

FACTORS HINDERING JOB OPPORTUNITIES FOR THE
PHYSICALLY AND HEARING IMPAIRED PERSONS
IN THE CLOTHING INDUSTRIES IN
NAIROBI INDUSTRIAL AREA.

BY

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DECLARATION

I FAITH WANJIRU KARIUKI, declare that this is entirely my original work and has not been submitted to any other university or other institution for any award or certification.

Signed

.....

FAITH WANJIRU KARIUKI

DATE.....19/12/08

APPROVAL

This research report resulting from the research's effort in the area of **"FACTORS AFFECTING JOB OPPORTUNITIES FOR PHYSICALLY HANDICAPPED AND HEARING IMPAIRED PERSONS IN TEXTILE INDUSTRIES IN NAIROBI INDUSTRIES AREA"** was carried out under my supervision and with my final approval is ready for submission for the Award of Degree in **SPECIAL NEEDS EDUCATION** to the Academic Board **KAMPALA INTERNATIONAL UNIVERSITY**.

SIGNED:


.....

NABUSETA DEBORAH TALIGoola

DATE: 19/12/2008

DEDICATION

This work is dedicated to my family (kariuki kagwe's)

ACKNOWLEDGEMENTS

I would sincerely acknowledge the project supervisor Mrs. Nabuseta Deborah Taligoola whom i am highly indebted for her criticism and guidance in making up the project to its final stage

I give my special gratitude's to my parent's kariuki kagwe's for their prayers moral support and encouragement.

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3. Sharper images customer service manager.
4. RayShian Apparels Assistant personnel.
5. Sunflag industries production\$ personnel managers
6. Rafiki industries personnel manager.

Thanks ALL!!

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DEFINITION OF TERMS

DISABLED PERSONS:

This is an individual whose chances of success in securing employment are reduced as a result of physical or mental impairment.

HANDICAPPED

This is when an individual capacity to function is highly reduced hence reducing chances of success in securing employment.

IMPAIRED

This is when person's main body function is damaged. The person needs care and helping Aids.

SHELTERED EMPLOYMENT

This is employment given to special conditions which are unsuitable for placement in the competitive labour force or when employment is not available.

HEARING IMPAIRED

It refers to all degree of hearing loss ranging from mild, moderate, severer to profound.

HARD OF HEARING

Is any person with mild hearing loss which does not hinder him or her from normal functioning even with hearing aids

ABSTRACT

Study on the factors hindering job opportunities for the physically and the Hearing impaired persons in Textile industries was carried out in Nairobi industries Ares, with the purpose of investigating and identifying factors that hinder the disabled from securing employment in the Textile industries.

The specific objectives of the study were to identify barriers to the employment of the physically and Hearing impaired persons in textile industries. To access the productivity and performance of the physically and Hearing impaired compared with the non-disabled persons. To examine the attitudes of fellow workers the disabled workers.

The researcher used qualitative design approach to carry out the research. The data was obtained from two sources, the primary data, the use of questionnaires and interview and from the secondary data which was from the Newspapers handouts and movement reports.

Findings from the study revealed that lack of trained disabled persons, transport and negative attitudes of the employer's and the disabled persons are major reasons that hinder the employment of the disabled in the textile industries.

Modification of textile industries, provision of transport services, provision of special working facilities training of the disabled persons, were recommended to help in minimizing the number of unemployed disabled persons in Nairobi and the Republic of Kenya as a whole.

CHAPTER ONE

1.1 Background of the study

In the world, there has been scarcity of job opportunities both in the private and Government sectors. This is due to the worsening economic situation in the countries. This however has led to people venturing into self-employment, begging and engaging in immoral acts as a means of earning in order to meet their daily needs. 20% of the world's population is comprised of disabled persons. Most countries have not implemented the disability act which emphasizes on equalization of job opportunities both in the private and Government sectors; thus resulting to an increase of unemployed disabled persons most of whom are trained in various fields.

According to the Association of disabled persons in Kenya (2007), 10% of the population is comprised of disabled persons, majority being trained and unemployed. Recent reports from this Association say that, clothing industries in Nairobi are very many but they rarely give employment to the disabled persons. The researcher found out what hinders employment of disabled persons in these clothing industries, whereas other industries give them priorities in employment.

The research was carried out in Nairobi's Industrial Area. Nairobi being the capital city of Kenya, a Province and a District covers an area of 6766.1 km² with an estimated population (2007) of 2,940,911 in the city, 3 million urban and metro 4 million people. It's divided into eight (8) Divisions; Kibera, Pumwani, Central, West lands, Kasarani and Embakasi. It's bordered by various towns like Ngong, Kiserian, Kitengela, Kikuyu and Thika.

The disabled person has a right to equal treatment and participation in the social and economic life in the society to the fullest extent of their abilities and should be given an equal job opportunity.

The employers and the disabled people should realize that, though disability may not be desirable, it is always desirable to accept it in order to enlarge the scope of employment because disability is not inability to productivity and performance.

1.2 A statement of the problem

There has been a report that many industries in Nairobi Industrial Area rarely employ the disabled persons, which has rendered many trained and untrained disabled people jobless. This has resulted to many disabled people living in poverty inspite of them living Within the industries vicinity.

The disabled people have been engaging in criminal and immoral activities and the Government has been complaining a lot about them because they are always in and out of custody on sympathy grounds; and what they give as reasons to practice crime is lack of employment in the industries.

There is need for the Government to help them get employment in various industries, lest it shall continue spending lots of its finances in curbing crime at the expense of economic development.

The study therefore investigated the reasons as to why the clothing industries have been mentioned to have a very negative perception and discriminate the disabled persons from employment.

1.3 Objectives

General objectives

To investigate factors hindering job opportunities for the physically and hearing impaired persons in the clothing industries.

Specific objectives

1. Identify barriers to the employment of the physically and the hearing impaired Persons in the clothing industries.
2. Assess the productivity and performance of the physically and the hearing impaired Persons in the textile industries.
3. Examine the attitude of fellow workers towards the physically and the hearing Impaired workers.
4. Establish measures that would encourage employment of the physically and the Hearing impaired persons in the clothing industries.

1.4 Research questions

1. What are the barriers to the employment of the physically and the hearing impaired Persons in the clothing industries in Nairobi's Industrial Area?
2. What is the productivity and performance of the physically and hearing impaired Persons in the clothing industries?
3. What could be the attitude of fellow workers towards the employment of the Physically and the hearing impaired persons in the clothing industries?
4. What measures could be adopted in the employment of the physically and hearing Impaired persons in the clothing industries?

1.5 Significance of the study

This proposed study was carried out to help improve working conditions in the clothing industries in order to accommodate the disabled persons through the modification of the premises and provision of special facilities.

Integrating the disabled with the non-disabled will eliminate the discriminatory attitudes towards the disabled people's thus eradicating poverty and work on Nation Building.

The research will also help the education sector with best ways of educating and training that will empower disabled persons.

The study will be a help to the Government in that it will provide information regarding those industries that defy the law through ignorance of the disabled persons. The community will be sensitized to train their children by sending them to school for training. This will help improve their social-economic status.

The clothing industries will also maximize their production since the disabled persons are industrious and always work hard to prove that their disability is not inability to performance.

1.6 Scope of the study

The research was carried out in Nairobi Industrial Area. Industrial area is located in the southern part of the city. This area has the highest number of industries and is surrounded by a number of slums with a population of over 2 million people.

Though the area has many industries, they rarely employ people with disabilities, hence having so many disabled unemployed persons, living on charity, some turning to crimes and immorality. The researcher investigated on the reasons or factors that hinder the employment of people with disabilities in the clothing industries.

CHAPTER TWO

LITERATURE REVIEW

CONCEPTUAL FRAMEWORK

In Kenya, there's estimation of about 10% disabled persons, with at least 4% trained and unemployed. In Nairobi, there are approximately 1% of the untrained disabled persons.

After Independence (1964), the Government of Kenya appointed a committee to investigate on existing facilities for the education, training and resettlement or employment of the disabled persons. The Government was concerned with the potential capabilities of disabled persons and started to look for ways to help them by training and employment in relevant industries, one of them being the textile industry. This information was collected from a booklet from the Ministry of Social Services and Housing Section "The Vocational Rehabilitation Programmes in Kenya".

After thorough investigation, special facilities for the disabled were provided to the trained and jobs were offered.

In regard to this, there are factors affecting employment of disabled persons, the physically disabled and the hearing disabled in the textile industries; and measures need to be taken before, during and after employment.

Barriers to employment of disabled persons in the clothing industries

There are barriers which lead to unemployment of the disabled persons in the clothing industries. According to **Evans Ombiro, Daily Nation Newspaper of 1st May 2000 Page 18**, "Some of the barriers to the employment of persons with disabilities are the negative attitude and discriminating practices of employers." The employer imagines that

taking on a disabled person might lower productivity and lower the maximization of profits.

Also, according to **Aldred Neu Feldt and Alison I. Albright 2003**, Disability and Self-Directed Employment, says that barriers to employment of disabled persons are:-

Training

According to **A.W. Maganjo and C.W. Kariuki,(2006)** on "Equalization of Opportunities", the case of disabled persons in Kenya states that; "Lack of employment opportunities especially in the formal labour market is highly connected to lack of formal education and relevant training qualifications."

Education and training are crucial in facilitating integration in employment. Lack of training or skills is the major problem leading to unemployment of disabled persons.

The disabled also face problems during their training due to lack of equipment in the training centers. Some of the equipment cannot perform the intended tasks, some are broken down and never repaired for lack of technical assistance and sometimes the equipments are very expensive to maintain. **Professor Sam Onger** (2008), Minister for Education (Kenya) during an education seminar said that, training institutions should be sensitized on the need to enroll and train people with disabilities in order to enable them acquire skills that will help them earn a living. Many training institutions lack special facilities and trained personnel to handle and train the disabled people. These institutions hence are never in a position to accommodate the disabled, which has now led to lack of trained disabled persons in various fields.

On the other hand, clothing industries don't hire special trainers who may be in a position to communicate with the Hearing impaired persons when they are on job training because they always avoid incurring

taking on a disabled person might lower productivity and lower the maximization of profits.

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On the other hand, clothing industries don't hire special trainers who may be in a position to communicate with the Hearing impaired persons when they are on job training because they always avoid incurring

training expenses for the in-job trainees this hence reduces their chances of employment. If there are trained supervisors in sign language, the trained hearing impaired persons could be employed because there wouldn't be any difficulty when giving instructions.

Lack of training on technical skills has led to lack of employment in many industries and more especially the clothing industries which require trained expertise in designing, pattern drafting, cutting and machine operation.

Negative attitudes

Another barrier to employment of disabled persons according to **Evans Ombiro, (2006)**, some barriers to the employment of persons with disabilities are the negative attitude and discriminatory practices of employers. The employer imagines that taking in a disabled person might lower productivity and lower maximization of profits.

Both the employer and the disabled person should not have negative attitudes. The employer should employ without discrimination, employment should be on merits, capabilities and abilities. **Evans Ombiro (2006)**, highlighted negative attitudes of many employees towards disabled persons as a factor and a barrier to the employment of disabled persons in clothing industries. Many employees perceive these people to be helpless and dependant and cannot perform a task effectively.

Many employers think that the physically handicapped will lower productivity leading to minimization of profits due to their physical appearance.

According to **Duncan Ndegwa (2005)**, says that, the disabled persons have a negative attitude towards the clothing industries. They tend to think that working in clothing industries one must be a trained machine operator, designer or a pattern developer, what they forget is that, there

are different departments that don't need machine operations and they can work as trimmers and in the packing and labeling departments. This ignorance by the disabled people affects their chances of employment. The disabled people should not bypass clothing industries because they don't have to trained machinist or designers to work in the industry.

Pessimistic attitudes by employers should be eliminated and employment made on abilities and capabilities not on appearances.

The disabled persons should also kill the negative attitude in them and always be optimistic. Living in denial lowers their chances of employment hence they should prove that they can do what others can.

Transport

According to **Aldred Neu Feldt (2001)**, disability and self-directed employment says that, transportation to and from places of work frequently present a problem and

Particularly for people who are visually impaired or physically impaired. These

Persons get problems when boarding public vehicles. They are mostly left on the roads

By the drivers who refer to them as "Time-Wasters." The clothing industries hence

Should provide good means of transport to enable the disabled persons work in the industries.

Most clothing industries don't provide transport services to their disabled workers; hence it's a barrier to employment. In his report, **Aldred Neu Feuldt (2001)** stated that in view of the fact that transportation means s in every city is not limited; it becomes limited when there is need for it and a disabled person cannot get access to it. Public service vehicles in

the developing countries have not been modified to cater for physically handicapped, especially the wheelchair users and the visually impaired. The physically disabled are most affected by transport. In Nairobi, there are always problems when boarding vehicles and people always scramble to get in. with this commotion, the physically disabled, mostly those with wheelchairs and crutches pull aside and wait for people to minimize. This waiting makes them late for work which minimizes productivity and results to sacking or expulsion from work place. Due to lack of accessibility, the disabled people walk for long distances and arrive for work very tired resulting to low productivity because they can't meet with the set target. If transport services are modified many of the disabled people living in poverty and dependant lives can comfortably work in the industries and improve their standards of living.

Lack of facilities

According to **Alison I. Albright (2003)**, disability and self-directed employment handout, some of the barriers to employment of persons with disabilities are lack of special facilities like Ramps, special emergency alarm systems for the deaf and lack of better sanitation services in the textile industries.

The work places frequently are not physically accessible. The employers fail to

Reconstruct the buildings e.g. By provision of ramps for the wheel chair users, the premises also lack space for the wheel users.

The clothing industries lack special facilities and services for the disabled persons to help them cope with the working conditions.

Most clothing industries have not modified their premises. The physically disabled person using wheelchair and crutches use staircases rather than ramps. This immobility and inaccessibility results to poor performance.

Phitalis Were Masakhwe, Sunday Standard (2008), says that, the

government should make it mandatory for all organizations to re-modify their premises because many of the buildings lack facilities that cater for the disabled hence the places become inaccessible to them. He continues to say that him being disabled applied for jobs in organizations got invited for interviews but couldn't get to the interview room because the buildings didn't have ramps or lifts to take him there.

Lack of special facilities like emergency signal alarm systems for the deaf and the blind is a sign of negligence in many organizations and industries. Installation of these facilities will give them an alert warning incase of emergencies like fire outbreaks and can evaluate the premises without any accident.

In the clothing industries all these facilities should be installed. The hand-driven machine clutches for the physically disabled with leg deformities should in to place instead of the usual foot clutches. This will enable them work with much ease.

Lack of job security

Another barrier is lack of job security. According to Rachel Hurst, Human Rights and Disabled Persons, "The Government is responsible for provision of job security for persons with disabilities." In most clothing industries, jobs are not promising hence disabled persons are exposed to great risks of being sacked any time. Trained disabled persons should be given permanent employment instead of being employed as casual laborers or contract employees.

Performance and productivity of disabled persons with the non-disabled in the clothing industries

According to "International Labour Office, GENEVA, on Methods of Widening Employment Opportunity for Disabled Persons"

Disabled persons should be afforded an equal opportunity with the non-disabled to perform work for which they are qualified.

Emphasis should be placed on the abilities and work capacities of disabled persons and not on their disabilities.

Due to prejudices, the disabled persons work very hard to prove to the non-disabled and the employers that they are capable. According to **Cw karanja, Daily Nation Newspaper (2000)** "What the employers forget is that the rest of the body, and not the affected part, allows one to perform wide range of tasks." **Mr. Njoroge** the production manager of sharper images, during an interview with KTN Television (2008) said that, his clothing industry employs 60% disabled persons, the deaf and the physically disabled persons and the rest 40% are non-disabled. The performance of disabled persons compared to the non-disabled is the same. They have same tasks and the production target is always achieved as expected. Assigning same task with the non-disabled, enables the disabled persons feel honored and with that they always compete with their counterparts to prove that they have the ability to perform despite their disabilities.

The attitude of fellow workers towards the physically and the hearing impaired workers

According to **J.O. Opanga, Daily Nation (2006)**, working in the industries with the disabled, the non-disabled workers mostly ignore the hearing impaired persons because they don't understand their sign language. Since visual attention and use of hands is a necessity when communicating with the deaf, the non-disabled fellow workers consider that a waste of time and a minimization of expected production target, thus they deliberately ignore them than loose a day's wage.

The physically disabled persons are not spared either. In the production units, industries divide work into piecework according to the procedure of garment assembly. These production lines are given a day's target which must be met within the set hours. Most of the non-disabled workers don't like working on the same line with the physically disabled

because they are perceived to be slow and argue that due to them being slow it's hard to meet the expected target within the set hours, so everyone is forced to work extra hours which is unpaid to meet the target. If the negative attitude towards the disabled persons is eliminated, the working atmosphere would be accommodating and many disabled persons can comfortably work without being prejudiced.

Esther Passaris, the director of sharper images (2008), said that, everyone should be treated equally when job seeking and when employed. She said that, we are all candidates to disabilities hence treat your disabled co-worker the way you would like to be treated when you fall a victim.

People working with disabled persons should have a positive attitude towards them and assist them when they need any help.

Measures that would encourage employment of the

Physically and the hearing impaired persons in the textile industries

Managers in the textile industries should provide equal job opportunities by creating good working conditions to fit the disabled persons.

According to Employment Rehabilitation and Work Inclusion Programmes for the Disabled, it states that the managers in textile industries should employ persons with disabilities in line with their abilities, knowledge and possibilities.

They should also advice and motivate disabled persons to take active roles in the industries. By doing this, it will help them accept their own disability.

Managers should also monitor the disabled persons employed in the textile industries in their various tasks taken whether trained or untrained. This will help determine the abilities and quantity of work performed per hour and per day.

Textile industries should also provide technical aids, adapt the environment for easy access and mobility, provide transport services and train disabled persons in specific jobs or in their selected professions. By doing this, they will create employment to the disabled persons who face complex barriers.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter describes the methodology used in the study. It mainly focused on research design, sampling design, study population, sample size, data collection methods and data analysis.

The study investigated the factors that hinder the employment of the physically and the hearing impaired persons in the clothing industries in Nairobi Province, Industrial Area.

3.1 Research design

The research used qualitative/quantitative approaches to carry out the study. Data collection using interviews and questionnaires from respondents helped the researcher get expected information. The respondents included; unemployed disabled persons, the clothing industries managers and the employees (both disabled and non-disabled) in the clothing industries who were randomly sampled by the researcher. The data collected was later processed and analyzed using Microsoft Excel and presented using frequency distribution tables, graphs and charts.

3.2 Area of study

The study was conducted in Nairobi Industrial Area, in Nairobi District, south of Nairobi city. This area has the highest concentration of clothing industries and with the highest concentration of clothing industries and with the highest population of disabled persons living in the surrounding slums i.e. Mukuru kwa Njenga, kwa Maiko, Kisii village, Lunga Lunga and Hill rock slums. The Industrial Area has an estimated population of over million people.

This area was chosen to give the researcher valid answers to the research problem because it is an area that has the greatest number of industries, yet the number of unemployed trained and untrained disabled persons is very high.

Past and recent reports reveal that these industries have failed to give employment to the disabled persons, hence breaking the Government law of giving employment priorities to the disabled persons.

3.3 Sampling procedure

3.3.1 Sample Size

The researcher collected data from a population of 50 respondents where interviews were conducted and questionnaires were filled. Personnel managers (4), physically disabled (6), hearing impaired (6), non-disabled employees (15), unemployed disabled persons (15) and quality control managers (4). The managers were given scheduled interviews while the rest filled in the questionnaires.

3.3.2 Sample Technique

Data was collected using random sampling, giving every person an equal opportunity to be selected in the sample. Stratified random sampling used where the population was divided into groups and people were randomly selected from the groups.

3.4 Methods of data collection

In order to carry out this research effectively, different methods were employed to collect all the data required. The methods used included; interviews and administering of questionnaires.

3.4.1 Questionnaires

Structured questionnaires were designed to collect the primary data from the field of study. The questionnaires were administered to the respondents by the researcher and only to those who could read and write, filled them independently and were collected immediately, but those who were not in a position to fill immediately were given an appointment on the day when the questionnaires would be collected.

3.4.2 Interview

The researcher used structured interview guide to conduct face to face interviews with respondents. Questions were asked in English and Kiswahili but responses were noted in English.

The data collected through this method was similar to that of questionnaires, except for this method, the researcher recorded responses.

3.5. Data Processing and Analysis

Data was collected from the field, edited and sorted to ensure that the data was correct. Microsoft Excel was used for analysis and processing by putting them in tables and responses were expressed in percentages and analyzed using frequency distribution tables, graphs and charts.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.0 Introduction

The research study was carried out to Investigate factors hindering job opportunities for the physically and Hearing impaired persons in the clothing industries. In this chapter, the findings from the data collected are presented, analyzed and interpreted in tables.

4.1 BACKGROUND INFORMATION

The following table shows the total population of the study Area

Table 1 Total population of the study area

Surrounding slums	Total Area population	Total Area population Of Hearing impaired	Total population physically Handicapped	Total population of Hearing impaired and physically handicapped
Mukuru kwa Njenga	632,214	52	108	160
Kwa maiko	475,900	36	84	120
Kisii Estate	264,557	21	49	70
Total	1,382,671	109	241	350

Source: field data 2008.

4.1.1 Prevalence of the Physically Impaired and Hearing Impaired

Table showing the number of PH and H.I present the study area

The above table shows the population of the study Area. Mukuru kwa Njenga has the highest population of 632,214 with 160 physically and Hearing impaired persons. Kwa maiko has a population of 475,900 with 120 physically and Hearing impaired persons. Kisii Estate has the least population of 264,557 with 70 physically and Hearing impaired persons.

The total Number of physically and Hearing impaired persons in the slums was 350 according to the research carried out.

The total number of disabled persons with physical and impaired is not high compared to the total population of over a million people.

Table 24.1.2 Number of Physically impaired and Hearing impaired in the industries

The research's intention was to establish the approximate number of physically handicapped and Hearing impaired persons employed in the clothing Industries in Nairobi Industries Area.

Table 2 showing total number of physically handicapped and hearing impaired persons in textile industries

Clothing Industries	Total Number of employees	Total employed physically Handicapped	Total employed Hearing impaired	Total number of employed disabled persons	Percentage of disabled employed 0/0
Sun flag Industries	2086	06	NONE	06	10.34
Rafiki Industries	1870		01	05	8.62
	1260	04	02	11	18.97
Rayshian Apparels	278	09	24	36	62.07
Sharper images		12			
Total	5,494	31	27	58	

Source: field data 2008

According to the research carried out and data collected industries, the table above shows that, out of 5,494 employees in the clothing industries, Only 58 physically and Hearing impaired persons had a chance of employment in the industries. There is a chance for employment in the clothing industries to the disabled persons

4.2 Barriers to the employment of the physically handicapped and hearing impaired persons in the clothing industries.

4.2.1 Training as a barrier of the Physically and Hearing impaired persons in textile industries.

The study which was carried out shows that, lack of training by the disabled persons was a barrier to their employment in the clothing industries.

Table 3 TRAINED DISABLED PERSONS

Textile industries	Trained physically Handicapped	Untrained physically Handicapped	Trained Hearing impaired	Untrained Hearing impaired
Sun flag industries	04	02	00	00
Rafiki industries	02	02	01	00
Ray Shan Apparels	08	01	01	01
Sharper images	08	04	22	02
Total	22	09	24	03

Source: field data

The table above clearly shows that clothing industries have rare job opportunities for the untrained disabled persons, persons with total Hearing impairments is highly disadvantaged to work in the clothing industries. The only few opportunities available are for the persons with Hard of Hearing.

On the other hand, a shaper image highly appreciates and employs a great number of both physically and the Hearing impaired persons.

Rayshian, Rafiki and Sunflag should appreciate and employ as many disabled trained or untrained.

4.1.2 Attitude of fellow workers towards the physically impaired and Hearing impaired.

Table 4: showing the attitude of Fellow workers towards Disabled Workers.

Respondents	Disabled persons negative attitude towards the clothing industries	Employers negative attitudes towards persons with disabilities
Employers	Low attitude	NONE
Employed	Very low attitude	Undefined
Non-disabled persons		
disabled persons		
Employed	None	Low attitude
Unemployed	Negative attitude	Low attitude.
disabled persons		

Source: Field data 2008

They have a positive attitude towards the disabled persons.

The above table indicates that, employers believe it's the disabled persons who have a negative attitude towards the clothing industries, while the employed and unemployed disabled persons cited the employers to have a negative attitude towards persons with disabilities. Majority of the non-disabled persons pointed that, it's the disabled persons who are choosy and have a negative attitude towards the clothing industries though they said they have no idea how employers perceive the disabled persons.

4.1.3 Transport

The table below indicates how physically Handicapped and Hearing impaired persons gave their views on transport as a barrier their employment in the clothing industries.

Table 5 showing transport as a barrier to employment of disabled persons

ITEM	Physically Handicapped	Hearing impaired	Total	Percentage physically Handicapped	Percentage physically impaired
Transport is a barrier	24	06	30	80.0	20.0
Transport is not a barrier	04	26	30	13.33	86.66

Source: field data 2008

80% physically disabled persons cited transport as a barrier to their employment, while 13.33% don't think transport is a barrier to their employment.

86.6% Hearing impaired persons are not affected by transport they can access transport with ease to their place of work, while Only20% cited transport as a barrier to their employment in the clothing industries.

4.2.3 Available facilities

The data collected indicates the following on the availability of facilities in clothing industries.

Table 6 showing available facilities in the clothing industries

ITEM	Rashi an Apparels	Rafiki industries	Sharper images	sunfla g
Ramps	NONE	NONE	2	NONE
Security Alarm systems	4	2	3	2
Lifts/conveyors	NONE	NONE	NONE	NONE
Visual Aids	NONE	NONE	2	NONE
Special sanitation facilities	NONE	NONE	1	NONE

source: field data 2008

It is evident from the table above that many clothing industries do not have good provision of special facilities. For the persons with disabilities.

They lack Ramps for the wheelchair and crutch users except for sharper images. All industries do not have lifts or conveyors for ease of

movement. They also lack visual Aids for communication purposes for the Hearing impaired persons, excepts for sharper images.

A sharper image is the only industries with specially designed sanitation facilities to cater for the physically handicapped especially the wheelchair users. Clothing industries should ensure that they give priority to the most needed facilities to improve workmanship.

4.2.5 Job security

Job security hinders the disabled persons from seeking employment in the table 7

The following table shows the mode of employment in the clothing industries.

TABLE:7 showing the mode of employment in the clothing industries.

Respondents	Permanent	1year renewable contract	casual
Personnel manager	PERMANENT	NONE	NONE
Production manager	NONE	CONTRACT	NONE
Quality control managers	NONE	CONTRACT	NONE
Others	NONE	NONE	CASUAL

Source: Field data 2008

The study revealed that only the personnel managers are permanently employed. The production managers, Quality control managers and

Assembling supervise are employed on a contract basis. The contract is renewable after a year. The other group of machine operators, trimmers, packers, transport managers, cleaners, security personnel's, are employed as casuals. This shows that the casual laborers have no job guarantee hence they can be sacked any time it pleases the management.

4.3 Performance and productivity of disabled persons with the non-disabled persons in the clothing industries.

The signing of tasks to both disabled and non -disabled is the same but performance differs

The following table shows the performance and productivity of the disabled persons compared to the non-disabled persons.

Table 8 showing the Performance of disabled people.

Clothing industry	Disabled Persons	Non-disabled persons
Rayshian Apparels	same	Same
Rafiki Industries	less	More
Sun flag Industries	less	More
Sharper Images	more	less

Source: Field data 2008

The table above indicates that it's only at sharper Images where the performance of disabled persons is higher than the non-disabled, while at

Rayshian Apparels their performance is the same with the non- disabled. The disabled persons should be given tasks that they best perform; in respect to their abilities and capabilities.

4.3.2 Table 9: showing Productivity of disabled person

Comparing the disabled and the non –disabled productivity, they seem to have same results of productivity

Clothing Industry	Disabled Persons	Non-disabled
Rayshian Apparels	Same	Same
Rafiki Industries	Same	same
Sun flag Industries	less	more
Sharper Images	same	same

Source: Field data 2008

This table on productivity shows that the disabled have the same productivity with the non-disabled at Rafiki Industries, Rayshian Apparels and sharper Images while there is less productivity by the disabled persons at Sun flag Industries.

4.3 Attitude of non-disabled employees towards the disabled employees

The respondents both disabled and non-disabled filled the questionnaires and indicated that there is a good relationship amongst themselves. The non-disabled assist their disabled counterparts if need be.

Table 10: showing the attitude of Fellow workers towards Disabled Workers.

Respondents	Disabled persons negative attitude towards the clothing industries	Employers negative attitudes towards persons with disabilities
Employers	Low attitude	NONE
Employed Non-disabled persons	Very low attitude	Undefined
disabled persons		
Employed	None	Low attitude
Unemployed disabled persons	Negative attitude	Low attitude.

Source: Field data 2008

They have a positive attitude towards the disabled persons.

CHAPTER FIVE

SUMMARY OF FINDINGS, DISCUSSION, CONCLUSION AND RECOMMENDATION

5.0 Introduction.

The aim of the study was to investigate the factor hindering job opportunities for the disabled persons in the textile industries.

Disability affects a person's life in job seeking and employment. This is brought about by some factors that restrain them from securing employment

There is need to train them in different fields that fit their disabilities. There is need to always adapt the environment for their mobility and accessibility, provision of special working facilities and the society should also avoid having discriminative attitudes and instead accommodate them positively in the society.

The findings and results from the study and answers to the research questions are discussed fully as follows.

5.1 Summary of findings

After analyzing the data collected the researcher got results to the Objective and hypothesis of the study that investigated on the factors hindering job employment of the physically and Hearing impaired persons in the Textile industries

The finding shows that out of 350 disabled persons in the Area of study only 76 are trained. This finding confirms the concern which A.W maganjo and C.w kariuki (2006), cited in their publication that lack of employment opportunities especially in the formal labour market is highly connected to lack of formal education and relevant training qualifications, the highest percentage of disabled persons lack any basic and technical skills.

The study findings reveals that disabled persons negative attitude towards the textile industries is comparatively higher than what Evans Ombiro (2006), cited that it's the employee who have negative attitudes towards the disabled persons. The disabled persons should eliminate the negative attitude in them and may get chances of employment in the industries.

Results from the study indicate that transport is a challenge to the physically handicapped persons, more especially the wheelchair users and the crutch users. Clothing industries do not provide transport services inside or outside the industry.

This makes it impossible for many physically disabled persons to secure jobs in the industries.

The Hearing impaired persons hardly experience challenges with transportation. They can easily access the work place.

It was discovered that there is poor facilitation in the industries .They lack special machine, tool, and sanitation mobility services. The study conforms with the citation from I. Albright (2003) the disabled \$employers believe lack of facilities to the Textile industries as a major barrier that restrains them from securing employment.

The physically handicapped have a problem with mobility and accessibility especially the wheelchair and crutch users due to lack of ramps, lifts or special conveyors. Lacks of special machines, tools also poise a challenge to the disabledpersons.

The performance and productivity of the disabled persons in the clothing industries compared with the non-disabled persons is relatively the same.

A according to the data collected the quality of performance of the Hearing impaired persons is higher than the performance of the non-disabled person at sharper Images, while, at Rayshian Apparels is the same. This conforms to Mr. Njoroge (2008) and Mr. Karanja (2000), that when assigned same task, the performance and productivity is the same.

the attitude of non-disabled employees towards the disabled employees according to the findings and results of the study is that, always assist disabled persons. There is a positive attitude towards the disabled persons.

Conclusion

Earning a living is indeed a vital necessity for an individual because it brings about independence, sense of belonging and builds self-esteem. A non-working society is a non productive society. The employers in the big industries should at least give employment to the disabled persons on the streets. They can give them an in job training if trained; this will minimize idleness in the society. From the result and findings of the study, it is clear that the disabled persons given a chance of employment in the Textile industries can improve on their life styles, live a non-dependent life and reduce their engagement in immorality crimes.

Disabled people on the other hand, should have aspiration which will enable them to make meaningful decisions for their lives.

Recommendations

After carrying out the research, the research was able to recommend on the research findings. The following are some of the recommendations.

Managers in the Textile industries should provide equal job opportunities by creating good working conditions to fit the disabled persons. They should employ the disabled persons in line with their abilities, knowledge and possibilities. Textile industries should also provide technical aids, install special working facilities, and adapt the environment for easy access and mobility. Provide transport services and employ disabled persons in specific jobs or in their selected professions. By doing this, they will create employment to the disabled persons who face physical barriers.

Employers should give advice and motivate disabled persons to take active roles in the industries. By doing this it will help them accept their own disability.

Disabled persons should be enlightened in the importance of education and Training in both Technical and Entrepreneurship Education to support themselves in their businesses.

Laws and policies related to disabilities should be reviewed to help the disabled have a right to defend themselves.

The public or the society should be cautioned against discrimination of the disabled persons and harassment.

The government should provide free education and training to disabled persons. The government should ensure that funds allocated for the disabled is well accounted for so that after training they can be provided with machines, tools and equipments to start their own businesses.

The government should offer sheltered employment to the severely disabled persons who may never be employed in textile industries.

Last but not least, the disabled persons should have self confidence, hence must accept their mode of life and give interest to their abilities than their disabilities and this will help them cope with the social economic situation facing them and be able to compete with the non-disabled persons and prove to them that "DISABILITIES IS NOT INABILITY".

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APPENDIX B

ttal letter/ questionnaires / interview guide

ch project on: factors affecting job opportunities for the
ally and hearing impaired persons in the
gindustriesin nairobi, industrial area

espondent,

rd year student of Bachelor of Education, Special Needs Education
pala International University. This is to request you to participate
on-going investigation on the Factors affecting job opportunities
physically and hearing impaired persons in the clothing industries
obi Province, Industrial Area.

By Faith Wanjiru Kariuki

APPENDIX C

Questionnaires / interview guide for the personnel managers / quality control managers

1. Describe briefly your industry's undertakings.

2. How many employees do you have i.e. both men and women?

Men

Women

3. How many disabled persons have you employed?

Physically disabled

Hearing impaired

4. a. What is the criterion for recruitment?

b. Are the disabled persons employed trained?

Yes

No

5. a. What barriers hinder you from employing disabled persons in your industry?

b. Do you encounter challenges when working with the disabled people?

Yes

No

c. If Yes, explain.

6. What reason(s) make you employ disabled persons in your industry?

7. What is their performance and productivity compared to the fellow workers?

NB. Indicate appropriate answer using the digits (1, 2, 3)

Key (Rating)

1. More 2. Same 3. Less

TEM	DISABLED	NON-DISABLED
a. Quality of performance		
b. Productivity		
c. Creativity		
d. Initiative		
e. Enthusiasm		

3. What is the altitude of fellow non-disabled workers towards the disabled persons?

9. a. What do you think has led to high rate of unemployed trained and untrained?

Disabled persons in Nairobi?

b. What suggestions would you give to the above?

QUESTIONNAIRES FOR THE PHYSICALLY AND HEARING IMPAIRED PERSONS EMPLOYED IN THE CLOTHING INDUSTRIES IN NAIROBI, INDUSTRIAL AREA

1. What level of education have you attained? Tick where appropriate.

No School	<input type="checkbox"/>	Primary 1-8	<input type="checkbox"/>	College	<input type="checkbox"/>
Primary 1-3	<input type="checkbox"/>	Form 1-2	<input type="checkbox"/>	University	<input type="checkbox"/>
Primary 1-6	<input type="checkbox"/>	Form 1-4	<input type="checkbox"/>	Vocational Training	<input type="checkbox"/>

2. a. Have you acquired any practical training or skills?

Yes ☐ No ☐

b. If Yes, describe.

How long have you been employed on the job?

Is your work different from that of other workers?

Same ☐ Different ☐

3. a. What kind of problems do you experience while in the clothing industry?

b. What do you think are the barriers to the employment of disabled persons in the Textile industries

4. a. Has the employer installed special facilities in the industry to help work Comfortably?

Yes ☐ No ☐

b. If yes, what are the facilities?

8. Comparing yourself with the non-disabled fellow workers doing the same job as

Yours, how would you rate yourself?

NB. Indicate appropriate answer using the digits (1,2,3)

Key (Rating)

1. More 2. Same 3. Less

ITEM	DISABLED	NON-DISABLED
a. Quality of performance		
b. Productivity		
c. Creativity		
d. Initiative		
e. Enthusiasm		

9. a. Does your employer and fellow employees who are non-disabled treat you in the

same way or differently because of your disability?

Same Different

b. If different, in what way?

10. Do you think your employer tends to expect more from you than you can possibly?

Give?

Yes No

0.a. In Nairobi, there is a high rate of trained unemployed disabled persons. What

Could have led to this?

b. What do you propose should be done to solve the above problem(s)?

**QUESTIONNAIRES FOR THE NON-DISABLED FELLOW WORKERS EMPLOYED
IN THE CLOTHING INDUSTRIES IN NAIROBI, INDUSTRIAL AREA.**

. What level of education have you attained? Tick where appropriate.

No School	<input type="checkbox"/>	College	<input type="checkbox"/>
Primary 1-3	<input type="checkbox"/>	Form 1-2	<input type="checkbox"/>
Primary 1-6	<input type="checkbox"/>	Form 1-4	<input type="checkbox"/>
		Vocational	<input type="checkbox"/>

raining

. a. Have you acquired any practical training or skills?

YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
-----	--------------------------	----	--------------------------

b. If Yes, describe.

. How long have you been employed on the job?.....

4. Have been assigned different work from that of disabled
orkers?

Same	<input type="checkbox"/>	Different	<input type="checkbox"/>
------	--------------------------	-----------	--------------------------

. What do you think are the barriers to the employment of disabled
ersons in the

Textile industries?

. a. Has the employer installed special facilities in the industry to help
isabled persons

Work comfortably?

Yes ☐ No ☐

b. If Yes, what are the facilities?

Comparing yourself with the disabled fellow workers doing the same
as

yours, how would you rate them?

NB. Indicate appropriate answer using the digits (1, 2,3)

Key (Rating)

1. More

2. Same

3 Less

ITEM	DISABLED	NON-DISABLED
Quality of performance		
Productivity		
Creativity		
Initiative		
Enthusiasm		

. What is the normal worker's attitude towards the disabled persons
working in the

Textile industries and assigned the same job?

.a. In Nairobi, there is a high rate of trained unemployed disabled
persons. What Could have led to this?

b. What do you propose should be done to solve the above
problem(s)?

QUESTIONNAIRES FOR THE NON-EMPLOYED PHYSICALLY AND HEARING IMPAIRED PERSONS IN NAIROBI, INDUSTRIAL AREA

What level of education have you attained? Tick where appropriate.

No School	<input type="checkbox"/>	secondary	<input type="checkbox"/>	College	<input type="checkbox"/>
Primary 1-5	<input type="checkbox"/>	Form 1-2	<input type="checkbox"/>	University	<input type="checkbox"/>
Primary 6-8	<input type="checkbox"/>	Form 1-4	<input type="checkbox"/>	Vocational	<input type="checkbox"/>

aining

2. a. Have you acquired any practical training or skills?

Yes ☐ No ☐

b. If Yes, describe.

3. a. What kind of problems do you think the disabled experience while in
the clothing Industry?

b. What do you think are the barriers to the employment of disabled
persons in the Textile industries?

4. If you were employed, which special facilities would you like the
employer to install?

in the industry to help you work comfortably?

5. If you were employed and were to compare yourself with the non-
disabled fellow

Workers doing the same job as yours, how would you rate yourself?

NB. Indicate appropriate answer using the digits (1, 2, 3)

Key (Rating)

1. More 2. Same 3. Less

ITEM	DISABLED	NON-DISABLED
a. Quality of performance		
b. Productivity		
c. Creativity		
d. Initiative		
e. Enthusiasm		

6. a. If you were employed, do you think your employer and fellow employees who are

Non-disabled will treat you in the same way or differently because of your

Disability?

Same Different

b. If different, in what way?

7. If you were employed, do you think your employer will tend to expect more from?

You can possibly give?

Yes No

8. a. In Nairobi, there is a high rate of trained unemployed disabled persons. What Could have led to this?

b. What do you propose should be done to solve the above problem(s)?