ABSTRACT

This study investigated into the attitudes of employers towards employees with a disability. The study’s objectives were to determine the attitudes of the employers towards people with disabilities, to find out the challenges faced by people with disabilities at work places and the number of people with disabilities and the nature of their disabilities. Proportional stratified random sampling was used to select the respondent that is the people with disabilities. The study revealed that, in spite of legislations enforced regarding the protection of people with disabilities their employability has remained very low resulting to a high employment rate of people with disabilities. The study revealed that out of the forty companies interviewed, twenty-eight did not employ any persons with disabilities. Employers seemed to be reluctant in employing people with disabilities. The study also reviewed that the employees faced many challenges at workplaces, which include stereotype, discrimination and stigmatization. The study found out that many people with disabilities are lacking the practical experience and skills essential for job attainment. The study recommended for advocacy and public education programs to help shift attitudes and contribute to the reduction of stigma for people with disabilities. Since education is the key to employment, the country should return as soon as possible to the policy of free basic education for all so that even the disabled people would benefit.