. These range from Braille, to voice activated computers and lifts. Most of the organizations that participated in this study, however, chose to employ only paraplegics because they do not require special equipment to do their jobs.

2.2.2 LEARNING FACILITIES

According to Opini, B. (2008) in his study in Kenya found that learning facilities were inadequate in integrated, mainstream and special schools. From the findings, most schools had tried to make schools disability friendly though several gaps still existed. For example, desks and tables would either be too low or too high for learners with different types of disabilities. For schools that had learners with visual impairment, it was reported that students were forced to learn in turns as facilities like Braille machine were inadequate.

2.2.3 EMPLOYMENT OPPORTUNITIES

While reliable data on the employment of people with disabilities worldwide is difficult to come by, available data indicate people with disabilities have poorer employment outcomes than people without disabilities (International Disability Rights Monitor 2004). At least 650 million people have disabilities worldwide, with approximately 15-20% of each country's population affected by disability (Employers' Forum). In developing countries, 80-90% of people with disabilities of working age are unemployed (Zarocostas 2005). In industrialized countries, the situation is slightly better. However, individuals of working age with disabilities are still unemployed at a rate between 50% and 70%, at least twice the rate of those without disabilities (International Disability Rights Monitor 2004).

2.2.4 POLICY ON EMPLOYMENT OF PLWDS

Two main policy approaches are used to encourage employment of people with a disability. The first is a quota and target system which exists in many Western European countries. Murphy *et al* (2002) describe this system as a policy 'whereby employers in both the public and private sectors are obliged to employ certain proportions of people with a disability'. These quotas and targets range from 3 to 6% and are generally framed as a positive discrimination measure (Conroy, 2001). Quotas and targets can either apply to the public and private sector or to organizations with a certain number of employees (e.g. over 20 employees in France) (Work Research Centre (WRC), 2007). Some countries (Poland, Austria, and Italy) have employment policy that is centered on a 'mandatory employment quota' (WRC, 2007). This is specific legislation dealing with employing or promoting the employment of disabled people. Using this type of system means that employers must ensure that a certain percentage of their employees fulfill eligibility criteria and are registered as having a disability. In this type of system, disclosing a disability is integral to the registration process and is therefore mandatory (WRC, 2007). In Tanzania, Kweka (2010) established in his study that Tanzania as a country has well established policy legislation on employment, but the employers when interviewed said that they were not aware of such laws.

3.0 RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Combination of Exploratory and Descriptive research determines and reports the way things are Mugenda and Mugenda (2003). This design was chosen because it helps to gain more information about the dependent variables (Organizational Facilities) and independent variable (Employment Opportunities) of the study. The data that generated from this design helped to establish the relationship between challenges and employment opportunities of disabled persons. The research employed positivist philosophy as it derived from natural science and is characterized by testing of hypothesis through measurement of observable social realities. The population was 14,600, while the sample size was 191 people. Data collection was drop and pick of questionnaires.

4.0 RESULTS AND DISCUSSIONS

4.1 RESPONSE RATE

Fowler (1994) defines the response rate as the extent to which the final data set includes all sample subjects and it is calculated as the number of people with whom interviews are completed, divided by the total number of people in the entire sample, including those who refused to participate and those who were unavailable, multiplied by 100. A total number of 191 questionnaires were administered to all the sample size. From table 4.1 it shows that only 120 respondents filled the questionnaires making a percentage of 62.8%. Babbie (2002)

observes that in descriptive research, a response rate of above 50% is adequate for analysis. A response of 62.8% in the study was considered very adequate.

4.2 ORGANIZATIONAL FACILITIES

Silver (2010) organizational facilities are the infrastructure that the organization utilize to facilitate the achievement of its goals and objectives. In this study, organizational facilities meant to be parking-bays, lifts, ramps, Braille machine, and toilet facilities. Inappropriateness limited employment opportunities for people living with disabilities.

From table below, thirty three point three (33.3%) percent of the respondents say that the organizational buildings they work with have ramps. In the findings, it means that most of the organizations lack ramps which can enable the physically challenged person to access the building facilities. These results are in line with research done by Silver *et al* (2010), in their study done in Singapore, it was established that most of the organizations don't have ramps accessible by employees using wheelchair thus posing challenge for employment of people living with disabilities.

4.3 CORRELATIONS OF THE STUDY VARIABLES

Correlation among the independent variables is illustrated by the correlations matrix in table 6 Correlation is often used to explore the relationship among a group of variables (Pallant, 2010), in turn helping in testing for multicollinearity. That the correlation values are not close to 1 or -1 is an indication that the factors are sufficiently different measures of separate variables (Farndale, Hope-Hailey & Kelliher, 2010). It is also an indication that the variables are not multicollinear. Absence of multicollinearity allows the study to utilize all the independent variables. From table below, the combined correlation of five independent variables namely ramps, lifts, parking-bays, toilets, brail and the dependent variable were computed to determine the strength and direction of the associations between variables. The findings in table 16 below showed that all independent variables had positive relationship with the dependent variable. Organizational facilities: ramps $r = 0.370$, lifts $r = 0.752$, parking-bays $r = 0.659$, toilets $r = 0.875$, brail $r = 0.740$. The performed test of significance, each independent variable yielded p-value of 0.000 at the level of significance 0.05 two tailed. Therefore there is positive correlation between the dependent variable and the independent variable.

Table 1: Correlation between challenges facing employment opportunities for people living with disabilities

		Employment Opportunities	Ramps	Lifts	Parking-bays	Toilets	Brail
Employment Opportunities	Pearson Correlation	1	0.370**	.752**	.659**	.874**	.740**
Ramps	Pearson Correlation	0.370**	1	0.920**	0.877**	0.813**	0.682**
Lifts	Pearson Correlation	.752**		1	.799**	.877**	.768**
Parking-bays	Pearson Correlation	.659**		.799**	1	.739**	.613**
Toilets	Pearson Correlation	.874**		.877**	.739**	1	.774**
Brails	Pearson Correlation	.740**		.768**	.613**	.774**	1

Source: Author

4.4 MULTIPLE REGRESSION ANALYSIS FOR CHALLENGES FACING EMPLOYMENT FOR PLWDS

The multiple regression analysis in table 2 R value measures the goodness of prediction of the variances. In this case R value of 0.375 is a good predictor of the employment opportunities by the independent variables: Ramps, Lifts, Parking-bays, Toilets, and Brails. On the other hand the R² is the coefficient of determination which is the dependent variable that can be explained by the independent variables. In this case the R² value of 0.141 means that 14.1% of the corresponding variation in employment opportunities can be explained by the independent variable organizational facilities. However, there are other variables not covered by the study which account for 85.9% of employment opportunities. This outcome shows that majority of the employment opportunities for people living with disabilities are not inhibited by the predictor; organization facilities. The more the value of the predictors, the less the chances of employment opportunities for people living with disabilities. This finding is in tandem with that of Livermore et al (2011) in his study in Germany revealed that low employment of PLWDS is that they are not as productive as people without disabilities.

Table 2: Model Summary Organizational Facilities

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.375 ^a	.141	.128	.847

Source: Author

4.5 SIGNIFICANCE TEST ON ORGANIZATION FACILITIES AGAINST EMPLOYMENT OPPORTUNITIES

The table 3 below shows that the relationship between organizational facilities and employment opportunities is statistically significant as indicated by F calculate of 10.803 and sig 0.000, this means that the effect is not by change but by the presence of the Stereotype. This also means that for any meaningful improvement for employment opportunities by people living with disabilities, organizational facilities have to be available and accessible by people living with disabilities. The organizational facilities to be enhanced in this case are: toilet

facilities that can accommodate people living with disabilities, brail machines that can be accessible to those on will chairs and sound making bells accessible to those living with hearing impairment, ramps to be accessible to those on while chairs and parking bays accessible to those on while chairs.

Table 3: Organizational Facilities against Employment Opportunities

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.745	1	7.745	10.803	.002 ^a
	Residual	47.314	66	.717		
	Total	55.059	67			
a. Predictors: (Constant), Organizational Facilities						
b. Dependent Variable: Employment Opportunities						

Source: Author

4.6 HYPOTHESES TESTING

The results of hypotheses testing showed that out of the five hypothesized relationships, only one was not significant. This was the relationship between stereotype and employment opportunities for people living with disabilities. This means that stereotype did not contribute immensely to employment opportunities.

- H₀ Ramps does not affect employment opportunity for people living with disabilities at significance level of 0.05, the outcome from table 6 shows that significance level of 0.01 which is less than 0.05 meaning we reject the null hypothesis and conclude that ramps has an effect on employment opportunities for people living with disabilities.
- H₀ Lift does not affect employment opportunity for people living with disabilities at significance level of 0.05, the outcome from table 6 shows that significance level of 0.09 which is more than 0.05 meaning we fail to reject the null hypothesis and conclude that lift has effect employment opportunities for people living with disabilities.
- H₀ Parking-bay does not affect employment opportunity for people living with disabilities at significance level of 0.05, the outcome from table 6 shows that significance level of 0.000 which is less than 0.05 meaning we reject the null hypothesis and conclude that parking-bays has an effect on employment opportunities for people living with disabilities.
- H₀ Toilets does not affect employment opportunity for people living with disabilities at significance level of 0.05, the outcome from the table 6 shows that significance level of 0.009 which is less than 0.05 meaning we reject the null hypothesis and conclude that toilet has an effect on determining employment opportunities for people living with disabilities.

5.0 CONCLUSION AND RECOMMENDATIONS

From the study it was established that thirty percent of the respondents said that their organizations have ramps accessible by people living with disabilities, seven point five percent of respondents acknowledge that having lifts in their premises, fifty two point five percent of the respondents said they have parking-bays in place, ten percent said they have toilet facilities accessible by people living with disabilities, while five point eight percent said they have Braille machines accessible by people living with disabilities. The outcome means that for the employment opportunities for people living with disabilities to be improved, the number of ramps, lifts, parking-bays, toilet facilities and Braille machines accessible to people living with disabilities must be increased and be well maintained.

5.1 CONCLUSION

The study again determined that organizational facilities were not adequate for people living with disabilities i.e. the ramps were limited and not well accessible to PLWDs, the lifts were also limited and lacked features to make them usable by PLWDs. Parking-bays were not quit sufficient enough for PLWDs. All these made the research to conclude that employment opportunities for people living with disabilities are limited due to limitations education qualifications, negative stereotype, negative employer perception towards people living with disabilities, insufficient organizational facilities and stingy organizational culture.

5.2 RECOMMENDATIONS

The study recommended that for people living with disabilities to improve their employment opportunities, organizational facilities must be made available and accessible to PLWDs. The ramps must be made such that they accommodate those on wheel chair, the lifts should be fitted with Braille machines to enable those with sight impairment to use them. The toilet facilities have to be made to accommodate those on wheel chair; the parking-bays should be structured to accommodate the PLWDs.

5.3 AREAS FOR FURTHER RESEARCH

Due to constraints highlighted in the study, it was not exhaustive of all the challenges facing employment opportunities for people living with disabilities. Research should be conducted to establish other challenges that influence employment opportunities for people living with disabilities since only 14.1% of the employment opportunities were covered by the five independent variables, meaning that the 85.9% of the unexplained influence have to be accounted for by the next research. The other disabilities like Hyper, HIV/AIDS, and Slow learners should be conducted.

5.4 CONTRIBUTION OF THE STUDY TO THE BODY OF KNOWLEDGE

The study contributed to the body of knowledge in the following ways

- The findings will assist the employers to embrace employment of more people living with disabilities as the study discovered the potential in the people living with disabilities is not yet tapped into.

- The government will utilize the findings to implement strategies that will ensure improved accessibility of people living with disabilities to education and to any organizational facilities for people with disabilities to contribute equally to the development of the nation.
- By the people with disabilities being employed, they will contribute to the national GDP hence helping to improve the livelihood of the Kenyan citizen as the poverty line will be elevated leading to improved standard of living. Also by improving accessibility to people with disabilities means more employment opportunities will be created hence the level of poverty will be significantly reduced thus leading to majority of the Kenyan citizen live above poverty line hence conform to the united nation guideline that encourages every member countries to reduce poverty, malnutrition and illiteracy which are major stumbling block to the better life of the people in the whole world, hence making the society more equal.

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