

Challenges and barriers that persons with disabilities in Malawi face on the job market and how these challenges and barriers can be overcome

Ezekiel Kumwenda¹, David Mzura-Chima²

ezeikielkumwenda@gmail.com¹

Executive Director, Malawi Union of the Blind¹

Master of Education - MEd at Central Christian University²

ARTICLE INFO

Published on 21st October 2024
Doi:10.54878/qn0kxg59

KEYWORDS

*Disability, Employment,
Accessibility, Awareness,
Legislation*

HOW TO CITE

Challenges and barriers that persons with disabilities in Malawi face on the job market and how these challenges and barriers can be overcome. (2024). *World Congress on Rehabilitation 2024*, 1(1).



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ABSTRACT

Persons with disabilities in Malawi face numerous challenges and barriers when seeking employment, despite efforts to promote inclusivity and equal opportunities in the job market. This abstract explores the multifaceted challenges encountered by persons with disabilities in Malawi's job market and suggests strategies to overcome these barriers. The challenges and barriers faced by persons with disabilities in Malawi include societal attitudes and stereotypes, limited accessibility to workplaces, inadequate infrastructure, lack of skills training and education, discrimination, and legal frameworks that are not fully implemented or enforced. These factors contribute to high rates of unemployment and underemployment among persons with disabilities in the country. There are several strategies to overcome these challenges. Firstly, there is a need for increased awareness and education to challenge societal attitudes and stereotypes towards persons with disabilities. Creating a more inclusive and accessible work environment through modifications in physical infrastructure, provision of assistive technologies, and flexible work arrangements can also enhance employment opportunities. Skills training and education programs tailored to the needs of persons with disabilities are essential for enhancing their employability. Vocational training programs and initiatives to build specific job skills can bridge the gap between persons with disabilities and available job opportunities. Additionally, promoting entrepreneurship and self-employment can empower persons with disabilities to create their own job opportunities. Legislation plays a crucial role, and efforts should focus on the effective implementation and enforcement of laws that protect the rights of persons with disabilities in the workplace. Strengthening partnerships between government, non-governmental organizations, and the private sector can lead to the development of inclusive policies and initiatives. In conclusion, the challenges faced by persons with disabilities in Malawi's job market are complex and require a multi-faceted approach for resolution. By addressing societal attitudes, improving accessibility, providing skills training, promoting entrepreneurship, and enforcing legal protections, it is possible to create a more inclusive and equitable job market for persons with disabilities in Malawi.