



**International Conference:
Evidence in Global Disability and Health**

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ABSTRACT

Title: The Ghana Disability Law, Private Businesses and the Employment of Disabled Persons in Ghana.

Abstract text (limited to 300 words, should include background, methods, results and conclusions):

Considerable efforts have been made in recent years in the formulation of legislations and policies related to the employment of disabled persons. However, less attention has been paid to the effectiveness of these laws in addressing employment challenges facing disabled persons. One of the aims of Ghana's Persons with Disability Law [Section 2, Clauses (9-13)] was to address issues relating to the employment of disabled persons. The private sector is one area that has the potential to promote the employment of disabled persons. This study therefore examined the compliance of private businesses with employment provisions in the Ghana Disability Law (Act 715) and the challenges facing the implementation of those provisions. The study utilized qualitative method design and purposively selected and interviewed twelve (12) people in managerial and administrative positions from two privately-owned businesses found within the manufacturing and service sectors in the study area.

Awareness level with respect to employment provisions in the Ghana Disability Law (GDL) was found to be low among respondents within the public sector about. The study also found employment rate of disabled persons in the manufacturing sector to be lower than in the service sector. Among the challenges facing the implementation of employment provisions in the GDL are lack of Legislative Instrument (LI) to back the law, employers' perception about disability, unwillingness on the part of employers on reasonable accommodation provision and the state's inability to provide incentives for employers who have already employed disabled persons.

A quick passage of the LI to provide an effective backing to the law is recommended. Government must also motivate employers who have already employed disabled persons by implementing fully provisions in the GDL (Section 2, Clause 10) meant to provide incentives for employers who have

already employed disabled persons.