

## Title

# Participation and inclusion of people with disability in trade and employment

Musa Christian Mgaya, Hospital Administrator, INUKA Rehabilitation Hospital, Tanzania. Email: [admin@inukarehabilitationhospital.or.tz](mailto:admin@inukarehabilitationhospital.or.tz); [musamgaya@yahoo.com](mailto:musamgaya@yahoo.com)

## Abstract

Gender and inclusion has been a talk of town. We have always been hearing about women and trade, the role of women in trade, women and employment. However, currently inclusion is a crosscutting issue that looks at a number of variables that unfortunately are used to distinguish one person from another. These include disability, age, race, gender, social status (marginalized vs the well-off) and other factors. Inclusion for people with disability in different areas of life such as in trade and employment has a new wave. Inclusion is geared to do away with every sort of “inequality” in human life in particular with all conducts that negatively affect people with disability and the marginalized ones. The inequality that we are fighting today embraces many different dimensions, as testified by current debates on social, political, economic, gender, educational, race, and health inequality. This inequality in human life dates back to industrial revolutions with the raise in trade and commerce. In ordinary thinking, one may say trade makes employment but may wonder why has growth in trade led to inequality. The most intriguing question remains why inequality in trade and employment?

## Key words

disability, inclusion, trade, employment

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### Indexing



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## Inclusion of people with disability in the lens of 5WS + H

The 5WS + H model responds to the questions what, who, why, where, when and how. Each question is discussed in turn. At the end, an illustration of Inuka Rehabilitation Hospital is provided.

### What is inclusion?

Is defined as the degree to which individual experience treatment from the group that satisfies their need for belongingness and uniqueness. The definition tells us on three important things; satisfaction of individual needs within a group, belongingness and uniqueness of an individual and the fact that it is a group rather than the individual who actually connects and accepts 'someone' to the group. Literally, Persons with disability need to be present, to participate, to be supported and to achieve through the team.

### Who forms the group and who decides on who to be or not to be part of the group?

For the wellbeing of the human species every individual should have equal rights to be heard and to decide on matters that affect one's life. On who has to take lead on the inclusion campaigns. The need for inclusion might at one point call the need for governments to maintain law and order. The movement requires the voice and the actions of the wider community directed to creating an egalitarian society that stands for inclusion of everyone in every aspect of life. It is our responsibility as individuals and institutions to make inclusion for people with disability a reality. Inclusive society holds future for everyone and not only for people with disability.

### Why inequality exists in our society?

The obstacle to inclusion is the people's mindset hostile to change and accustomed to living in rigidly stratified societies. It is very unfortunate that we live in a society where division and classes are indicators of development, a society where disability and witchcraft are twin sisters, a society where disability reduces the chances for better employment, a society where disability is inability, a society where disability makes an incomplete being. Human societies need to move from these perspectives towards a more just society with equal distribution and access to social services and economic opportunities. We have to put this pressing problem, deep-rooted in the social fabric to an end so that it stops being part and parcel of lives. Negative attitudes among members of community, discriminative systems and stigmatization should be made a history while empowerment and awareness creation should be welcomed.

Inclusion movements will ensure no individual is excluded from employment opportunities, economic opportunities, social services, etc. just because of their disability. Excluding

people with disability from opportunities simply means excluding them from life.

### Where inclusion should take place?

Inclusion should be a subject of all life domains. It should take place at every point that carries a value of human life. In employment, social services, economic opportunities, and politics.

### When should inclusion happen?

There is no right time like now to push this agenda throughout the globe. Inclusion should be as bible is to Christianity, as Quran is to Islam, as water is to our lives and should be reflected in our actions and expressed in our attitudes.

### How to go about creating an inclusive society?

We need to learn and commit to what works to institutional, legal, social, economic, educational systems and etc. that can make equality a lasting reality. Everyone and every institution may have their own ways to promote and achieve inclusion, however the common understanding and approach will be louder than one may think. Inclusive/accessible systems and services, awareness creation, outreach programs, and streamlined services such as rehabilitation services are key to making a society and everything for all.

## Illustration: Inuka Rehabilitation Hospital

For instance, Inuka Rehabilitation Hospital offers streamlined health services for the following challenges: stroke, spinal and head injury, back pain, joint stiffness, amputations, parkston's disease, epilepsy, cerebral palsy, neuromuscular diseases, autism/ADHD, intellectual impairment, clubfoot and rickets, hydrocephalus, spinal bifida, speech problems, malnutrition, just to mention a few. Also we provide assistive devices such as prosthesis and orthosis, wheel chairs, walking frames, and sticks, standing frame, corner chairs, toilet chairs, white cane, pointers etc. On Epilepsy at INUKA we diagnose epilepsy through an Electroencephalograph Machine (EEG), treat and follow-up, train care givers/parents and primary health care workers, create awareness and do community outreach.

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