

# Employment Discrimination of Persons Living with Disabilities in The Lagos State Ministry of Youths and Social Development

## Abstract

Employment discrimination has remained unabated in many organisations in Nigeria, despite the Nigerians with Disability Decree 1993 and Discrimination against persons with Disability (Prohibition) Act 2018 which contains a plethora of policies established to prevent it. Various studies have shown that employment discrimination is a threat to the reputation of companies and economies of nations especially the employment discrimination of persons with disabilities. This study therefore examines how far the Lagos State Ministry of Youth and Development has implemented the 1993 Disability Decree and the Discrimination Prohibition Act, of 2018; and the major constraints inhibiting the implementation of the Acts. Survey research design was adopted and stratified sampling technique was used in data collection while the data were analyzed with the Pearson's Correlation. Copies of structured questionnaire were administered to staff of the Lagos State Ministry of Youths and Social Development. A sample size of 223 was arrived at from a total population of 507 using Yamane's (1967) formula. The result of the study shows that there is a strong and positive relationship ( $r= 0.803$ ) between the constraints of implementing the Nigerians Disability Acts and discrimination against persons with Disability in the Lagos State Ministry of Youth and Social Development. The result also showed that there is a negative relationship between the employment discrimination of persons with disabilities and the Federal Government Decree of 1993 and Act of 2018 especially in recruitment and infrastructure. Based on the findings, it was recommended that for discrimination to be minimised, internal inclusion policies that would complement the Section 6 (2) of the Nigerians with Disability Decree 1993 and Discrimination against persons with Disability (Prohibition) Act 2018 should be formulated and enforced.

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**Keywords:** Discrimination, Disabilities, Employment, Equality, Gender

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## Introduction

Workplace discrimination encompasses all forms of employment discrimination based on disabilities, age, health status, trade union membership, to name a few; and this discrimination can be argued to be unfavourably disposed towards the people with disabilities (Odeku & Animashaun, 2011; Amusat, 2009). Amusat, (2009, Mishra & Trivedi, 2020) posit that employees with disabilities are discriminated against because it is

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assumed that they are less productive and cannot fit comfortably into employments. As Amusat (2009) puts it, people with disabilities are not seen as key part of social membership of the society not even when advance in technology has aided them to be more productive in different fields of employment. This argument of job misfit is largely due to perception about people with disabilities rather than their actual limitations to job performance in the labour market (Fevre, Robinson, Duncan & Tavor, 2013, Pratibha & Arora, 2021). On the contrary Courtney and Brandon (2004) as well as Odeku and Animashaun (2011) argue that technological advancement failed to consider people with disabilities in their calculations on employees productivity. The adoption of the benefits of technological advancement ignored things that could benefit the people with disabilities like changes in the physical environments of most businesses and the changes in public utilities settings.

In Nigeria, people with disabilities are well represented in the population as 25 million of them or 15% of the nation's population are living with disabilities (DRF Nigerian Country Report, 2018). Yet the (Nigerian Disability Decree 1993) did not ensure that certain per cent of available vacancies of public and private sector jobs are set aside for them (Odufuwa, 2007, Amusat, 2009, WHO, 2011, Ikejije, Johnpedro & Nwakanma, 2021 ). This statistics explains the World Health Organization (WHO) statement in 2011 that, increasing population of persons with disabilities has made discrimination against persons living with disabilities to become more rampant and more visible than ever. These discriminations have resisted efforts by governments and the societies through the avoidance of the implementation of disability laws by organisations and come in different forms of distinction, differentiation, rejections, exclusion or preference made on the footing of physical and mental impairments in employment or workplace (Colman, Sykes & Groom, 2013, Odeku & Anumashaun, 2011, Anyim & Salihu, 2020). However, as noted by Deitch, Barsky, Butz, Chan, Brief and Bradley (2003), efforts are being channelled by governments and societies at large to reduce the rate of discrimination against persons with disabilities. These efforts are geared

towards stopping prejudice against persons with disability in the workplace.

The International Labour Organization (ILO, 1998) Declaration on Workplace Discrimination and United Nations (2006) Conventions on the Right of Persons with Disability, commits member States to respect and promote principle of elimination of discrimination. These Conventions have been ratified by countries and passed into law. ILO describes discrimination at work "as a violation of human right that entails a waste of human talents, with detrimental effects on productivity and economic growth, and generates socioeconomic inequalities that undermine social cohesion and solidarity and act as a brake on the reduction of poverty" (ILO, 2007). A positive response to the ILO position came by the way of The United Kingdom Discrimination Disability Act (1998) and The Equality Act (2010) passed as a result of ratification of these Conventions, which gives protection against discrimination of persons with disability in relation to recruitment, employment and dismissal. The Acts impose an obligation upon employers to make certain adjustments to their premises and the way in which they operate in order to accommodate disabled employees. Nigeria on its part has ratified the Conventions but the problem remains how far the Conventions have been implemented at workplaces in Nigeria.

Discrimination against persons with disabilities is painfully one of the most inherent problems in the contemporary Nigerian society especially employment as disabled persons are often excluded from the mainstream society and hence, may not contribute to the development of the society optimally (Amusat, 2009; Ekwoaba, Anyim & Olusanya, 2016; Anwuli, 2011). Amusat (2009), further argues that discrimination against persons with disability is a social construct and definition given to persons with disabilities by the Nigerian society makes them incapable of fitting into the world of work and the general society. This was corroborated by Fevre et al (2013) when they opined that, it is not impairment that prevents people from being productive, but the environment and attitude they encounter. Anwuli (2011) saw the social construct otherwise called Social Model of Disability as what makes the

society to perceive a disabled condition as a complex collection of conditions that cannot be accepted at workplaces. These wrong perceptions and negative social construct underline why victims of employment discrimination lose motivation and morale necessary to perform their jobs effectively when eventually employed and this affects their productivity (Gluck, 2009; Tate & Yang, 2015).

The incidence of employment discrimination which may include jokes about an employee's physical structure, refusal to place disabled person on certain types of jobs etc breeds inferiority complex and low self-esteem. The aforementioned problem of social and employment discrimination against persons with disabilities, made the Nigerian government to pass the Nigerians Disability Decree 1993 to provide vocational rehabilitation and employment for persons with disabilities. Section 6(2) of the 1993 Disability Decree states that, "all employers of labour shall reserve for the disabled not less than 10% of their workforce". This decree has actually not been implemented in many Nigerian organizations, especially in the private sector (Ekwoaba et al. 2016). The ineffectiveness of the 1993 Disability Decree prompted the signing into law of the present Discrimination Against Persons with Disability (Prohibition) Act 2018 by the President of the Federal Republic of Nigeria, President Muhammadu Buhari on Wednesday, 23rd January 2019.

In the light of the above, the present study intends to examine the extent to which the Lagos State Ministry of Youth and Development has implemented the 1993 Disability Decree of the Federal Government and the Discrimination Prohibition Act, 2018, and the major constraints inhibiting the implementation of the Acts.

## Discrimination

Discrimination is the *disadvantageous* treatment given to an individual merely because he/she belong to a certain group or category of groups. It entails removing or excluding or restricting a member of a group from opportunities that are available to members of other groups. It has been argued that discrimination can occur in many

forms and places including educational institutions, labour market, childhood, religion and law (Cain, 1986 cited in Creamer, 2009). As noted by Trisitini (2003), discrimination operates as a blanket policy or discrete, identifiable decision to exclude rather than as a perpetual tug on opportunity and advancement. A wider understanding of discrimination was created by Towle, Schoen and Hilgert (1986), and they saw discrimination as arising not only from the impact of specific actions and prejudices but also from a failure to take into consideration, different social classes of each sex and ethnic groups. The concept of equality of opportunity becomes a myth when it is administered by people whose attitudes are inherently discriminatory. Serumega-Zake and Naude (2001) describe discrimination as systematic, persistent and inequitable earning disparities in favour of men, against women partly for social and economic norms. In the same vein, the International Labour Organization Convention 111 of June 1960, explains discrimination in workplace or occupation to mean "treatment of people differently based on certain characteristics, such as race, colour or sex, which results in the impairment of equality of opportunity and treatment". Also Convention 111, further states that any differentiation, distinction, exclusion, barring, or preference or partiality based on social origin or any other motive determined by member State concerned after consultation with representatives of employers and workers which has effect of nullifying or impairing equity of opportunity or treatment in employment or occupation is discrimination".

Nigeria has signed the United Nations Organisation's Convention on eliminating all forms of discrimination against Nigerian people. Fashoyin (1990) cited in Adeleke (2002) recommended that for workplace harmony to be achieved, all discriminatory practices must be neutralized and replaced with a constructive approach to labour issues which enhances communication and achievement of organisational objectives.

There is discrimination in the job/labour market or workplace when two or more applicants or employees are treated differently due to their race,



sex, ethnicity, physical ability or political affiliation; and when the race, sex, ethnicity, political affiliation or physical ability does not have an effect on performance and productivity (Gretchan & Williams, 2008; Carlson, 2010; Chomba, 2012). Discrimination is an expression of derogatory prejudice that operates in a number of ways. It may not be intentional; the practices associated with disability discrimination may not be perceived as discriminatory and may occur without public knowledge (Hall, 1985; Can, 1996; Gluck & Matinez, 2009). Any discrimination in employment on the basis of sex, disability etc is prohibited by the Constitution of the Federal Republic of Nigeria.

### The Concept of Disability

Kasambula (2015) and World Health Organisation Report on Disability, (2017) view disability as a misconstrued generalisation that is serving a multi-definition that is associated with people who have mental, physical and intellectual challenges. The misconstructions have led many researchers to see disability as medical and clinical conditions that hinder people's functions; and how different causes of disability can change or limit the ability to perform life activities or actions by persons living with disability (Odufuwa, 2007; Kazou, 2017; Quinilivan, 2012; Krahn, Walker, & Correa-De-Araujo, 2015). Morris, (1991) and Porter, (2002) said that disability is ambiguous and hideous as society portrays it and as such a change in the perception of disability by the society is needed.

Previous studies have demonstrated the contentious nature of disability discourse both in definition and classification (Anwuli, 2011; Kidd, Sloane & Ferko, 2000; Oliver, 1996; Kasambula, 2015). Some clarity was given by the American Disability Association (1991) which defined disability as a "physical or mental impairment that substantially limits a person's ability to perform major life activities such as walking, reading, or performing self-care activities like bathing or eating" The impairments has been classified into invisible disabilities such as heart disease, brain injury, epilepsy, personality disorder or schizophrenia to mention a few and visible disabilities such as autism, amputations, down

syndrome or mental retardation (Courtney & Brandon, 2004; Kaplan, Skplimk & Turnbull, 2009; Karahn, Walker & Coerrea-De-Areujo, 2015).

The International Classification of Functioning, Disability and Health (ICF) as quoted by WHO (2018) views disability as a term used to house impairments and any other things that limits and restricts the participation of persons in activities/tasks/actions. This impairment is a problem in the body functions or structure activity that limits individuals in the execution of a task or action. However, WHO report on disability (2017) argues that disability encompasses the child born with a congenital condition such as cerebral palsy or the young soldier who loses his leg to a land-mine, or the middle-aged woman with severe arthritis, or the older person with dementia, among others. Hence, disability can come in at any stage of one's life.

World Health Organization (2018) argues that disability is a health problem as well as circumstances showing the interaction between characteristics of a person's body and characteristics of the society in which person lives. Defining disability as an interaction means that "disability is not an attribute of the person" (World Report on Disability, 2017). Thus, overcoming the difficulties faced by people with disability requires interventions to remove environmental and social barriers. Disability is any limitation resulting from an impairment that restricts the ability of a person to perform an activity (work, in this case) in the manner or within the range considered normal (Johnson & Lambrinos, 1985).

The UN Convention (2006) on the Rights of Persons with Disabilities (CRPD) acknowledges that disability is an evolving concept and does not explicitly define disability but merely elucidates who a Person with Disability is (Anwuli, 2011). According to the UN, (2006) Convention, and UNCRPD (2006) "a person with disability include those who have a long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others". CRPD also stresses that disability results from the interaction between

persons with impairments and attitudinal and environmental barriers that hinder their full participation in society on an equal basis with others. Odufuwa (2007) in quoting the Northern Ireland Disability Discrimination Act (1995) states that, disabled persons are those who have, or who have had, either a physical or a mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. To this end, disability can succinctly be defined as any form of impairment that negatively affects the ability of a person to function by and large.

### **Management of Employment Discrimination of Persons with Disability in Organisations**

Management of employment discrimination of persons with disability can be a cumbersome task for the HR Managers of organisations in developing countries (Adeleye, 2012). This is because of the contradictory beliefs by the society that disabled people are not fit for the workplace (Ihedioha, 2015). Most persons with disability in developing nations like Nigeria, believe that due to impairment that most employers will prefer to employ their able counterparts (Adeleye, 2012; Adeleye, Atewologun & Matanmi, 2014; Natalie, 2011). Often times, employers are not comfortable with the fact that persons with disability may not come to work as a result of hospital appointment or sickness that need to be attended to (Benedick, 2016; Vornholt et al, 2017). There are also incidences of inequality in job allocations and wage distribution based on hazards allowances. It is often complained that persons with disability do not have the stamina to withstand long working hours a day or non-stop work that generates more funds for their organisations (Bassett, Lloyd & Bassett, 2001; Araten-Bersman, 2016). In the face of the glaring poverty and high rate of unemployment that is prevalent in Nigeria, most persons with disability are cajoled to bend backwards in order to survive and the resultant effect is low morale, and loss of concentration on the job, sabotage, absenteeism, and there is no doubt that these affect productivity of the organisations (Ekwoaba et al, 2016; Bonaccio, 2019, Etieyibo & Omiegba, 2016, Kazou, 2017; Adeleye, 2012, Anyim & Salihu, 2020).

Esteve-Volart (2000, 2004) argues that employment discrimination reduces the availability of talents in an economy, breeds inefficiencies and distortions in the allocation of talent across occupations or sectors, this in turn has negative growth implications on the economy. For there to be a clear and agreed-upon measure of productivity, employers should set aside stereotypical proxies of productivity that may favour a particular set of people and hire the most productive candidates regardless of disability (Haruna, 2017; Murphy et al., 1991; Fershtman et al., 1996). With employment discrimination against persons with disability, competent employees are missed out on employment and even those employed are stagnated with their potential in job assignments, because the job becomes boring and less challenging. The boredom leads to lost productivity and even labour turnover that ultimately leads to loss of company potential profits. With discrimination against person with disability in the workplace, employees do not work together effectively, especially if an employee knows that a co-worker is compensated well because he/she has no impairment.

The ILO (International Labour Organisation, 2016) in underscoring the importance of promoting a better understanding and implementation of "equal pay for work of equal value principle" brought to bear the benefits of promoting pay equity and highlighting the causes of the pay gap. In ILO Conventions 100, 111, 156, 171, and 183- (Equal pay, Discrimination, Workers with family, Night work and Maternity protection), there is a resolution regarding the promotion of equality in recruitment, pay equality, night work and maternity protection and governments and social partners were called upon to eliminate every forms of discriminations in the labour market. ILO equally encouraged governments as social partners to promote equality between men and women irrespective of impairment. Governments were also urged to dismantle barriers which would prevent persons with disability from obtaining the same economic autonomy as their able men counterpart through labour market participation.

## Advocacies Against Discrimination of Persons with Disabilities

Researchers including (Amusat 2009; Wamundila (2010) and Wolfensberger (1973),) in their works have advocated the reduction of discrimination against persons with disabilities. Wamundila (2010) made suggestions on the need to raise awareness in the society about abilities in persons with disabilities while changing the thinking of the government and getting them to implement laws that will protect persons with disability as well as remove the laws hurting persons with disability. This will go a long way in enhancing the living standard or improving the living conditions of persons with disabilities for the better.

In his study, on Citizen Advocacy for the Handicapped, Impaired, and Disadvantaged Wolfensberger (1973) posits that viewing the interests and welfare of persons with disability as if they were ours through the use of culturally appropriate means to meet their impairments and potentials needs is consistent with cultural norms. To Amusat (2009), the use of advocacy has a role to play in improving rehabilitative care for persons with disabilities in Nigeria and thus should be channelled at achieving three goals:

*Improve accessibility to rehabilitation services, sound and robust research agenda for gathering data and information needed to influence policy'; and the provision of coordinated, coherent and consistent strategic direction and agenda that would build a strong internal and external alliance needed to influence policy directions, implementation and enforcement at all levels of government" (Amusat, 2009).*

Persons with disabilities should be provided with enough information to exercise autonomy; get legal and moral rights respected; and have health care resources which allows for appropriate quality and quantity of health care (Hyland & Rutigliano, 2013; Harworth & Hart, 2007, Hyland, 2002). For Jugessur and Iles (2009), everyone in the society should play roles that would influence decisions and policy makings that would give better services, equal treatments and protection to persons with disability. .

## Theoretical Framework

### A. Social Identity Theory

Social identity theory by Tajfel and Turner (1979) suggests that every group of persons or class of persons will go to any length to protect whatever gives them self-esteem. This protection according to Tajfel and Turner (1979) is what gives each group the special social identity and in turn brings about discrimination against others not in that special group. The group that feels special in the society either because of race, religion, culture, ability etc will give preferential treatment and favouritism to its in-group members in terms of scarce resource allocations. This bias against the less special group or discrimination against the less-privilege of the society according Tajfel and Turner (1986) are in all spheres of the society life and sectors of nations economy with employment opportunities not left out. They therefore, suggest fairness and equity in the sharing of scarce resource of the society including employment opportunities to all members of the society irrespective of status, race, religion, gender, ability etc.

### B. Equity Theory

Equity theory was propounded by Adam Stacey in 1965. The equity theory suggests that fairness, justice and equity should be the bed rock for a healthy society (Carrell and Dittrich, 1978) in that it considers equitable treatment of individuals as important organisational goals. Equity theory is a widespread intuitive value that attracts explicit growth attention in organisational development discourse though often seen as less relevant when discussing some other issues such as efficiency, economic growth to mention a few (Jones, 2009). Jones (2009) further posits that equity is a moral equality that seeks that all people that share a common humanity should be treated as equal despite their differences. Though equity theory in the workplace is often interpreted as a positive relationship between the effort or performance on the job by each employee and the pay an employee receives for that job; it also makes predictions on how employees manages their relationship with each other and the organisation (Goodman, 1977; Huseman, Hatfield & Miles, 1987). According to



Hofmans (2012), equity theory considers not just equality of remunerations but also equality in recruitment, career opportunities, recognition and supports given to employees. Hofman (2012) further argues that any inequalities during recruitment and upon employment will lead to wrong hiring, employees' stress and less productivity by employee; the more the feeling of inequality the higher the level of stress and less of productivity by employees. Therefore, for government, labour and industries to survive equity theory advocates for fairness in every given situation or form of exchange between employers and employees.

## Research Methods

Survey research design was found most relevant and suitable for this study because people's attitude, lifestyles, behaviours and problems were considered (Leary (2001)). Using a stratified sampling technique data were collected through a well structured questionnaire using a 5- point likert scale for response to specific items. The Pearson correlation was used to test the stated hypothesis that examine the extent to which the Lagos Ministry of Youth and Development has implemented the 1993 Disability Decree of the Federal Government and the Discrimination Prohibition Act, 2018, and the major constraints inhibiting the implementation of the Acts.

The population of this study is made up of all employees of the Lagos State Ministry of Youth

and Development. According to [lagosstate.gov.ng](http://lagosstate.gov.ng) (2021), the population of the Lagos State Ministry of Youths and Social Development as at August was 507 staff ([lagosstate.gov.ng](http://lagosstate.gov.ng), 2021) , and cuts across the management, senior and junior staff respectively. The study focused on the Lagos State Ministry of Youth and Social Development because it is involved with the youth who make up half the population of Lagos State. Lagos State is also chosen for this study because it is the commercial capital of Nigeria and has a large number of workforces.

The sample for the study was determined using the Yamane's (1967) formula for calculating sampling size. The result of the sample size calculation is 223 respondents. Copies of questionnaire were administered to 223 staff of the Lagos State Ministry of Youth and Social Development, and 222 copies of questionnaires were returned. After coding and checking for accuracy in the data, 218 out of the 222 returned copies of questionnaire (approximately 98.20% response rate of the total administered questionnaire.) were considered well filled and suitable for analyses. This response rate is sufficient and a good representative for the population of this study and conforms to Mugenda and Mugenda (1999) stipulation that a response rate of 50% is adequate, 60% is good while 70% and above is excellent for analysis and reporting. To get the results, "Statistical Analysis System (SAS v. 9.3, SAS Institute Inc., Cary NC) software" was made use of.

## RESULTS, INTERPRETATIONS AND DISCUSSIONS

**Table 1: Constraints of Implementing the Disability Decree 1993 and Discrimination Against Persons with Disability (Prohibition) Act, 2018 in the Lagos State Ministry of Youth and Development**

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	Freq.	Percent	Freq.	Percent	Freq.	Percent	Freq.	Percent	Freq.	Percent
There is no awareness of the provision in the Section 6(2) of the Nigerians with disability decree 1993 and Discrimination Prohibition Act, 2018 that states that all employer of labour shall reserve for the disabled not less than 10% of the workforce	56	25.7	63	28.9	28	12.8	39	17.9	32	14.7
The number of persons with disabilities in the ministry are more than 10 percent	41	18.8	29	13.3	17	7.8	76	34.9	55	25.2
The persons with disabilities in the ministry are not treated well by able-bodied employees	10	4.6	34	15.6	28	12.8	47	21.6	99	45.4
There are no infrastructures in place to ensure that persons with disabilities are accommodated into the work systems	44	20.2	63	28.9	24	11.0	63	28.9	24	11.0
There are no internal policies in place that ensure that Persons with disabilities are accommodated	35	16.1	39	17.9	55	25.2	42	19.3	47	21.6
The ministry regularly does not have skill enhancement programmes for persons with disabilities with the aim of bringing them into the work system	41	18.8	43	19.7	44	20.2	62	28.4	28	12.8
The Lagos state Ministry in general does not encourage the inclusion of persons with disabilities into the work system	40	18.3	26	11.9	10	4.6	51	23.4	91	41.7
The budget of the ministry does not encourage its employment of persons with disabilities because of the huge investment that is needed in employing persons with disabilities	31	14.2	63	28.9	48	22.0	23	10.6	53	24.3

Source: Field survey, 2021



## Test of Hypothesis

There is no relationship between the constraints in implementing the Nigerians with Disability Acts and Discrimination against Persons with Disability in the Lagos State Ministry of Youth and Social Development.

descriptive and inferential analyses support the work of Wamundila (2010) and brings to the fore the need to raise awareness in the society about abilities in persons with disabilities and to change the thinking of the stakeholders and getting them to implement the laws that will protect persons with disability and eliminate those laws that hurt persons with disability.

**Table 2. Correlation Coefficients**

		Constraints of implementing the Nigerians with Disability Acts	Discrimination against persons with Disability in the Lagos State Ministry of Youth and Social Development
Constraints in implementing the Nigerians Disability Acts	Pearson Correlation	1	.803**
	Sig. (2-tailed)		.000
	N	218	218
Discrimination against persons with Disability in the Lagos State Ministry of Youth and Social Development	Pearson Correlation	.803**	1
	Sig. (2-tailed)	.000	
	N	218	218

**Source : Primary Data**

**\*\*.** Correlation is significant at the 0.01 level (2-tailed).

According to the data presented in Table 2 above, the relationship between the constraints of implementing the Nigerians Disability Acts and discrimination against persons with disability the Lagos State Ministry of Youth and Social Development is strong and positive ( $r= 0.803$ ). Therefore, the test of hypothesis reveals that the relationship between the constraints of implementing both the Section 6(2) of the Nigerians with Disability Decree 1993 and Discrimination Against Persons with Disability (Prohibition) Act 2018 and discrimination against persons with disability in the Lagos State Ministry of Youth and Social Development is significant since the p-value is 0.000. From Table 2 also, it is observed that the major constraint in the implementation of the Disability Acts in Nigeria is lack of awareness of the provision of the Acts especially the sections that state that all employers in public organisations, as much as possible, shall reserve for the disabled not less than 10% of their employment. The findings from both the

## Conclusion and Recommendations

The result of the study statistically shows that there is a strong and significantly positive relationship between the constraints of implementing the Section 6(2) of the Nigerians with Disability Decree 1993 and Discrimination Against Persons with Disability (Prohibition) Act 2018 and discrimination against persons with disability in the Lagos State Ministry of Youth and Social Development. It is therefore concluded that the constraints in the implementation of the Nigerian Disability Acts relates strongly with discrimination against persons with disability in the Lagos State Ministry of Youth and Development.

**Based on the findings of the study, the following recommendations were made:**

- i. Internal inclusive policies should be formulated by the top Management of the

ministry to corroborate and complement policies on Persons with Disabilities formulated by the Federal Government of Nigeria. The internal inclusion policy should also serve as checks and balances in ensuring strict adherence to the Nigerian Disability Acts.

- ii. Old and new buildings' should have mobility aid facilities that will ensure that persons with disabilities are able to move around freely and cope with the demands of the work environment.
- iii. There is need to create awareness across different public institutions on provision for reservation of at least 10 per cent of their employment for the people living with disabilities

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## APPENDIX

Table 1 : Socio- Demographic Profile of Respondents

Socio-demographic profile				
Gender	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male	92	42.20	92	42.20
Female	126	57.80	218	100.00
Age	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Under 21 years	4	1.83	4	1.83
21- 30 years	48	22.02	52	23.85
31 - 40 years	112	51.38	164	75.23
41 years and above	54	24.77	218	100.00
Marital Status	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Single	83	38.07	83	38.07
Married	124	56.88	207	94.95
Divorced	11	5.05	218	100.00
Educational Qualification	Frequency	Percent	Cumulative Frequency	Cumulative Percent
B.Sc./B.Tech./B.E ng.	128	58.72	128	58.72
M.Tech./M.Sc./M. Eng.	42	19.27	170	77.98
PhD	9	4.13	179	82.11
Others	39	17.89	218	100.00
Level in the organization	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Lower level	41	18.81	41	18.81
Middle Level	145	66.51	186	85.32
Upper Level	32	14.68	218	100.00

Source: Field survey, 2021