

## HUMAN CAPACITY ENHANCEMENT AND PERSON WITH DISABILITY: THE PROSPECTS AND PROBLEMS IN NIGERIA

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### ABSTRACT

*The academic discourse in human capacity enhancement and person with disability will continue to be a topical issue for researchers. This is because; human capacity and dynamics are constantly evolving to meet the challenges in the environment and progression technology. This study examines the human capacity enhancement and person with disability within the Nigeria contexts, however, human capacity enhancement has been identify as a veritable tools towards revitalizing the human potentials for greater efficiency. Person with disability has one form of capacity or the other, therefore, if this capacity is enhanced through qualitative education and entrepreneurship skill training, it will increase their opportunity to become self-employed, create employment, generate revenue for government and reduce social vices among the youths in the society. Relying on the philosophy of the Human Capital Theory as developed by Barney in 1991 and qualitative method of data analysis, the study show that although there are vocational centres in most states but inadequate policies and implementation are lagging behind due to poor legislations and disregard for disability issues among others, furthermore, recommendations were made towards ameliorating these challenges and measures identified for the enhancement of person with disability.*

*Key Words: Person with disability, Human Capacity Enhancement, Entrepreneurship.*

### Introduction

#### Background to the study

The academic discourse on human capacity enhancement and person with disability will continue to be a topical issue for researches because of the human dynamics and technological innovation in the 21<sup>st</sup> century. Several scholars has carried out studies on human capacity enhancement in organization and institutions with a view to increase human potentials, but few has identified these special group of people which irrespective of their physically challenges in societal inclusion, has made tremendous impact in the society and required enhancement of their potentials for optimum productivity. People with disabilities (PWD) includes those who

have long-term physical, mental, intellectual or sensory impairments resulting from any physical or mental health conditions which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others, United Nation (UN), (2008).

Disabled people comprise approximately 10% of the world's population, 7.5% of whom live in developing countries, and constitute one of the most poor, marginalized and socially excluded groups in any society (DFID, 2005, Barron & Amerenaed. 2007). Disabled people, irrespective of where they live, are statistically more likely to be unemployed, illiterate, to have less formal education, and have less access to developed support networks and social capital than their able-bodied counterparts. Consequently, disability is both a cause and consequence of poverty, ([https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/ Dfidnigeria report](https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/Dfidnigeria%20report)).

Development agencies and practitioners are increasingly recognizing disability as a key issue, inexorably linked to poverty, the extension of human rights and citizenship, ([https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/Dfidnigeria report](https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/Dfidnigeria%20report)). In 2002, James Wolfensohn, former president of the World Bank, stated that unless disability issues were addressed, the UN Millennium Development Goal targets would not be met, ([https://www.ucl.ac.uk/lc-ccr/downloads/ scopingstudies/dfidnigeria%20report](https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeria%20report)). Furthermore, the United Nations, in collaboration with Civil Society Institutions, has successfully negotiated a convention regarding disability rights, ratified at the 61<sup>st</sup> Session of the General Assembly December, 2007, and as at the time of writing this report, 126 States have signed the Convention and 20 States have ratified it, (<https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeria%20report>). The Convention was of historic importance, for it was the first international legally-binding instrument that holds signatory states to account to ensure that appropriate, robust policies and effective implementation architectures are developed and ensure that the rights and dignities of disabled people are upheld.

Such developments will facilitate the social inclusion of disabled people within their respective countries, according to the convention, the high profile given to disability and development issues, there remains scant consensus on what are the most appropriate, sustainable strategies and operational modalities that should be employed for effective interventions within the disability sector, therefore, human capacity enhancement programme will serve as a panacea towards improving the wellbeing of these groups of people. According to the Rivers State Sustainable Development Agency (RSSDA) (2013 Annual Report P: 16), the Government of Rivers State in 2010 launched a scholarship scheme specifically to provide opportunities for people with physical disability to study overseas and twenty six (26) persons benefited from this scheme. However, in 2013, eleven (11) of these students graduated from Nottingham Trent University, UK. One of those was Daniel Nlemogu who achieved First Class Honours Degree in Law. Another graduate, Betty Odema won the Vice Chancellor's award for Outstanding Personal Achievement and Commitment while studying at Nottingham Trent University.

The sustained interest stems, in part from the recognition that human capacity enhancement ensures the enhancement of individuals or employees' performance in organization for the improvement of corporate productivity and the encouragement of

employees' loyalty towards their occupation, (Nwankwo & Uzorka 2014). In addition, previous studies conducted by Kruman (2007) have also demonstrated that the human element is the most Precious assets in organization which must be developed to create wealth for the organization as well as the economy. This is because any organization without the needed manpower cannot successfully execute its organizational strategies innovatively for the achievement of its set goals and objectives.

In spite of the numerous studies carried out by scholars on human capital, Okewoh (2002) believes that the performance of many organizations, especially those in Nigeria are unfortunately comparatively low. According to Okewoh (2002), this can be attributed, in part, to the quality of manpower in Nigeria organizations and the available reward and motivation system which can enhance employee loyalty. Specifically, the environment in which the Nigeria companies operate is constantly changing with the advent of the computer, the social media and fast growing information technology. Thus, it is essential that qualified manpower are recruited to work in organizations, while also developing those working to enable them acquire the needed skills and cope with the challenges of the ever changing work environment (Okewoh 2002).

From these assertions, it becomes, imperative that there are abilities in disability, therefore, developing people with disabilities through education, training with requisite skills will enable them cope with life challenges, create, jobs and employment, generate revenue, create innovations for raw materials as well as establishment of cottage industries to our economy. However, the study seeks to review how human capacity enhancement could ameliorate the challenges of people with abilities in Nigeria.

### **Problem of the Study**

Within contemporary Nigerian society, there is little appreciation that disability is fundamentally an issue inexorably link to and rooted in human rights. The common perception, held by policy-makers and the public at large, is that disabled people and disability issues are viewed in terms of charity and welfare. Consequently, this viewpoint is a significant, entrenched factor that seriously militates against the social inclusion of disabled people within the country, (<https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeriareport>). This is manifested in a number of ways. Firstly, at national level, there is no disability discrimination legislation that has been enacted within Nigeria, despite the fact that two bills have been introduced into the National Assembly. Secondly, there is no form of social protection for disabled people in Nigeria which exacerbates the level of poverty that they encounter. Thirdly, the Ministry of Women Affairs and Social Development is the lead government department for disability issues in Nigeria. However, the services that they provide are based on a charity/welfare approach to disability issues, with demand for such services far outstripping supply. There are some international NGO's that do supply services to disabled people, but their geographical coverage is very limited. Consequently, for the vast majority of disabled people living in Nigeria, particularly those living in rural areas, there is no access to disability services whatsoever, and this situation compounds the level of social exclusion that they experienced.

It is widely reported that PWD are excluded from education, health, employment and other aspects of society and that this can potentially lead to or exacerbate poverty (WHO, 2011.) This to a large extent makes most special needs persons more often than not become parasite to their family and the community by begging for alms or depending on others for their livelihood thereby making life a miserable experience. This exclusion is contrary to the essence of the United Nations (UN) Convention on the Rights of Persons with Disabilities, which is an international human rights instrument of the UN intended to protect the rights and dignities of PWD (UN 2008).

According to UNICEF, about 95% of children with disabilities in developing countries are out of school and 90% of them may never gain access to basic education in their lifetime, ([www.Jonapwd.org/factsheetinclusive@educationpdf](http://www.Jonapwd.org/factsheetinclusive@educationpdf)). In actual terms, UNESCO report indicates that there are over 10.5 million out of school children in Nigeria. It will not be out of place to estimate that 5 to 7 million of them are children with disabilities. This projection is in line with World Bank and WHO projections that persons with disabilities constitute about 15% of populations in developing countries and that between 80 to 90% of them don't gain access to basic needs of life especially basic education, ([www.Jonapwd.org/factsheetinclusive@educationpdf](http://www.Jonapwd.org/factsheetinclusive@educationpdf)).

There are a plethora of Disabled People's Organizations (DPOs) that exist in Nigeria, that operate at the National, state and local levels. However, with a few notable exceptions, the vast majorities of DPOs have themselves adopted a charity/welfare approach to disability issues, and have little understanding of a rights-based agenda or the principles of the social model of disability, (<https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeriaireport>).

Furthermore, within Nigeria, there are two national umbrella of DPOs, (the Joint National Association of Persons with Disabilities (JONAPWD), and the Association for the Comprehensive Empowerment of Nigerians with Disabilities (ASCEND), each perceives itself to be the authentic and representative voice of disabled people. However, there is a great deal of conflict that exists between these two organizations, which has a serious negative impact upon their ability to effectively lobby the Nigerian Government to implement a rights-based agenda to disability issues, (<https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeriaireport>). In addition, the vast majorities of the leaders of the disability movement are based in urban areas, and have little comprehension of the issues encountered by disabled people living in rural communities.

During the 1970s, the Ministry of Women Affairs and Social Development set up large-scale Community-Based Vocational Rehabilitation Centres, located in Sokoto, Kaduna, Kano, Lagos, Ibadan, and Enugu. There are now 24 such centres within the country. Their purpose is to provide vocational rehabilitation to disabled people, with a view to helping them secure sustainable long-term employment. However, independent research conducted by Eunice Alade has conclusively demonstrated that such services have been significantly underutilized and states that:- "Even though these centres are numerically inadequate to serve the country's population of persons with disabilities, they are all paradoxically underused due to factors ranging from finance to religion, ignorance, distance from home communities and attitudes towards persons with disabilities, many persons with disabilities fail to come forward for the

services offered by the centres. Another factor constituting a problem for these centre-based vocational rehabilitation programmes is the nature of the training after the programme. Consequently, putting much of the training to use is impractical in the areas in which the trainees need to go and establish themselves in a work. . . . Another shortcoming of the centre-based vocational rehabilitation programmes is the failure to tackle the issues of the reintegration of the trainees into their respective communities after training period.” (Alade, 2004: 143-144), retrieved from ([https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeria report](https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfidnigeria%20report)).

From the foregoing, it has become imperative despite numerous challenges been faced by PWD that human capacity enhancement as a tool is required towards strengthen the capacity of these group of people with requisite skills within the contexts of local content demand. Therefore, this study has identified measures to institutions and organizations on improves modalities to PWD issues in Nigeria.

### **Objectives of the Study**

The study has the following objectives:-

1. To examine the relationship between human capacity enhancement and entrepreneurship development.
2. To examine the relationship between human capacity enhancement and employment opportunities.
3. To examine the effect of human capacity enhancement on persons with disability.

### **Research Questions**

The following research questions will guide the study.

1. What are the relationship between human capacity enhancement and entrepreneurship development?
2. What are the relationships between human capacity enhancement and empowerment opportunities?
3. What is the effect of human capacity enhancement on persons with ability?

### **Significance of the study**

This study is carried out to obtain more information and increase the knowledge so far accumulated on the subject matter-human capacity enhancement and person with disability. Holistically, the study explored strategies on how Human Capacity Enhancement could impact on Person with Disability.

### **Review of Related Literature**

#### **Theoretical Framework**

The study adopted Human Capital Theory. The theory identified people as assets and stresses that investment by state, organizations, institutions, as well as individuals toward enhancing human capacity will generate worthwhile returns through the strengthening and establishment of entrepreneurship which create cottage industries, create employment, generate revenue and reduce social vices associated with youth restiveness and unemployment. Human capital theory was developed by Barney in (1991), cited in (Amstrong, 2006: 35).

This theory proposes that competitive advantage is attained when the firm has human resource pool that cannot be imitated or substituted by its rivals. Therefore, training and developing people are a means of attracting and retaining human capital as getting better return from these investments. These returns are expected to be improvement in performance, increased productivity, flexibility and the capacity to innovate that which should result from enlarging the skills base and knowledge competence towards achieving industrializations and sustainable development. Schuller (2002) cite in (Amstrong, 2006: 35) further suggests that:

The general message is persuasive; skills, knowledge and competence are key factors in determining whether organizations and nation will prosper. Therefore this theory suit the study because it emphasized that organization or institutions etc, should focus on increasing the capacity of individuals or workers through entrepreneurship skills for the sustenance and development of any nation. The advantages of this theory over others is its emphasis on mental development through training which will result to increase in awareness, creativity, innovation, skills acquisition which enables individuals to becomes self-reliance by establishing entrepreneurship business, create employment, generate revenue, promote indigenous technology and market etc which is lacking behind in Nigeria.

### **Literature Review**

According to Heady (2007), the human element in any country is the greatest asset which must be developed to increase economic growth. Base on the moderm growth theory, the accumulation of human is an important contributor to economic growth (Pritchett, 2012). Numerous cross country studies extensively explore whether it reward system and educational attainment can contribute significantly to the production of overall output in an economy (Ahuja & Filmer, 1996; Baro, 2010, Bills and Klenow, 2008). Although macro studies have produced inconsistent and controversial results (Pritchett, 2012), several micro studies that look into the same problem have shown a consistently positive between the education of the workforce and their labour productivity and earnings (Trostel 2007). The general view is that organization with more rewards, skills, knowledge and education tend to have better employment opportunities, greater earnings, and produce more output with creative tendencies than those who are less rewarded, less educated, less skillful and less knowledgeable (Pritchett, 2012). These findings provide a strong rationale for governments and households to invest substantial portions of their resources in education, with the expectation that higher benefits will accrue over time (Trostel, 2007). Human Capacity is the greatest asset in an organization as well as a country, organizations develop their Human Capacity and provide them with reward systems that will make them remain committed to the organization and their occupation.

In this context, education is deemed an investment for equipping individuals with knowledge and skills that improve their employability and productivity capacities thereby leading to higher earnings in the future (Sab & Smith, 2011; Zhang, 2005). This is because Human Capacity Enhancement is concerned with finding ways to measure Human Capital and the rate of return on investments in human capital, both to the individual and to the economy as a whole (Sab & Smith, 2011; Zhang 2005). The quality of the labour force or investment can

be measured in different ways; one way is to measure expenditures in skills and knowledge acquired and the training level adopted (Zhang, 2005). Thus, the essence of Human Capacity Enhancement is to give training to an individual in order to make the individual productive and creative to himself and the entire economy (Ahuja & Filmer, 2011). According to Psacharopoulos & Patrinos (2004); and Sakellariou (2008), skill is the ability to do something well. It entails the means of knowing the rudiments of a particular trade or profession based on information, practice and aptitude (Sab & Smith, 2011). The acquisition of skills is essential in the development of an individual in order to prepare the person for future challenges. The acquisition of skills ensures that an employee is given a practical training on his or her trade or profession so as to attain the required ability to do work (Sakellariou, 2008).

Disability affects a wide range of socio-economic outcomes, including labour market participation, but also other factors that shape participation, including education, information and transport. Disabled people experience lower labour market participation rates than the non-disabled throughout Europe, (Pagan, 2009). Disabled people tend to be concentrated in lower-skilled, lower-paid occupations (Meager & Higgins 2011). Low participation rates are costly for the individuals concerned in terms of economic and psychological well-being, for government in terms of lost output and tax revenues, and increased welfare payments, and for society in terms of the impact of social exclusion and discrimination on civic participation and public life.

One possible solution to problems of low participation rates lies in the potential for disabled people to become self-employed or to start and run their own businesses. Some argue that self-employment can be used as a potential rehabilitation vocational tool to achieve faster and better integration into the labour market of individual who become disabled (Arnold & Seekins, 2002). Promoting entrepreneurship constitutes an important part of the Lisbon agenda and the Europe 2020 strategy which treats entrepreneurship as a key component of smart, sustainable and inclusive growth. Entrepreneurship is perceived by policy-makers as a means of tackling labour market disadvantage and social exclusion more generally (Lechner & Vazquez-Alvarez 2011).

A significant proportion of people are affected by disability at some point during their working lives; being 'able-bodied' is a temporary status for everyone. Second, disabled people are highly differentiated group, varying not only in terms of impairment characteristics (type, severity, stability, duration and time of onset) but also in terms of other personal and household characteristics (gender, ethnicity, age, education, family structure) and socio-economic circumstances (employer demand for labour, industry structure) that influence labour market participation rates. Differences in impairment characteristics carry a variety of implications for how policy might seek to engage, and support, individuals' entrepreneurial capabilities. Different disability trajectories might require a variety of types, and periods, of support to entrepreneurs.

Data from Europe and the US suggests that self-employment rates are higher among disabled people than those without, (Blanck *et al.* 2000; Boylan & Burchardt 2002; Meager & Higgins 2011). A study of 13 of the then 15 EU member states using European community Household Panel data for the period 1995-2001 found that self-employment rates among

disabled people are higher than among people without disabilities. Self-employment rates for disabled people varied across the 13 countries and by gender but rates were higher among males with disabilities in 11 countries (particularly Greece, Portugal and Ireland) and higher among females in 11 countries (Particularly, Austria and Spain) (Pagan 2009). Countries with a higher disabled/non-disabled differential, with the partial exception of Austria are all countries with high rates of self-employment overall. This suggests that countries with high self-employment rates might be better placed to increase self-employment among disabled people. (Mizunoya & Mitra, 2013).

In spite of the government efforts, the level of industrial development expected to be generated through the development of small and medium enterprise (SMEs) compared to the need of the country has never been achieved. (Salami 2003) observed that there has been high mortality rate of SMEs in the country due to lack of entrepreneurial skill by the Small and Medium scale entrepreneurs. According to Salami, inadequate entrepreneurial skills have resulted into reluctance of banks to extend credit to SMEs entrepreneur. In the same vein, most rehabilitees from vocational rehabilitation centre expected to acquire skills for self-reliance and join the pool of entrepreneurs for industrial development of this country do not have entrepreneurial skills. According to Ogwo, (2004) entrepreneurial skills deficiency has been implicated for the failure of some rehabilitees who ventured into self-employment.

Although, United Nations Education, Social and Cultural Organization (UNESCO) (1994) explained that the potential of small and medium scale enterprises and the self-employment has necessitated the introduction of entrepreneurial development in the technical and vocational education curriculum in most countries. The obvious implication of this is that entrepreneurs and intending entrepreneurs should possess adequate entrepreneurial competences for successful management of their businesses. However, lack of entrepreneurial skills has been implicated for good number of rehabilitees to involve in street begging and destitution instead of practicing the trained trade, (Olabiyi, Oyanuga & Lamidi, 2016).

According to Okorie (2000) an important issue of workforce development in Nigeria is to ensure that human resources are developed to such an extent that the achievement of desired rate of technological changes will not be impeded through lack of personnel with suitable entrepreneurial skill. Thus establishment business enterprises in Nigeria have implications for workforce development in vocational rehabilitation centre. One of the implications is the rising demand for skill artisan, craftsman and master craftsman required to establish and manage an enterprise, (Olabiyi, Oyanuga & Lamidi, 2016). People can be attracted to self-employment for number of reasons. While some enter self-employment out of necessity, many seek to take advantage of an opportunity, gain independence and autonomy, improve their work-life balance, increase their satisfaction for work activities and attempt to increase their income and other material benefits.

While these reasons may also be a significant influence for entrepreneurs, with disabilities, they are also likely motivated by different factors. One of the greatest benefits is that self-employment provides an entry into the labour market as employer discrimination is frequently reported (Blank et al, Hagner & Davis, 2002). Employer discrimination is often highest for those impairments or limitations that are subject to greater prejudice by employers



such as those with mental and physical disabilities (Pagan, 2009). For these people, self-employment might offer the only opportunity for active labour market participation and with it, improved income and living standard. Another important advantage of self-employment for those with disabilities is that it provides a better adjustment between disability status and working life through more flexibility in work pacing, hours worked and location of work (Pagan, 2009, Jones & Latreille, 2011, Meager & Higgins, 2011). Thus self-employment can provide a sense of self-empowerment because entrepreneurship can provide a person with the opportunity to take control of their disability and labour market participation, and be socially and economically active to the extent possible for their situation.

However, entrepreneurs with disabilities are likely to face specific barriers to entering and sustaining entrepreneurship activities. Some of these barriers, arguably, are very deep-rooted social-structural constraints that impose severe limits on life chances for certain groups of disabled people. These barriers include: Lack of confidence and limited aspirations-people with disabilities may have difficulty identifying a business opportunity, developing this business idea and engaging with the available support infrastructure in a meaningful way, which contributes to low levels of confidence related to business start-up (Enabled4Enterprise, 2008; EMDA, 2009). This is further compounded by the unsupportive role of family and friends who often discourage start-up. This challenge is especially relevant for those with mental health challenges.

The benefits trop-surveys indicate that there is often a fear of losing the security of regular benefit income when other income is generated (Boylan & Burchardt, 2002; Doyel, 2002; EMDA, 2009). Awareness of eligibility for benefits is incomplete among the population of people with disabilities and contributes to perceptions of self-employment as 'risky' Lack of relevant business knowledge and skills-people with disabilities often lack specialist business management, legal and financial skills and knowledge due to limited relevant education and employment experience (Enabled4Enterprise, 2008). Access to start-up capital-people with disabilities often experience difficulties financing new start-ups due to limited personal financial resources (savings, home ownership), which, in turn, are partly due to poor education and the concentration of disabled employees in low-paid occupations; poor credit rating after long-term benefit receipt, disinterest/discrimination on the part of banks; lack of accessible information on sources of grants and loans (Boylan & Burchardt, 2002; EMDA, 2009).

Consumer discrimination-self-employment can be deterred by customer discrimination, reducing the demand for goods and services produced, as well as the rewards to self-employment (Boylan & Burchardt, 2002; Jones & Latreille, 2011). Increased labour costs-some entrepreneurs with disabilities need to hire assistants to help them undertake tasks that many people without disabilities may be able to do on their own (e.g. moving merchandise, inputting data into computer software), which increases their labour costs and puts them at a competitive disadvantage (Roni, 2009). Lack of appropriate business support services-this barrier has a number of dimensions due to the individual nature that disabilities have (Boylan & Burchardt, 2002; Doyel 2002; Pavey, 2006; Enabled4Enterprise, 2008, EMDA, 2009). First, business advisers are often reluctant to recommend self-employment as a career option for disabled people and sometimes actively attempt to dissuade them. Such views might be a

consequence of advisers' inadequate or stereotypical understandings of the activity restrictions arising from specific conditions and/or misperceptions of support recipient's capabilities as well as a genuine regard for the risks disabled people face in starting and running businesses.

Second, and crucially, training is not always tailored to individual needs and therefore of limited value to particular programme recipients. For some, support might need to be provided over an extended period of time for recipients with recurring conditions or particular stresses. Third, support services may not be available in particular formats which makes the support service inaccessible for certain segments of the population of people with disabilities. This likely will also impact the awareness level of available supports. Fourth, premises where support is provided may not be accessible for individuals with conditions and impairments that impact their mobility. Moreover, this barrier can be increased by challenges related to transport to and from support centres for those with mobility challenges.

Fifth, support programmes may use language that is off-putting to people with disabilities. For example, entrepreneurs who experience disability often have lower growth aspirations and may not identify with terms such as entrepreneur because they do not see themselves as exploiting an opportunity or being innovative. Sixth, the diversity of impairment and disability means that some disabled entrepreneurs might not perceive themselves as disabled' and prefer to be supported under mainstream rather than disability-specific services. Disability is more likely to affect vulnerable subgroups within society, for example, the old and the poor (World Health Organization/World Bank, 2011) and people who experience disability may face multiple forms of social exclusion and sources of labour market disadvantage (Berthoud, 2008). Women, older people and ethnic minority and migrant people who experience disability are likely to face greater levels of labour market disadvantage. Disability-related barriers to entrepreneurship might, therefore, be compounded by gender, ethnicity and age barriers as well as deprived socioeconomic contexts, <http://eur-tex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2010:0636.FIN:EN:PDF>.

## **Research Methodology**

### **Study Design**

The research design adopted for this study was the content analysis method. Content, document or textual analysis is a methodology for studying the content of human, group and institutional actions. Cole (1988) defines it as "the study of recorded human activities based on text books, website, the media, laws and all other document sources.

### **Sources of Data**

The study relied on secondary data sources. This is based on extensive literature review on key issues related to human capacity enhancement and persons with disability. On this note, data we re-extracted from textbooks, Journals, monographs, reviews, commentaries, newspapers, magazines, and online publications.

### **Method of Data Analysis**

Data was analyzed using qualitative techniques. This method combines outcomes guided by key document analysis with context analysis to provide a comprehensive discourse of

the subject matter under study. In other words in-depth analyses of particular trend in the literature as it relates to the research questions were undertaken.

**PRESENTATION AND ANALYSIS OF DATA**

The presentation and analysis of data in this section were done in line with the research questions posed earlier in the study. Evidence from the document review were used to provide answers to the research questions and further expanded under the section on discussion of findings.

**Data Presentation**

**Research Question 1:**

1. What are the relationship between human capacity enhancement and entrepreneurship development?

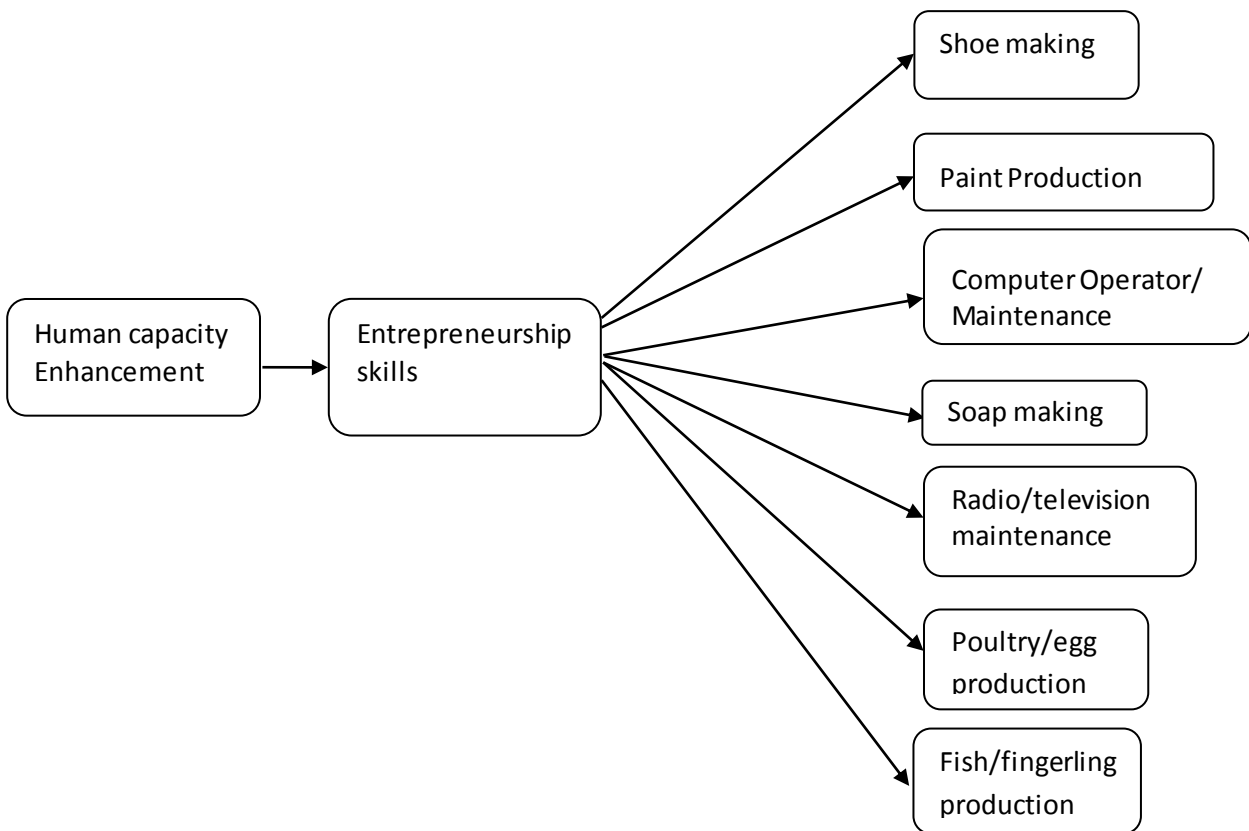


Figure 1  
Chart (based on the author’s complications)

The diagram above provides understanding on the relationship between human capacity enhancement and entrepreneurship development. From the diagram, the authors proves that enhancing human capacity through entrepreneurship skills will generates multiple enterprises and promotes locally made goods and services to the economy which the local content policy initiative of the Nigeria Government advocates.

### Research question 2

#### What are the relationships between human capacity enhancement and employment opportunities?

From the figure 1 diagram, the authors concludes that human capacity enhancement create opportunity for employment because these who are unable to establish their own enterprises has the skilled opportunity to be employed by others. According to *Okewon (2002)*, the qualified manpower are recruited to work in organizations, while also developing those working to enable them acquire the needed skills and cope with the challenges of ever changing work environment. *Heady (2007)*, also assert that human element in any Country is the greatest asset which must be developed to increase economic growth, one possible solution to problems of low participation rates lies in the potential for disabled people to become self-employed or to start and run their own businesses. Some argued that self-employment can be used as potential rehabilitation vocational tools to achieve faster and better integration into the labour market of individuals who become disabled, (*Arnold & Seeking, 2002*).

According to *Okorie (2000)*, an important issue of workforce development in Nigeria is to ensure that human resources are developed to such an extent that the achievement of desired rate of technological changes will not be impeded through lack of personnel with suitable entrepreneurial skill. Thus establishment of business enterprises in Nigeria have implications for workforce development in vocational rehabilitation centre. One of the implications is the rising demand for skill artisan, craftsman and master craftsman required to establish and manage an enterprise, (*Olabiyi, Oyanuga & Lamidi, 2016*).

### Research question 3

What is the effect of human capacity enhancement on persons with disability?

The essence of Human Capacity Enhancement is to give training to an individual in order to make the individual productive and creative to himself and the entire economy (Ahuja & Filmer, 2011).

According to Psacharopoulos & Patrinos (2004); and Sakellriou (2008), skill is the ability to do something well. It entails the means of knowing the rudiments of a particular trade or profession based on information, practice and aptitude (Sab & Smith, 2011). The acquisition of skills is essential in the development of an individual in order to prepare the person for future challenges. The acquisition of skills ensures that an employee is given a practical training on his or her trade or profession so as to attain the required ability to do work (Sakellariou, 2008).

One of the greatest benefits is that self-employment provides an entry into the labour market as employer discrimination is frequently reported (Hagner & Davis, 2002). Thus self-employment can provide a sense of self-empowerment because entrepreneurship can provide a person with the opportunity to take control of their disability and labour market participation, and be socially and economically active to the extent possible for their situation.

### DISCUSION OF FINDINGS

There are quite some revealing findings in this study. The first in that every individual has one form of capacity or the other imbedded in him/her. This capacity enable the individual

to strive for survival in a given society, however, when this capacity is enhanced through appropriate measures, such as education and relevant entrepreneurship skills, such capacity become a veritable instrument for his/her survival and contribute to the overall development of the society. Second findings is that person with disability can equally function as entrepreneurs and been employed in reputable organization if properly enhanced. The Rivers State Governor appointed South-South Co-ordinator of person with disability as special adviser on disability matters on 29<sup>th</sup> June, 2016, this has proven that there is ability in disability.

Third findings is that the Nigerian Government has not passed any disability laws despite the united nations convention which mandate states to pass a legislations recognizing these special group of persons in the society, as a result of this, there is no institutions or organizations responsible to these persons in a view to revitalize their potentials towards contributing to the growth of the society.

## **Summary, Conclusion and Recommendations**

### **Summary**

This study focused on examines human capacity enhancement and person with disability. To achieve this goal, three research questions were raised and answers provided. The research questions are: -

1. What are the relationship between human capacity enhancement and entrepreneurship development?
2. What are the relationship between human capacity enhancement and employment opportunities?
3. What is the effect of human capacity enhancement on person with ability?

In order to provide answers to the research questions listed above, a concise but reliable document analysis or review were undertaken. The review of empirical and theoretical literature in this regard, led to the adoption of the human capital approach as postulated by Barney in (1991). The theoretical framework provided the direction for the analysis of data derived from the document review. In addition, the qualitative method that involved the use of diagram to paint conceptual pictures for easy understanding was adopted. Based on the data analysis and the outcomes, the study found that human capacity enhancement through education and entrepreneurial skills will facilitate and transform the capacity of those with disability. However, the study identifies some challenges affecting person with disability and made useful recommendation to ameliorate these challenges.

### **Conclusion**

Based on the findings of this study, it is safe to conclude that enhancing human capacity through requisite tools such as education and relevant entrepreneur skills will contribute to self-employment, establishment of cottage industries, create employment and other innovations etc, thereby improves our revenue generation and reduce social vices in our society.

## Recommendations

Based on the findings and conclusion reached in this study, the following recommendations are provided to help government institutions, organizations and policy makers fashion appropriate measures towards enhancing person with disability:

1. The National and States of Assemblies should enact laws that will prohibit discriminations towards person with disability and non-disability interns of benefits within the Nigerian State.
2. The Federal and State Government should establish institutions/agency to manage and enhance person with disability with requisite skills training as well as provide scholarship to educational training.
3. The micro-finance institutions should create enabling environment towards credit facilities to person with disability to enable them start and run their enterprises efficiently.
4. The existing vocational rehabilitation centre should inculcate entrepreneurship training options to person with disability and with locally manufactured equipment, these will enable them choose the relevant skills base on their physical nature as well as assist them purchase equipment after the training. Every strata of government e.g. federal, state and local government should create office of the Special Adviser on Persons With Disability and reserve 20% employment quarter to these special group of people hence majority are holders of higher degrees and relevant entrepreneurial skills to contribute to the development of the economy.

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