

Challenges faced By People with Disability for Getting Jobs: Entrepreneurship Solution for Unemployment

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Abstract

A job is the essence of the issue of people with disabilities is unemployed, apart from the issue of education, welfare, comfort, and help and so on. Entrepreneurship should be viewed as a new stepping stone to creating jobs people with disabilities. The challenges of this field and the entrepreneurial approach as a proactive step to help these people solve the employment problem. However, entrepreneurship and the disabled still new and needs to be explored more widely for the benefit of persons with disabilities.

Keywords: People with Disability, Employment, Barriers, Entrepreneurship, Opportunity

Introduction

Disability is a matter which refers to the circumstances, the nature of which is less than perfect. The event on an individual either for a certain period or remained in daily life, limitations to improve the function of movement, vision, hearing, speech and so on. World Health Organization (WHO) and World Bank, 2011 a disability does not only refer to the characteristics of equipment such as a disability for the temporary or permanent but involve stereotypes about the disabled as users of wheelchairs, blind since childhood make up the public's perception and formed police approach against the disabled. While the WHO International Classification of Functioning, Disability and Health (2008), defines the damage which is having trouble functioning or body structures, limitations on activities, difficulty made by individuals with disabilities to the task or action, and participation in community groups to be a problem for individuals with disabilities in daily life. A person with Disabilities (PWDs) refers to those who have physical problems that set it apart from the others. Handicapped divided into several categories whom Physical Disabled, Disabled Sight, Hearing Disabled, and Mentally Disabled. Handicapped defined as someone who has a lack of long-

term physical, mental, intellectual or sensory interaction with various barriers may restrict full participation in society (OKU ACT, 2008). According, Zinaida, (2006) with disabilities are people with mobility limitations to the type of disability experienced as physical, flirting, vision and hearing.

Literature Review

Employment And Disabled

Even the government in an effort to help these people, implement policies and legislation that will provide employment opportunities to the disabled. Among them, access to employment, Act 685, the Disabled Persons Act 2008 and Basic One Percent Job by Circular Bil.10 / 1988 and enhanced through Circular No. 3/2008 which came into force on 1 April 2008 in the government sector. While in the private sector Studies Committee of the Disabled in the Private Sector has established in 1990 under the Department of Labor Peninsular Malaysia has established a Code of Practice Learning Disabled. It is considered failed when the government initiatives have shown that many people with disabilities working qualified not managed to get a job and unemployment (Ang, 2014; Khoo, Tiun, & Lee, 2013).

These efforts have yet to address issues related to overall program implemented by the government and NGOs and the private sector, (Parker Harris, Renko, & Caldwell, 2014). The issue of employment is synonymous with people with disabilities, especially the job. Business government or NGO intensified through incentives for working alone (self-employment) and are involved in entrepreneurship (Blanck, P.D , Slander, L.A. , Schmeling, J. L. , Schartz, 2000) to curb the problem perspective employer (M. Ang, 2012; M. C. . Ang, 2014) discrimination (Blanck, P.D , Slander, L.A. , Schmeling, J. L. , Schartz, 2000; Boo, Loong, & Ng, 2011), and facility (Zinaida, 2006). the study associated disabilities working alone(Griffin, Cary., Hammis, David., & Keeton, 2014; Kitching, 2014) and studies entrepreneurship disabilities (Cooney, 2008) has long been studied and looked at the ability to resolve problems of this group.

Employment is the direction to the lives of individuals, including people with disabilities (Norasmah, 2014; Zinaida, 2006). See the point of view of the disabled and state cannot be denied that these people have limited skills, poor income and employment opportunities limited and no work. The situation experienced by all people with disabilities around the world, many of them self-employed, entrepreneurs and working in government or private organizations. But the numbers of those jobs are very low if compared to their destination. According to several studies by Paris, Organization of Economic Co-operation and Development, 2010, Washington, World Bank 2009, developed countries and developing countries of disabled workers is much lower than normal workers. Most countries this situation is considered normal when low levels of disabled workers employed, but not all of the countries concerned in recording or documenting this minority group. The analysis conducted by the World Health Survey, based on the involvement of 51 countries showed that the rate of disabled workers 52.8% of men and women workers with disabilities at 19.6%, compared with normal male workers were 64.9% and 29.9% of female employees normal. Studies Organization of Economic Co-operation and Development found that the average rate of workers with disabilities is 44% of 75% of normal employees.

View of the seriousness of the government in subordinate Ministry of Women Community and Family (KPWMK) through the Social Welfare Department (SWD) and Department of Labor Peninsular Malaysia (JTKSM) persons with disabilities receives special attention from various angles assistance, training, facilities, and employment. However, the reality is difficult to get a job faced by this group have not yet found a solution. The percentage of people with disabilities who are unemployed increased from year to year (M. Ang, 2012; Norasmah, 2014). Although, the situation is quite alarming this is the normal state of an event in the nation. But this is not a reasonable excuse that this group does not need to be addressed. People with disabilities are part of a productive asset if used every effort to overcome the ability of this group of normal people. Physical limitations are not an obstacle for them to become productive workers with extraordinary works far from the normal, (Caldwell, Harris, & Renko, 2012; Hindle, Noble, & Phillips, 1999)

Barriers Employment Of The Disabled

No doubt these people face many obstacles in getting a job. Entering the world of work is part of a major challenge for this group, the WHO lists several limiting factors such as lack of exposure to education and training, the environment of work, one response to the disabled where the employer does not believe will be the ability of the disabled to work, discrimination of the marginalized, the law Blocking occurred in European countries.

Malaysia was not spared from facing a similar situation to the disabled. Issues affecting the disabled are a result of the attitude of society to underestimate this group are considered only hope for the mercy of the public and is not eligible to get a job. This view should have been eroded in the community so as not to restrict opportunities for people with disabilities. This, then at work among employers that receive a negative view of the working disabled. According to Tan, Williams, & Tan (2005), workers with disabilities are not limited to employment but also in terms of promotion or job retention.

a. Perception and discrimination

The apparent indifference when many employers are working with disabilities can only survive for a few months, the results of research by the ministry 50% disabled workers resigned after six months of work. Ang, (2014), a study of the influence of organizational culture and management intent to hire the disabled, shows employers in Malaysia are still not convinced to assess people with disabilities. Besides anterior prejudice attitude toward PWDs capacity and capability to work and contribute epoch organizational development. Employers are more likely to choose disabled workers by imposing the same requirements as normal workers. While this is not supposed to occur because clear that the ability of a disabled person and a different normal. Injustices occur anywhere but whether this should be taken as the measure for people with disabilities find jobs.

b. Environments workplace

More painful still, the job markets do not meet the requirements of infrastructure appropriate to the needs of the disabled. For example road foot journey of the blind, the disabled toilet, disabled parking, and free access to facilitate the movement of people with disabilities. Employers view this as a burden to be borne because of the renovation involves high costs. Isaac (2008), stating that the community needs to cultivate a caring attitude towards the needs of the disabled without denying their right to use public facilities. (Rizal,

2010), found that on average, students with disabilities are not satisfied with placement and career opportunity for the disabled, where the problems are due to lack of suitable employment and employers the wrong perception of the disabled. Zinaida (2006), the views of employers toward disabled persons with disabilities considered unreliable because they often are unable to attend due to health problems and costly to assess people with disabilities. The ability of these people should not underestimate the ability and they have a high capacity, hard work and focus.

c. Motivation, family support

Disability suffered either from birth or after an accident the artist was not easy to be accepted and passed by the disabled, it is still faced with a little confidence and support. These people need support and encouragement in ensuring their survival is assured. According to Li, Muhamad, & Peng, (2011), the role of counseling is needed in the formation of career and motivate the disabled to be more positive in entering the workforce. Furthermore, complicating the situation when these people, not get full support from the family. Many of the parents of disabled children with not trying to help children with disabilities improve their capabilities. Norasmah, (2014), said it is very important to direct involvement in parent and family support to children from a young age. They not only expect a lack of physical assistance and protection only even more of it.

Most parents do not enroll children with disabilities under the Social Welfare Department it is difficult for these people help and documentation. It also resulted in them cannot be right that it should. The attitude of parents who wash their hands when the children to rehabilitation centers cannot foster more positive children with disabilities. Hope this group is essentially to parents and families to give encouragement and support to have a much better life and succeed in life.

d. Education and vocational training

PWDs have never excluded the Malaysian education system, but also a variety of opportunities and training provided to ensure that these people are quite ready to face the world of work. The problem arises when the exercise was not meeting the needs of employers. Program taken was not in line with the requirements and conditions of work in the tree. Ta & Leng, (2013) said that the study results proved that Malaysia is still low and left out in the context of providing equality of educational and employment opportunities for people with disabilities.

Entrepreneurships Solution For Unemployment And Opportunity For Getting Jobs

A major obstacle for the disabled to get workers has led to a transition to entrepreneurship. Entrepreneurship makes this group indirectly avoid the issue of discrimination, the employer perceptions, inequality, employment opportunities and others. Entrepreneurs and entrepreneurship is a term that is growing definition and exploration of them, even in the emergence of new entrepreneurs have a positive impact on the economy. The main reason for this development of entrepreneurship is because there is documented evidence that there is a positive correlation between entrepreneurship and economic growth (Cooney, 2008).

Entrepreneurship in general, to increase the level of economic growth Cooney, (2008) and also the ability to provide jobs, (Blanck, P.D, Slander, L.A. , Schmelting, J. L. , Schartz, 2000). Opportunity explored by entrepreneurs from various angles, where entrepreneurs are able

to optimize the opportunities and resources to gain an advantage through innovation and creativity (Blanck, P.D , Slander, L.A. , Schmeling, J. L. , Schartz, 2000; Cooney, 2008). Huge potential in the field of entrepreneurship, this has prompted the government to work hard to cultivate this field to the public through a variety of approaches, departments, agencies and so on. Among the incentives that can be done to cultivate entrepreneurship in Malaysia is by strengthening the science program examples PWDs successful entrepreneurs and the government's continued support (Arnidawati, 2013; Norasmah, 2014; Norazah, 2015). This is no exception with disabilities, through exposure and JTKSM scheme and under the supervision of the department.

Now many successful entrepreneurs with disabilities in various skills involved and indirectly appoint them as successful entrepreneurs. Handicapped successful entrepreneurs have proven that they can do business like a sewing shop, raise cattle, breed fish in cages, workshop car and the diner (Zalinawati & Norudin, 2007).

Entrepreneurship is coincident with the need people with disabilities who have the skills that can be developed through the business even if it is small. Indirectly problems of the disabled in the employment sector can be addressed better. Exposure and training to prepare them with business knowledge is essential and should be more proactive approach. In addition, to creating a positive atmosphere of this group to be entrepreneurs. Indirect employment opportunities exist among this group, where entrepreneurs with disabilities studying workers who also composed the disabled.

Conclusion

Challenges and obstacles people with disabilities in the working environment is a factor that greatly influences the chances of disabled people to get jobs. But this should not be an obstacle to this type of proactive move to get out of their problems. Through, entrepreneurship, entrepreneurs with disabilities are able to open up greater opportunities to get a place in the job market. In conclusion, entrepreneurial approach and implementation will have a big impact on entrepreneurs with disabilities and people with disabilities.

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