

NAME:

NAME OF ORGAZATION:

MINISTRY OF LABOUR AND SOCIAL
SECURITY/JAMAICA COUNCIL FOR PERSONS
WITH Disabilities

COUNTRY: JAMAICA

Sub Title: **"Discovering Possibilities"**

Title of Proposal:

A study to explore the possibility for employment of person with disabilities in selected communities in Portmore, St. Catherine

INTRODUCTION:

According to the article, managing disability in the workplace published by the ILO, persons with disabilities whether acquired from birth, teenage or later years in life, their disability may have little impact on their ability to work and take part in society or it may have a major impact, requiring considerable support and assistance,

Although some person with disabilities is able to obtain work however, many are not so fortunate. This is because person with disabilities who want to work are not able to do so due to many barriers caused from the environment and society. Jamaica is signatory to and has ratified the United Nations Convention on the Right of Person with Disabilities (UNCRPD). This actions demands that the country abides by certain principles demanded by the convention and that practices defined discriminatory to persons with disabilities (PWDs) must be abandoned.

In pursuing this goal, it is necessary that societal mores which have led to PWDs being discriminated against, by society at large must addressed and the prevailing

Attitudes with respect to PWD'S must be changed in order to foster a culture of inclusion of persons with disabilities as is demanded by the UN convention. In aiming to comply with this convention, Jamaica is currently drafting a "National Disabilities Act ". This national disability act will establish in Jamaica law the human rights that have been guaranteed by the (UNCRPD). The ministry of social security (MLSS) in Jamaica is the government ministry with responsibility of persons with Disabilities (PWDs) as well as other vulnerable groups. The department of the (MLSS) with direct responsibility for persons with disabilities' is

the Jamaica Council for Person with Disabilities (JCPD) according to I. Carrington, (2010). Even though these actions have been taken to combat discrimination, the majority of adults with disabilities in Jamaica are still not able to find gainful employment. Factors that prohibit their inclusion in the workforce include poor education, discrimination, inaccessible workplaces 'and the low levels of experience.

3:Background Information

Employment is one of the issues that most negatively affect person with disabilities. Even after making significant sacrifices to make themselves qualified, and therefore employable, these individuals continue to face discrimination and exclusion from the labor market. Much anecdotal evidence is available of numerous persons with disabilities that are unemployed, even though very qualified for various job positions, as well as the fact that these persons usually finds it much more difficult than their non-disabled counter parts to find employment.

Very few studies have been done on the issues of disabled and employment in Jamaica and most of what has been done thus far has not been extensive, The most recent and probably the most extensive to date done (by DR. Annicia Gayle-Geddes) has not yet published and therefore is unavailable .Consequently, there is a lack of data in this regard .However, the conclusions drawn can be seen with as spurious. Estimates on the employment of persons with disabilities have been consistent, suggesting a less than one percent 1% employment rate. In light of all that is said above, there can be no doubt that research is urgently needed in this area to among other things, provide data to serve as the empirical foundation for policies and programs and to shed light on reality facing persons with persons with disabilities in gaining employment. Failure to enable persons with disabilities to attain reasonable standard of living is an indictment against any civilianization which neglects this segment of their society, as according to the World Health Organization (WHO), person with disabilities make up to ten percent (10%) of every population.

4: **Overall Goals**

- To determine some of the issues that affect persons with disabilities gaining employment.

5: **Concrete objective**

- To identify the existing gaps in the disability and employment landscape. And inform relevant Ministry and stakeholders.
- To make recommendations to fill existing gaps.

6: Beneficiaries

The researcher hope to gather substantial information surrounding the issue of employment of person s with disabilities in Portmore, St Catherine, The researcher hopes to contribute to the limited knowledge available in relation to the possibility for employment of persons with disabilities and what laws exist to protect them.

One of the significant values of this researcher is also that by the end of this study the researcher and by further extent, students ',parents' scholars' and disabilities organization's in this area would know more about the laws' and rights 'that exist to protect persons with disabilities in the workplace and further educate them about tolerance .This would also prepare students and administrators well form corridors of education and understanding the tedious process.

This research will also become even more significant in filling the deficit gap and also address some of the misunderstanding regarding the disabilities policies and what rights exist under the specify laws'. Such research can also inform both local and regional policy making initiatives. And will allows" for significance change in how government views employment for persons with disabilities.

7: Limitations and Delimitations

This section is intended to discuss, the main limitations associated with the research in questions.

- This research will be limited to only persons with disabilities from selected communities in Portmore, ST. Catherine.
- The sample frame of {8} individuals will be used to generalize to represent the entire population of respondents' who fit the category of 'disabled'.
- Literature related to the specific topic at hand is limited and so, the literature gathered from overseas will be used to generalize to the Jamaican population.

Impact on beneficiaries

The audience of the researcher may be teachers, teacher's educator's policy makers, the community of person with disabilities and other researchers'. The findings will be effective and usefulness can be measured against the extent to which it is accepted or understood by the audience.

Literature REVIEW

The purpose of this literature review is to assess the views and theories put forward by researchers and scholars who are experts in the area of disability and labour laws'. This section will focus particularly on what laws 'exist to protect persons 'with disabilities ,what rights they have in the workplace and the effect of the public policies gears towards persons' with disabilities.

Much of the earlier research on workers with disabilities relates to issues of labour supply, such as policies that shape workplace participation decisions of the disabled, the specific needs' of the disabled access to health care, personal assistance}that might hinder their entrance into the workplace (Hotchkiss,2003).

The type of job to which a disabled person is suited may be influenced by whether or not he or she has on intellectual disability, a physical a sensory, or a mental health difficulty or a combination of these factors. But all of these are less important than his or her knowledge, skill and general abilities when it comes to performing a job. O'Reilly (2007) opines that many men and women with disabilities are unable to find decent jobs even when they have completed training. This has resulted in frustration for the employee and discouragement caused by discriminatory barriers and mistaken assumptions about their capacity to work.

There are approximately (470) millions of people with disabilities of working age around the world. This has resulted in a call for more research to be done on the terms and conditions of employing persons 'with disabilities. This is because; it is believed that

stigmatizations stems from lack of understanding among the general population about the issues of disability (O'Reily, 2007).

The Jamaican government has put in efforts to alleviate the problem faced by persons' with disabilities in gaining employment in Jamaica. A national Policy for Persons' with Disabilities was approved in Parliament in (200), which is gear towards setting guidelines and directions for the government for equalization of opportunities for persons' with disabilities. This move will assist government in strengthening its capacity to address disability issues with their area of functional responsibility. This should also provide a framework for agencies of government to cooperate in developing and implementing policies geared towards providing equal opportunities for persons' with disabilities in all aspect of life, assisting government in implementing the United Nations 'Standards' and developing rules on the equalization of opportunities for persons' with disabilities.

Jamaica is a nation with a population of approximately (2.7) million persons and of this number, it is estimated that (270,000) persons' currently have one or multiple disabilities.

8: Project Implementation Plan step by step outline and description including schedule and time line

Research Design

This section provide an outline of the research process to be employed in this study ,essentially it provides a brief overview of the qualitative research design and the justification of its use, moreover the advantages of the chosen methodology and the appropriate data collection method to be utilized will also be explored.

Qualitative research, based on the interpretivist paradigm is exploratory in nature, thus enabling research to gain information about an area in which little is known (Lamputlong and Ezzy from swift al).A qualitative research was chosen for this study as the aim was to understand the reasons behind the issues affecting employment of persons with disabilities in selected communities in Portmore ,St Catherine.

Methodology

The term methodology speaks to “the strategy, ‘plan of action process or design lying behind ground the choice and use of particular methods to the desired outcomes (Crotty, 2003) pg3. This study will utilize the Ground Theory Methodology to uncover the reason to explain the problem of employment of disabled persons .This methodology will be utilized in order to collect and analyze the data. Glaser and Strauss (1967) define the grounded theory methodology as a set of carefully collated research procedures leading to the emergence of theoretical categories. With the grounded theory approach, new themes will be uncovered and a theory developed to explain the problem. This methodology proves to be appropriate for this particular study as it will allow the researcher to collect data and formulate theory grounded in the collected data to explain the reason underlying the issues affecting persons with disabilities from gaining employment.

Population and sample Size

For this study, the sample frame was selected using the purposive sample technique. The researcher utilized this particular technique due to the fact that, such a sample method was compatible with the other component of this research, namely; elite interviews and focus group. Purposive sampling is a sampling technique where the researchers select respondent who in their opinion, are considered to be knowledgeable in the subject area. Since this is a qualitative research, the research is not concerned with generalizations, but a deeper understanding of the phenomenon at hand. Therefore, the sample size will be very small.

Method and Data Collection

The method of data collection which compliments the ground theory methodology are eight (8) elite interviews (both structured and unstructured) and two (2) focus group discussions, as stated above. These methods will be utilized in order to garner information on the topic at hand. Conducting an in-depth interview allows individuals who are most involved in the process to either corroborate/refute or provide additional information on what was discovered by the researcher. The group and individuals will be selected from the city of Portmore, St. Catherine. The sample will be (8) individuals in total for elite interviews, two focus group consist of (8) respondents each. These will include two visually impaired persons', two deaf persons, two intellectually impaired persons 'and two physically challenged persons'. This will make up the (8) respondents to accommodate the elite interviews 'respondents will be selected based on their availability and experience in the subject area .In relation to sex, the researcher will try to incorporate and equal proportion of both sexes' to get adequate representations ages (17 -40).

Data and Analysis

In utilizing the ground theory methodology, data collection and analysis takes place simultaneously. This is because; the research can analyze the information while it is being collected. With this method, the researcher will code the data into specific categories which will then be used to formulate themes and perspectives related to the topic at hand.

The constant comparative analysis technique will also be utilized to discuss the responses from the interviews conducted. This involves analyzing the contents of the interviews and focus groups. The constant comparative analysis technique requires the researcher to take one piece of data (eg).one interview, one statement or one theme and compare it to all other pieces of data that are either similar or different .During this process, the researcher begins to look at what makes this piece of data different and/or similar to other pieces of data (Glaser and Strauss, 1967).

Time line

Facilitators and administrator will be in place by august-2011.

Research instruments will be done over one month period August ,2011-then carried out by the end of September- 2011 month end. Draft of the analysis questionnaires and data will be carried through by October-2011.

Final report will be completed by November 18-December 4th-2011.

9: Monitoring and Evaluation

This activity will be carried out by an external organization that has experiences' in particular subject. They will measure the outcomes, reflect on the goals "and objectives' of the proposal and do the necessary follow ups.

10: Possible obstacles to project plan implementation

1. If there any major catastrophe.
2. The lack of funding.
3. The absence of consent from target group.

How to overcome possible obstacles

- 1: Re-scheduling of project dates.
- 2: Source Grants or Donations to carry out project.
- 3: The target group will still be used; however ages range will be change.

12: IMPACT OF THIS TRAINING: HOW THIS TRAINING CONTRIBUTES TO YOUR PROJECT PLAN:

Training and development is defined as the heart of a continuous effort deigned to improve employee competency and organizational performance (Wayne, R .Noe) 2009.

JICAS training, as planned to give information and skills I needed for my current job. With this new learning it has motivated me and improved my understanding of technologies that are gear towards persons' with disabilities so they can communicate and work with high standard. I was inspired by many of the lectures 'but, the one that stood out for me is on June 21,2011 by professor Masaya Asahi who focus on the current employment situation of persons with disabilities in Japan.

He gave a full overview of the labor market and shelter workshops in the welfare systems. Also explain the laws and measures that promote employment of persons' with disabilities'. A definition of 'work' was given, that the basic needs' of human beings gaining livelihood, social solidarity and career development.

The other part of his lectures looks at statically survey which gave a comprehensive database structure visualizing components and interrelationship, As well as clarifying the linkages such as improvement of employment ratios, the Levy and Grant system, payments for grants, promotion and statutory base services.

Because of the detail infrastructure of the national plan of the population of person with disabilities .Hence, the latest unemployment and employment figures available. It shows how the Japan government has used its initiative to create employment and increase persons with disabilities in the workforce.

This new reality has push me to study the Jamaican situation and to explore from the disabilities population, what are the other reason preventing them from been employed.

BUDGET:

EXPENSE	UNIT JA \$	US \$	NUMBER OF PERSONS	NUMBER OF SESSIONS	TOTALS
ADMISTRATOR (PART TIME)	125,000 .00	1,488.1 0	5	5	
INTERPERTORS	250,00 0.00	2,976. 19	10	10	
TRANSPORTATIONS	180,00 0.00	2,142. 86	6	6	
REFRESHMENTS/ LUNCH	50,000. 00	595,24	12	5	
FACILITATORS	40,000. 00	476.19	1	1	
CONSULTANT and researchers	350,00 0.00	4,166. 67	5	5	
MAKING OF THE QUESTIONINEERS	65,000. 00	773.81	1	1	

OFFICERS SUPPLIERS AND					
RECORDER	15,000.00	178.57	1 plus recorder	1	
Total cost of project	1,075,000.00	12,797.62			

Additional Information:

1. Printing of materials' will be carried out by Ministry of Labour and Social Security.
2. The organizations Jamaica Council for Person with Disabilities will be used to mobilize participants and make phone calls'.
3. Permission will be asked for the use of one of the conference rooms.

Other income

1. The Ministry of Labour and Social Security/Jamaica Council for Persons' with Disabilities.
2. Japan International Cooperation Agency (JICA).

References

- Crotty, M, (2004) Foundation of Social Research: MEANING and Perspective in the research press Sage Publications Ltd, London.
- Glaser, (1967) Straus, A. The discovery ground theory, strategies for qualitative research. Chicago, Aldine publication.
- Hotkiss,j.(2003) The labour market experience of workers with disabilities, the A. D. A. and W.E Upjohn institute for employment research, Kalamazoo, Michigan.
- O”reilly A (2007) the right to decent work of person with disabilities ‘Skills and employment Department. ILO, Geneva.