

Inclusion Works

Nigeria Situational Analysis

Version II - June 2020

The Inclusion Works programme is testing innovative ways to improve economic empowerment and inclusion for people with disabilities, enabling them to find employment and earn a living. The Inclusion Works programme is a part of the Inclusive Futures initiative.

The Institute of Development Studies (IDS) has prepared Situational Analyses (SITANs) which synthesise the most recent existing literature and evidence (drawing on government and non-government sources available online) about the country generally and on factors relating to persons with disabilities involvement in formal employment.

For more information about how the situational analyses were conducted see page 29.

This situational analysis addresses the question: “what is the current situation in relation to formal sector employment for persons with disabilities in Nigeria?”.

Inclusion Works operates in four countries: Bangladesh, Kenya, Nigeria and Uganda. The SITAN can be used throughout the programme, by all those involved in it, to better understand the current context and available evidence. This will help lead to better informed projects which may be focussing on different actors and aspects of the topic (e.g. persons with disabilities, employers, government, organisations for people with disabilities, partnerships, policy) and help with situating the different activities within the wider country context.

Where possible, the SITANs also flag up gaps in evidence which the Inclusion Works programme may be interested in addressing. As living documents they will be updated and adapted to include newly published evidence and to reflect any new areas of interest in the programme as it develops.

The earliest version of this SITAN was dated June 2019 and reflected the context in Nigeria before the programme was implemented. The annually updated SITANs may begin to reflect what has occurred during the programme implementation phase. It can then support monitoring, evaluation and learning efforts. This version of the SITAN was written in June 2020.



This paper has been funded with UK aid from the UK government. The opinions expressed are those of the authors and do not necessarily reflect the views or policies of the UK government or members of the Inclusion Works consortium.

Contents page

1. SUMMARY OF KEY INFORMATION	3
2. COUNTRY OVERVIEW	9
Disability prevalence	10
Disability and poverty	10
Attitudes towards disability and disability stigma	11
The employment sector	12
COVID-19	14
3. PERSONS WITH DISABILITIES AND INCLUSIVE EMPLOYMENT	15
Disability and livelihoods/work	15
Barriers to employment	16
Disability and education and training	17
Further and higher education	21
4. EMPLOYERS AND INCLUSIVE EMPLOYMENT	22
5. GOVERNMENT AND NATIONAL POLICIES RELATING TO INCLUSIVE EMPLOYMENT	24
UN CRPD and national disability policies and legislation	24
Employment policies	26
6. THE DISABILITY MOVEMENT AND INCLUSIVE EMPLOYMENT	27
7. PARTNERSHIPS FOR INCLUSIVE EMPLOYMENT	29
8. HOW THE SITANS WERE CONDUCTED	29
9. REFERENCES	31
ANNEX 1 - FEEDBACK AND COMMENTARY ON THE SITAN FROM CONSORTIUM PARTNERS	37

1. Summary of key information

The country context

Nigeria has a population of 195.9 million people. It is a federation of 36 autonomous states in West Africa.

Poverty rates: Half of the population of Nigeria live in multidimensional poverty and 32.3% live in severe multidimensional poverty. 53.5 of the population live below the income poverty line. 69.1% of Nigerians who are employed are working poor (earning US\$3.10 a day or less). The lowest poverty incidence is found in the south (ranging from 8.1 to 36.9%). The highest poverty incidence is in the north ranging from 78.4 to 97.7%.

Disability prevalence: The 2018 National Demographic and Health Survey reported that 92% of the household population have no difficulty in any 'disability domain'; while 7% have some difficulty and 1% have a lot of difficulty. Among adults age 15 and older, 2% of women and 2% of men have a lot of difficulty or cannot function in at least one domain. Other disability prevalence estimates range from 2 to 10%. In terms of the number of Nigerians with disabilities, estimates range from 14 million to 25 million people. It is estimated that nearly 40% of people with disabilities have multiple impairments.

Disability and poverty: Disability is both a cause and a consequence of poverty. In Nigeria it is estimated that 9 out of 10 persons with disability live below the poverty line. Poverty and disability are intersecting factors that can reduce access to education, employment, health services, opportunities and resources. They can increase the risk of poor nutrition and exposure to unsafe environments and disease.

Stigma: Disability in Nigeria is often approached through a charity/welfare model. Many Nigerians with disabilities face stigma and discrimination. Certain disability types (such as mental illness) are more stigmatised than others. Negative perceptions about disability may be linked to religious beliefs, violation of societal norms, curses, misdeed in a previous life, evil spirits and many others. Discrimination may result in people with disabilities experiencing various forms of violence. Legislation is either non-existent or not being implemented to protect people with disabilities from discrimination. Children and women with disabilities may be particularly negatively affected by stigma. Stigma may result in people with disabilities not being employed, even if they are well educated.

Employment: There are nearly 105 million people of working age in Nigeria. The labour force participation rate is 56.3% (50.6% for women, compared to 59.8% for men). 69.1% of the employed population are considered to be working poor and earning PPP \$3.10 a day or less. Data from The National Bureau of Statistics stated that unemployment was 23.1% and underemployment was 20.21% in 2018.

Labour force by occupation: The agriculture, forestry and fishing sector constituted just over 20% of males and nearly 10% of females employed. Wholesale and retail employed 7.5% of males and 17.4% of females. Human health and social works employed 0.74% for males and 0.78% for females.

Main businesses: The Nigerian economy is dominated by oil, which accounts for 10% of the country's GDP, 70% of government revenue, and 77% of exports. Natural gas accounts for an additional 15.5% of exports. Agriculture employs 36% of the workforce and contributes for about 21.2% of GDP. Nigeria has 37 million micro-, small-, and medium-sized companies. There are also a large number of self-employed entrepreneurs. The southern and central regions of Nigeria are heavily involved with agriculture, which is predominantly subsistence farming and suffers from a lack of modernisation. Services (financial, telecommunications and retail) represent 52% of the GDP and employs more than half of its population. The industrial sector makes up 25.7% of the GDP and employs 12% of the workforce, but it is constrained by power shortages.

Types of jobs available and main/growing sectors of employment: Nigeria has enjoyed a long period of sustained expansion of the non-oil economy, with growth occurring across all sectors of the economy. However, Nigeria has been severely hit by the COVID-19 crisis and the associated sharp decline in oil prices. In 2020 government spending has increased and tax has been cut for businesses. Agriculture may remain affected by conflicts and climate and weather events. Other sectors may continue to struggle in the face of sluggish demand and constrained private sector credit growth. Nearly 20% of vacancies in Nigeria were in the housing sector, nearly 14% in the petro-chemical sector, over 11% in the auto industry, over 10% in textiles, over 10% in steel, and just under 9% in the services sector and over 3% in the leather industry. Wage employment has declined, as retrenchment in the civil service and the impact of privatisation on employment in state-owned enterprises has not been compensated by job creation in new industries.

Sectors with the highest employment potential include light manufacturing, construction, ICT, wholesale/retail, meat and poultry, oil palm, and cocoa. Growth varies widely by geographical area. Also, improvements in productivity may result in sectoral growth not equating to more employment. Relatively new sectors, such as construction, the financial sector, and information and communications technology (ICT) are growing rapidly as the Nigerian economy transforms towards the services sector.

Persons with disabilities and inclusive employment

Disability and livelihoods/work: The Nigerian Constitution guarantees all people with disabilities the opportunity for employment without discrimination. The Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 also prohibits discrimination on the basis of disability. Despite these legal frameworks, for many Nigerians with disabilities, opportunities to engage with formal employment are limited. Legislation is neither implemented nor enforced. Being well educated does not overcome discrimination in employment for persons with disabilities. However, there are positive examples of people with disabilities with a college education being employed, although people with disabilities rarely reach management level jobs.

Unemployment rates of youths in Nigeria were 77.3% for persons with disability (77.8% for females, 76.9% for males) compared to 49.2% for persons without disability (56.8% for females, 41.8% for males). Unemployment rates of adults were 62.5% for persons with disabilities (61.5% for females, 63.4% for males) compared to 21.5% for persons without disabilities (28.6% for females, 12.1% for males). The proportion of people in managerial positions was found to be 0% for persons with disabilities, compared to 0.9% for persons without disabilities. Women with disabilities are less likely to have an occupation than men. Nearly half of people with a disability not in work blamed having a disability for their lack of work.

Stereotyping, fear of associated cost and stigma all reduce opportunities for people with disabilities. The lack of accessible buildings and transport networks are also barriers to employment. Electoral violence, terrorist attacks and natural/human made disasters may also disproportionately affect people with disabilities trying to work, compared to people without disabilities. A lack of policies within work places are also barriers, as well as no supportive materials or/and devices being provided. Women with disabilities may encounter additional problems in finding employment due to societal norms and a lack of education.

Disability and education and training: Both the Nigerian Constitution and the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 promote equal and adequate educational opportunities for all. However, access to education for people with disabilities in Nigeria is still a challenge. Effective measures to ensure the legal frameworks are implemented are missing. Education policy is poorly funded and insensitive to inclusion of children with disabilities, making it inadequate. Some progress has been made at improving inclusive education (particularly in Akwa-Ibom and Kwara States). Policy makers at the state level have demonstrated positive perception, attitude and the willingness to support inclusive education, yet knowledge and capacity gaps exist. Also within the disability community in Nigeria, perceptions with regard to inclusive education are mixed. The majority of people with disabilities perceive inclusive education positively, some members of the deaf community express some reservations and fear.

The National Policy on Special Needs Education 2015 moves the focus of the Federal Ministry of Education away from special education towards a broader focus on special needs education and rehabilitation services and a barrier free environment. The National Teacher Education Policy 2014 promotes quality education at all levels of the system by transforming the image, self-concept and social recognition of teachers. It includes a focus on teachers addressing the needs of learners with disabilities. Despite these policies, nearly all schools and staff have an inadequate capacity to provide education for people with disabilities.

Estimates of access to education range from 50 to 95% of children with disabilities being denied access to basic education, with girls being more likely to be excluded. Only an estimated 10% of children with disabilities reach secondary or tertiary levels. Other data suggest that primary school completion rates were reported to be 100% for all children with disabilities in Nigeria (100% female, 100% male) compared to 78% for all children without disabilities although this figure is questionable. Secondary school completion rates were only 40% for all children with disabilities (0% for females and 50% for males), compared to 56% for all children without disabilities (55% for females and 57% for males). The participation rate in pre-primary organised learning was 12% for children with disabilities, compared to 57% for those without disabilities. The participation rate of youths in education/training was 25% for those with disabilities compared to 55% for those without disabilities. Participation rate of in education/training was 0.5% for persons with disabilities, compared to 4.5% for persons without disabilities. University completion rates were 4.5% for persons with disabilities compared to 9.1% for persons without disabilities. University completion rates for older people were 5.1% for persons with disabilities compared to 8.8% for persons without disabilities. 60% of students with disabilities in higher education are male. The majority of people at university with a disability (70%) had mobility impairment. Literacy rates for youths was 36% for persons with disabilities, compared to 64% for persons without disabilities. Literacy rates for adults were 35% for persons with disability (22% for females, 47% for males), compared to 61% for those without (51% for females, 74% for males). Literacy rates for people at least 15 years old were found to be 37% for persons with disabilities (21% for females, 50% for males), compared to 68% for persons without (60% for females and 78% for males).

Partnerships between stakeholders are currently inadequate, particularly with the private sector and the media. Technical and professional capacity among policy makers and practitioners in the delivery of inclusive education also require improvement. Awareness of inclusive education is generally high suggesting a conducive socio-political atmosphere for the implementation of inclusive education in Nigeria.

Attitudinal barriers create barriers to education for children with disabilities. Educators from the northern states are more likely than their southern counterparts to believe that students with behavioural issues should attend mainstream schools. The attitudes of students without disability towards their peers with disability are generally positive, with females being more positive than males. Having a friend or relative with a disability was associated with more positive attitudes among female students. Parents of children with disabilities have mixed feelings about inclusive education. Also some impairment types are regarded as being more likely to be included in mainstream education than others. Women in Nigeria typically bear the burden of meeting the education needs of a child with disabilities. Females working in inclusive education have more confidence in their professional competency to teach special needs children than males.

Accessibility to higher education buildings and infrastructure in Nigeria is reported to be poor and is getting worse. Policy makers and builders need to work together to improve accessibility in tertiary education facilities. The majority of lecture theatres and libraries are not accessible. University officials often do not know how many students with disabilities are enrolled. Pedagogy, course content and entrepreneurship education are significant predictors of entrepreneurial action for students with disabilities. Entrepreneurship education can boost the confidence/capacity of students with disabilities to get involved with venture start-ups. Entrepreneurship education and Technical Vocational Education and Training (TVET) encourages skills acquisition, creativity, confidence and high level thinking knowledge necessary for creativity and innovation. Such training can tie into broader employment strategies for people with disabilities.

Employers and inclusive employment

Disability and formal employment. There is some evidence of employers making accommodations for people with disabilities to work in Nigeria. However, people with certain disabilities are sometimes given certain jobs due to stereotypes. Also, it is reported that people with disabilities are sometimes employed as token gestures or due to quotas. Employers may be less likely to employ women with disabilities due to the patriarchal society or because of perceived pressures to present their company in a certain way.

Programmes to support employment. There are a number of programmes to support employment of people with disabilities in Nigeria. For example, the Industrial Training Fund aims to train 120 people with disabilities with skills for employment. Also, Anambra State Government is working with UNDP Nigeria to implement the Special Target Enterprises Development and Monitor Initiative to improve vocational skills for people with disabilities. Accion Microfinance Bank, the Central Bank of Nigeria and the Center for Financial Inclusion are working together to develop loan products for people with disabilities.

Government and national policies relating to inclusive employment

Nigeria signed the UN Convention on the Rights of Persons with Disabilities (CRPD) in 2007 and ratified it in 2010. Nigeria is yet to submit a report on the CRPD. The delay in reporting is caused by lengthy national processes. There is an awareness of the importance of the CRPD within

Nigeria, but effective disability legislation and adequate administrative infrastructure for its implementation is lacking. Nigeria has not yet domesticated the Convention. In addition to the CRPD, in 2010 Nigeria signed the International Labour Organisation's (ILO) Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159).

The superseded Nigerians with Disability Act 1993 and Nigerian Disability Decree 1993 guaranteed equal treatment, equal rights, privileges, obligations and opportunities. However implementation and enforcement fell short preventing the economic empowerment of persons with disabilities. Plateau, Ekiti, Lagos, and Bauchi States have enacted disability laws that aimed at removing discrimination and obstacles to accessing services by individuals with disabilities. Compliance of the state laws is reported to be low.

After 9 years of advocacy by disability rights groups and activists, in 2019, President Buhari signed into law the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 (DAPDPA). The law prohibits discrimination on the basis of disability. It stipulates a transitional period to make public buildings accessible. The law will also establish a National Commission for Persons with Disabilities, responsible for ensuring that people with disabilities have access to housing, education, and healthcare. Measures for implementation of the new law are needed in order for it to be effective.

A number of other laws and policies are relevant to inclusive employment of people with disabilities. The Employee's Compensation Act (2010) lays out terms for compensations for disability arising out of or in the course of employment. The National Employment Policy of Nigeria (2017) aims to deliver an inclusive work culture. The Policy requires the Federal Ministry of Labour and Employment to sensitise and collaborate with employers and trade unions to develop self-inspection audit and minimise work place conflict. However, persons with disabilities have traditionally been a low priority for trade unions, who have yet to address their needs.

The disability movement and inclusive employment

There are two national organisations for people with disabilities in Nigeria - the Joint National Association of Persons with Disabilities (JONAWPD), and the Association for the Comprehensive Empowerment of Nigerians with Disabilities (ASCEND). The main ministry responsible for disability issues is the Ministry of Women Affairs and Social Development. JONAWPD acts as a conduit between the Nigerian government and persons with disabilities. ASCEND is a socio-political group. The Coalition of Disability Organisations (CODO) is another umbrella organisation for persons with disability, which has in the past supported the Nigeria Labour Congress (NLC), the Trade Union Congress (TUC) and civil societies. However, the relationship between persons with disabilities and the trade unions is not clear, as disability issues have traditionally been of low priority to trade unions.

Nigeria has many organisations for people with disabilities operating at all levels, but the majority have a limited understanding of a rights-based approach to disability and many cater only for the needs of single impairment groups. The disability movement has been accused of lacking unity, which has reduced its impact of advocacy and lobbying.

Organisations for people with disabilities have been shown to play an important role in promoting the rights of people with disabilities and exerting pressure on the government. However, many organisations for people with disabilities have been criticised for their charity/welfare approach. There are only a few organisations for people with disabilities in the north, which mean people with disabilities living in these locations are underrepresented.

Partnerships for inclusive employment

The evidence on partnerships for inclusive employment is limited, but some partnerships are known of. The government has partnered with CBM to implement community-based vocational rehabilitation projects. The 'Services for people with disabilities' project supports about 100 persons a year through training and loans. However, a lack of staff and resources to ensure the functioning of these centres is reported. Anambra State Government and UNDP Nigeria partnered to deliver the Special Target Enterprises Development and Monitor Initiative to improve skills for people with disabilities. It is not known how effective the programme was. Accion Microfinance Bank, the Center for Financial Inclusion (CFI) and the Central Bank of Nigeria partnered to develop loan products for people with disabilities. CFI also partners with the Government and Central Bank to support with developing disability-inclusive institutions.

Main report

2. Country overview

Nigeria is a federation of 36 autonomous states in West Africa. It is home to a multi-ethnic and culturally diverse society. Nigeria has an abundance of resources. It is Africa's biggest oil exporter and has Africa's largest natural gas reserves (World Bank 2020). In 2019 Nigeria held national elections for the sixth consecutive time since its return to democracy in 1999. The incumbent president, Muhammadu Buhari won and was sworn in for a second term in May 2019. Fighting corruption, increasing security, tackling unemployment, diversifying the economy, enhancing climate resilience, and boosting the living standards of Nigerians are his main policy priorities. Nigeria's federated structure gives significant autonomy to states (World Bank 2020).

While Nigeria has made some progress in socio-economic terms in recent years, its human capital development remains weak due to under-investment. Furthermore, the country continues to face massive developmental challenges, which include the need to reduce the dependency on oil and diversify the economy, address insufficient infrastructure, and build strong and effective institutions, as well as governance issues and public financial management systems. Inequality in terms of income and opportunities has been growing rapidly and has adversely affected poverty reduction. The North-South divide has widened in recent years due to the Boko Haram insurgency and a lack of economic development in the northern part of the country (World Bank 2020). Although stability has improved in Nigeria, Boko Haram remains a threat in the northeast. Due to the threat of violence, millions of persons have been displaced and therefore require assistance. In the northeast region there has been destruction of infrastructure, loss of lives and impoverishment due to the instability (ILO 2016). Large pockets of Nigeria's population still live in poverty, without adequate access to basic services, and could benefit from more inclusive development policies. The lack of job opportunities is at the core of the high poverty levels, of regional inequality, and of social and political unrest in the country (World Bank 2020).

Nigeria has a population of 195.9 million people (UNDP 2020). It has one of the largest populations of youth in the world (World Bank 2020). The population is split equally between those living in urban and rural areas. There are 104.6 million people of working age (15–64 years old) and 5.4 million people aged 65 years and older. In 2019, Nigeria had a Human Development Index score of 0.534, giving it the rank of 158 out of 188 countries. It falls within the low human development categorisation (UNDP 2020).

Just over half of the population live in multidimensional poverty and 32.3% live in severe multidimensional poverty. 53.5% of the population live below the income poverty line (PPP \$1.90 a day). 69.1% of those employed are considered to be working poor (earning PPP \$3.10 a day or less). Gross national income (GNI) per capita was reported to be PPP \$5,086 in 2011. Gross domestic product (GDP) per capita was PPP \$5,316. In terms of income inequality, the Gini coefficient is 43.0. The expected years of schooling in Nigeria is 9.7 and the adult literacy rate for those aged 15 and older is 51.1%. The gross enrolment ratio in primary education as a percentage of the primary school-age population is 85%, while the ratio for enrolment in secondary education is 42%. In terms of health, life expectancy at birth is 54.3 years. The adult mortality rate (per 1,000 people) is 328 for females and 368 for males. Public health expenditure represents 3.6% of GDP. Stunting (moderate or severe) for those aged under 5 is 43.6%. The under-five mortality rate is 100.2 per 1,000 live births (UNDP 2020).

Sowunmi et al (2012) reported a low poverty incidence in the southern part of Nigeria which ranges from 8.1 to 36.9%. In the north central, the poverty incidence ranges from 55.4 to 78.1%. The core north (which comprises of northwest and northeast) has the highest poverty incidence ranging from 78.4% in Zamfara central to 97.7% in Jigawa northeast. The average poverty rate in the southeast is the lowest (29.9%), while average poverty rates of south and southwest are 39.8% and 37.9% respectively. The northwest geopolitical zone has the highest average poverty rate (77.6%); this is followed by northeast (74.5%) and north central (68.1%). The high average poverty rates in the northern geopolitical zones may be attributed to long-standing lags in provision of health, education and other social services resulting in proportionately more poor people in the north. The southern zone has most of the industries and many export crops while the northern zone is largely rural and agricultural with a fragile agro-climatic environment and a different socioeconomic history.

Disability prevalence

The 2018 National Demographic and Health Survey included questions about six domains of disability (seeing, hearing, communicating, remembering or concentrating, walking or climbing steps, and washing all over or dressing) among the household population aged five and above. Overall, 92% of the household population were reported to have no difficulty in any domain; while 7% have some difficulty and 1% have a lot of difficulty or cannot function in at least one domain. Among adults age 15 and older, 2% of women and 2% of men have a lot of difficulty or cannot function in at least one domain (NPC Nigeria & ICF 2019).

Other estimates of disability prevalence vary. Smith (2011) estimates that Nigeria has approximately 14 million people with disabilities. Amusat (2009) presents a figure of 19 million. JONAPWD (2017) report the figure is likely to be over 25 million.

According to Haruna (2017), the disability prevalence rate in Nigeria is 10%. Leonard Cheshire's (2018) disability data review reported that based on a general household survey, the prevalence of disability in Nigeria was 2.0% (2.0% for females and 2.1% for males) in 2012/13.

The results of a community-based cross-sectional study conducted in Nigeria reported prevalence ratios of physical disability ranging from 12.1 to 28.3%, depending on the thresholds used. Functional limitation was reported to be 22.5%. Increased risk of disability was independently associated with female gender, advanced age, arthritis, stroke and diabetes (Abdulraheem, Oladipo & Amodu 2011).

A study into disability in Nigeria which included over 1,000 people with disabilities reported that 61% of respondents reported having a single impairment. The remaining 39% had between two and seven types of disabilities. The least frequently mentioned disabilities were intellectual (5%), learning (4%), psychiatric (2%) and unspecified others (3%). The survey found that 37% of participants had a visual impairment, 30% had a mobility impairment, 15% had hearing impairment and 9% had mental or learning impairments (Smith 2011).

Disability and poverty

It is estimated that 9 out of 10 people with disabilities in Nigeria live below the poverty line (NIALS 2010, Haruna 2017). Disability is both a cause and a consequence of poverty, reducing access to education, employment, opportunities and resources. Poor people without disabilities can develop them due to inadequate nutrition, unclean environments, disease, inefficient health

services and poor infrastructure. Untreated and chronic diseases affect increasing numbers of people in developing countries, resulting in physical and functional disability (Smith 2011).

Attitudes towards disability and disability stigma

Within Nigerian society, the common perception is that disability issues are viewed in terms of charity and welfare. This entrenched view has a negative impact on the social inclusion of people with disabilities within the country (Lang & Upah 2008). Persons with disability are often regarded as people to be pitied rather than as people who can contribute to the development of Nigeria. They face stigma and discrimination. They lack access to education, rehabilitation and employment. They are not adequately protected by legislation (Ofuani 2011). In Nigeria, certain disability types may be more stigmatised than others. Mental illness is highly stigmatised and symptoms are hidden or denied (Smith 2011).

Negative perceptions about children with disabilities in Nigeria were found to be related to a curse from God (due to gross disobedience to God's commandments); ancestral violation of societal norms (e.g. due to stealing); offenses against gods of the land (e.g. fighting within the society); breaking laws and family sins (e.g. stealing and denying); misfortune (e.g. due to marriage incest); witches and wizards (e.g. society saw them as witches and wizards); adultery (a major abomination); a warning from the gods of the land (due to pollution of water and the land); arguing and fighting with the elders (a societal taboo); misdeed in a previous life (such as stealing); illegal or unapproved marriage by the societal elders (arguing and fighting against the elderly advice in marriage); possession by evil spirits (due to gross societal disobedience); and many others (Eskay et al 2012). Etieyibo & Omiegbe (2016) argue that there is a paucity of evidence from Nigeria that focuses on disability and the role that religion, culture and beliefs play in sustaining discriminatory practices against persons with disabilities. Many exclusionary practices are either embedded in or sustained by religion, culture and beliefs about disability. Persons with disabilities are the victims of various discriminations including the trafficking and killing of people with mental impairments, oculocutaneous albinism and angular kyphosis, raping of women with mental illness and the employment of children with disabilities for alms-begging. Etieyibo and Omiegbe (2016) argue that the Nigerian government needs to introduce legislation that targets cultural and religious practices which are discriminatory against persons with disabilities as well as protecting the interests of persons with disabilities.

Drawing on a number of sources, Eskay et al (2012) found that in Nigerian society, children with disabilities have been incorrectly understood, and this misunderstanding has led to their negative perception and treatment. Overcoming negative attitudes and misunderstandings about disability were the basic problems affecting children with disabilities. Public education programmes and information dissemination was undertaken to try and address this challenge. There are several beliefs for the negative attitudes revolving around children with disabilities in Nigeria. These beliefs cut across Nigerian society and hence have a similar impact on the citizens' attitudes on learners with disabilities. A study involving students at an inclusive secondary school in Nigeria found that in general attitudes of students without disabilities towards students with disabilities were positive. Being female and having interpersonal contact was associated with positive attitudes (Olaleye et al 2012).

People with disabilities who have been educated or rehabilitated and meet the necessary requirements for employment are often denied employment on the basis of their disability. Consequently, many people with disabilities resort to depending on their family or charities for assistance to sustain themselves as they have no source of income for their livelihood (Ofuani 2011). Eleweke and Ebenso (2016) also found that even educated people with disabilities may

struggle to secure a job in Nigeria due to people's negative attitudes toward those with disabilities. A study involving 56 people with physical disabilities in Rivers State reported that people with disabilities who do get work experience negative societal perceptions being expressed towards them within the workplace. Almost 70% of respondents reported experiencing cases of humiliation at work due to their disability (Ihedioha 2015).

Women with disabilities may encounter more obstacles than could be attributed to gender inequalities in Nigeria, resulting in double discrimination (Eleweke and Ebenso 2016). Women and girls with disabilities are particularly vulnerable to gender-based violence (GBV) and abuse (Jerry et al 2015).

The employment sector

Nigeria is currently the largest economy in Africa. The International Labour Organisation states it has high economic potential due to the size of its domestic market, as well as its human and natural resources (ILO 2020). Between 2006 and 2016, Nigeria's gross domestic product (GDP) grew at just under 6% per year, as volatile oil prices drove growth to a high of 8% in 2006 and to a low of -1.5% in 2016. While Nigeria's economy has performed much better in recent years than it did during previous boom-bust oil-price cycles, such as in the late 1970s or mid-1980s, oil prices continue to dominate the country's growth pattern. The volatility of Nigeria's growth continues to impose substantial welfare costs on Nigerian households. The onset of the oil price shock in mid-2014 confronted the government with the pivotal challenge of building an institutional and policy framework capable of managing the volatility of the oil sector and supporting the sustained growth of the non-oil economy (World Bank 2020).

Since 2015, economic growth remains low, averaging 1.9% in 2018 and 2% in 2019. Growth in 2019 was primarily driven by services, particularly telecoms. Agricultural growth remains below potential due to continued conflict in the Northeast. Despite expansion in some sectors, employment growth remains weak and insufficient to absorb the fast-growing labour force, resulting in high rate of unemployment (23% in 2018), with another 20% of the labour force underemployed. Furthermore, the instability in the North and the resulting displacement of people contribute to the high incidence of poverty in the North East (World Bank 2020).

According to the ILO the unemployment rate for the working age population is 7.5%, which is largely attributed to jobless growth, an increased number of school graduates with no matching job opportunities, a freeze in employment in many public and private sector institutions and a reduction in manufacturing and oil sector jobs (ILO 2020).

The employment to population ratio for those aged 15 and older is 53.1%. The child labour ratio for children aged 5 to 14 years old is 25%. The overall labour force participation rate for those aged 15 and older is 56.3%. The youth unemployment rate for those aged 15 to 24 is 8.6%. The labour force participation rate for females aged 15 and older is 50.6%, compared to 59.8% for males (UNDP 2020).

The percentage of total unemployment is highest in the southern band of states. The northern bands have a moderate level of total unemployment. It is lowest in the central band (Nigeria Data Portal 2020).

The Industrial Training Fund (ITF) and the United Nations Industrial Development Organization (UNIDO) conducted a national skills gap assessment for the Nigerian economy. The assessment found that despite spiralling unemployment, 925 trades were found to be either difficult or hard to fill in the country's labour market. 19.7% of vacancies were in the housing sector, 13.9% in the

petro-chemical sector, 14.7% in other goods, 11.4% in the auto industry, 10.3% in textiles, 10.1% in steel, 8.9% in the services sector and 3.3% in the leather industry. The main explanatory factors for hard to fill vacancies were lack of technical skills (15.7%), lack of basic IT skills (11.8%), lack of advanced IT skills (9.2%) and lack of requisite soft skills (7.5%) (ITF/UNIDO 2017).

Nigeria has 37 million micro-, small-, and medium-sized companies and their contribution to economic growth and job creation is significant. There are also a large number of self-employed entrepreneurs who support themselves and their families by supplying goods and services to the economy (Central Bank of Nigeria/IFC 2017).

In 2010 the National Bureau of Statistics reported that at the national level over 48 million persons were reported to be engaged in one form of economic activity or the other. The distribution of the total persons working as at the time of the survey showed that agriculture, forestry and fishing sector had the highest number of persons employed with 15 million followed by wholesale and retail trade sector with 12 million; manufacturing (5 million) and other service activities (4.5 million). Mining and quarrying recorded the least employment figures (150,000). Agriculture, forestry and fishing constituted about one fifth (21.1%) for males and 9.4% for females of the employed, followed by wholesale and retail which had 7.5% for males and 17.4% for females while the least employed was in human health and social works which had 0.74% for males and 0.78% for females (National Bureau of Statistics 2010).

Analysis of the General Household Survey (GHS) since 1999 by Treichel (2010) indicated that the number of jobs in Nigeria has grown in line with the labour force; and unemployment (both voluntary and involuntary) has remained constant. Youth unemployment seems to be on the rise. Most jobs have been created in family agriculture. Incomes in family agriculture have almost doubled in real terms and are now on a par with those in the self-employed non-agriculture sector. Wage employment has declined, as retrenchment in the civil service and the impact of privatisation on employment in state-owned enterprises has not been compensated by job creation in new industries.

Sectors with the highest employment potential include light manufacturing, construction, ICT, wholesale/retail, meat and poultry, oil palm, and cocoa. The feasibility of accomplishing growth in these sectors varies widely by geographical area. In Lagos, for example, ICT, construction, wholesale/retail, and light manufacturing have high degrees of feasibility; while in Kano, the feasibility of light manufacturing is lower. There is a need for geographically focused interventions. Only two industries from the agriculture sector have high employment potential—oil palm and cocoa. Indeed, the employment potential of the agriculture sector is limited relative to other value chains, given that future growth in this sector will rely largely on improvements in productivity. As modern technologies and extension services are adopted, the ratio of output to labour will rise, thus limiting the potential for large-scale job creation, but also improving prospects for increased income. However, higher growth in meat and poultry and food processing, which have high employment potential, will stimulate growth and employment in agriculture. Rice and dairy, while having more limited growth and employment potential, are also of interest, given their high degree of feasibility. While the agriculture sector's potential for job creation is limited relative to the other value chains, it remains considerable in view of the size of the labour force employed in agriculture and the fact that, in spite of the need for productivity gains, there are still significant possibilities to expand the use of arable land. Key ways to improve agricultural performance include (1) reforming the policy environment, especially reformulating fertiliser policy; (2) improving rural infrastructure; (3) increasing agricultural

expenditure; (4) reducing vulnerability and enhancing food security; (5) improving market access; and (6) strengthening the rural investment climate (Treichel 2010).

According to analysis by Santander (2020), the Nigerian economy is dominated by crude oil, which accounts for 10% of the country's GDP, 70% of government revenue and more than 83% of the country's total export earnings. Liquefied natural gas also accounts for an additional 15.5% of exports. The country also extracts tin ore, coal, iron ore, limestone, niobium, lead, and zinc. Another key sector of the Nigerian economy is agriculture, which employs 36% of the workforce and contributes for about 21.2% of GDP. The Southern and Central regions of the country produce yam, rice, and maize while the Northern regions produce sorghum, millet, rice, and livestock farming. Other major crops include beans, sesame, cashew nuts, cassava, cocoa beans, rubber, soybeans, and bananas. Nigerian agriculture is mainly centred on subsistence farming. The industrial sector makes up 25.7% of the GDP and employs 12% of the workforce. Its development has been constrained by power shortage. The largest industries in the country are the petroleum industry, tourism, agriculture, and mining. The petroleum industry currently suffers from oil theft, which is believed to cost the country potential revenues valued as much as USD 10.9 billion. Significant oil losses are also recorded due to oil spills. Services represent 52% of the GDP and employs 52% of the population. Financial sectors, telecommunications and retail especially, are very dynamic. Tourism is also a significant sector, and to foster its growth, the government has established the Ministry of Culture, Tourism, and National Orientation. However, this sector still struggles from the country's poor power supply, insufficient road infrastructures, and a poor water quality (Santander 2020).

According to Treichel (2010), since 2001, Nigeria has enjoyed a long period of sustained expansion of the non-oil economy, with growth occurring across all sectors of the economy and accelerating. While non-oil growth averaged about 3 to 4% in 1995–2000, it more than doubled, to about 7%, since 2003, and rose to 8 to 9% in recent years. Even in the wake of the global financial crisis, Nigeria's growth performance in 2009 remained above 7%. The development of the non-oil economy has been in contrast to that of the oil economy, whose contribution has been declining owing to unrest in the Niger Delta.

Nigeria's growth performance can be ascribed to a number of factors including that 70% of growth is attributable to the agriculture, wholesale, and retail sectors. Also, relatively new sectors, such as construction, the financial sector, and information and communications technology (ICT) recorded high growth and have initiated a structural transformation of the Nigerian economy towards the services sector. Macroeconomic and structural reforms instilled greater confidence among the business community and boosted foreign direct investment and remittances from Nigerians living abroad, thus raising aggregate demand and private investment. Growth was largely the result of factor accumulation, with only minor contributions of productivity increases. In the agriculture sector, in particular, productivity has stagnated and growth has been largely the result of increased land use. Nigeria's growth path is distinct from that of other countries whose strong performance has relied extensively on the services and manufacturing sectors. Over Nigeria's period of high growth since 2001, the contribution of agriculture in Nigeria's GDP has declined only marginally, which is remarkable in that growth has been sustained and has even accelerated for some time (Treichel 2010).

COVID-19

The Nigerian economy has been severely hit by the spread of COVID-19 and the associated sharp decline in oil prices (IMF 2020). Low oil prices, limited fiscal space, and rising national debt are factors that will aggravate the economic impact of COVID-19 in Nigeria. Government

spending has increased and tax has been cut for businesses. The public budget increased from 8.83 trillion naira (\$24.53 billion) in 2019 to 10.59 trillion naira (\$29.42 billion) in 2020, representing 11% of the national GDP, while small businesses have been exempted from company income tax, and the tax rate for medium-sized businesses has been revised downwards from 30 to 20%. COVID-19 has caused all components of aggregate demand, except for government purchases, to fall. Fall in household consumption stems from restrictions on movement, low expectations of future income, and the erosion of wealth and expected wealth as a result of the decline in assets such as stocks and home equity. Nigeria has a burgeoning gig economy as well as a large informal sector, which contributes 65% of its economic output. Movement restrictions have reduced the consumption of commodities, and affected people's income-generating capacity, reducing their consumption expenditure (Onyekwena and Ekeruche 2020).

3. Persons with disabilities and inclusive employment

Outcome 2 - Women and men with disabilities have enhanced skills to access formal employment (as a result of programme interventions).

Outcome 6 - Change in knowledge, attitude and behaviours from stakeholders involved in programme interventions that promotes and enables inclusion of women and men with disabilities in formal employment - from perspective of persons with disabilities.

Disability and livelihoods/work

The Nigerian Constitution states that all citizens should have the opportunity to secure an adequate means of livelihood and suitable employment without discrimination of any group. A technical issue in how the Constitution is arranged limits the authority of the judiciary. The Nigerian government cannot be compelled to carry out the duties contained within the Constitution (Ofuani 2011). In addition to the Constitution, the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 (DAPDPA) prohibits discrimination on the basis of disability (Ewang 2019). Despite these legal frameworks, many people with disabilities in Nigeria struggle to emerge from poverty as economic opportunities for them are limited. Existing legislation is either not implemented or enforced, or does not enable or promote access to skills development and employment opportunities (Ofuani 2011).

Persons with disability are vulnerable to discrimination and disadvantage in employment in Nigeria, experiencing unequal employment opportunities, limited rights to work and low job security. Being well educated does not overcome discrimination in employment for persons with disabilities. Most employers are uncomfortable employing persons with disabilities due to the conviction that they will be unable to perform their roles and/or that it would be too expensive due to fear and stereotyping (Ofuani 2011). UNDP (2015) report that 60% of Nigerians with disabilities were unemployed and only about 4% have access to economic empowerment.

Leonard Cheshire (2018) reported that unemployment rates of youths (15-25 years old) in Nigeria were 77.3% for persons with disability (77.8% for females, 76.9% for males) compared to 49.2% for persons without disability (56.8% for females, 41.8% for males). Unemployment rates of adults who are 25-64 years old were found to be 62.5% for persons with disabilities (61.5% for females, 63.4% for males) compared to 21.5% for persons without disabilities (28.6% for

females, 12.1% for males). Proportion of youth (aged 15-24 year) not in education, training or employment are 61% for persons with disabilities (64% for females, 59% for males) compared to 23% for persons without disabilities (2% for females, 19% for males). The proportion of people (15-64 years old) employed in informal sectors (or self-employment as a proxy) was 13% for persons with a disability (16% for females, 10% for males) compared to 30% for persons without a disability (33% for females, 27% for males). The proportion of people in managerial positions was found to be 0% for persons with disabilities, compared to 0.9% for persons without disabilities (0.7% for females, 1% for males) (Leonard Cheshire 2018).

A study involving over 1,000 people with disabilities in Nigeria found that women were less likely to have an occupation than men. 66% of women had never worked in paid employment, compared to 48% of men. 61% of the sample were either not working (55%) or were currently unemployed (6%). Of those who did work, 32% were self-employed. 43% of those who were unemployed blamed disability for their lack of work. The rest were either retired (29%), made redundant (14%) or were accident victims (8%). The vast majority of those unemployed were men. 38% of respondents said they had zero income each month, 26% reported earning 2,000 Naira or less (US\$15), 19% earned between 2,001 and 5,000 Naira, 7% earned between 5,000 and 8,000 Naira. The remaining 9% of people with disabilities earned over 8,000 Naira (US\$38) as their average monthly income (Smith 2011).

A qualitative study by Eleweke and Ebenso (2016) reported that six of the seven interviewees who had disabilities indicated they were working full time. All the participants had college education. A study by Ihedioha (2015) that focused specifically on the experiences of people with physical disabilities in Rivers State reports that a lack of people with disabilities reach management level within organisations. It is suggested that this could be attributed to negative attitudes that may be held towards people with disabilities.

Barriers to employment

The lack of accessible buildings and transport networks in Nigeria form major barriers to employment. Nigeria's public transport system is not sensitive to the needs of persons with disabilities and there is no social inclusion project or programme envisaged. In addition, most public buildings in Nigeria are not accessible to persons with disabilities. Only very few tertiary institutions and government offices have ramps, lifts with sound and floors with brail numbering (Umeh & Adeola 2013).

A study by Ipingbemi (2015) into mobility challenges and transport safety of people with disabilities in Ibadan found that the challenges facing people with disabilities are being exacerbated by poor and inadequate transport. Data from 388 persons with disability were gathered in two major motor parks, designated bus stops and road terminals. Two thirds of respondents were male, 72% had no more than primary education and relied on begging. 90% of respondents made only two trips per day and 80% were reliant on public transport. Road environment and vehicle design were the main mobility challenges. To meet the needs of persons with disabilities, improvements are needed in accessible transport infrastructure, disability awareness for public transport staff, vehicle design and disable-oriented mobility planning (Ipingbemi 2015).

Electoral violence is a barrier to employment in Nigeria. It has contributed to increases in the number of internally displaced people (many of whom have disabilities), impacting negatively on their socio-economic wellbeing. Along with Boko Haram terrorist attacks and natural/human made disasters, electoral violence has forced millions of Nigerians to flee their homes and

communities to seek peace and safety in entirely new environments. The link between electoral violence, internal displacement and disability has not been given adequate attention in the literature. Electoral violence has denied Nigeria of opportunities to maximise its human resources potentials and economic growth (Badmus Bidemi 2017).

A study involving 56 people with physical disabilities in Rivers State which investigated the extent to which the physical environment of work organisations poses a challenge to people with physical impairments, reported that due to a combination of negative attitudes, a lack of policies and inaccessible buildings, people with disabilities are discriminated against. The study reported that over 80% of respondents affirmed that they had experienced denial or limitations of their rights and privileges in their work organisations. Out of the responses 100% stated that no supportive materials and/or devices were provided, which presents a major barrier to work and may discourage employers from engaging people with disabilities, denying access to employment. All the respondents also reported a lack of special transportation to facilitate getting to work and a lack of accessible parking spaces. In addition, all the respondents reported a lack of accessible toilets at the place of work (Ihedioha 2015).

Eleweke and Ebenso (2016) also reported that one of the reasons educated people with disabilities could have a hard time finding jobs was people's negative attitudes toward those with disabilities. They gave examples of varied experiences regarding barriers in the workplace and attitudes of their colleagues without disabilities. The attitude of colleagues made a significant impact on the work performance of people with disabilities. Some participants gave accounts of challenges they encountered due to physical and attitudinal barriers that excluded full and enjoyable participation in the workplace. There were accounts of people with disabilities stereotyped into certain jobs. Also women with disabilities might encounter additional problems in finding employment. Societal gender norms may restrict women from getting a job, as it is believed the women's place should be at home. Although some women with disabilities might possess extensive computer training and skills they might not be hired due to a conceptions about public image. Other factors contributing to the lower employment opportunities for women include the level of education.

Disability and education and training

Despite various provisions in law and the Nigerian Constitution to promote equal and adequate educational opportunities for all, not much has been done with regard to educating persons with disabilities. As with employment, a technical issue in how the Constitution is arranged limits the authority of the judiciary meaning that the Nigerian government cannot be compelled to carry out the duties with regards education in the Constitution. The only way of enforcing provisions is through judicial activism (Ofuani 2011).

The Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 gives the responsibility for ensuring that people with disabilities have access to education to a National Commission for Persons with Disabilities. The Commission will be empowered to receive complaints of rights violations and support victims to seek legal redress amongst other duties. However, effective measures will need to be put in place for the law to be implemented, ensuring equal treatment and participation of people with disabilities across Nigeria (Ewang 2019).

The Universal Basic Education Act of 2004 which provides that basic education is free and compulsory has been found to be poorly funded and very insensitive to inclusion of children with disabilities and their access to basic education. The Nigerian government has also done very little to domesticate the Salamanca Declaration of 1994, the CRPD and several other

international laws, policies and regulations which advocate for the educational rights of children with disabilities. There is no adequate national legal, policy and institutional framework required to drive the implementation of inclusive education in Nigeria. Policy instruments including the draft National Policy on Special Needs Education, the National Policy on Education, as well as the state-level policies on inclusive education are found to contain some technical deficiencies and have yet to be implemented. In the Federal Capital Territory (FCT) Abuja, Akwa-Ibom State and Kwara State, special education/schools for children with disabilities is still widely implemented. However, Akwa-Ibom and Kwara states present evidence on the process of integrating children with disabilities into separate classrooms within regular schools (JONAPWD 2015).

The previous law (the Nigerians with Disability Act 1993), which has now been superseded, specifically stated that the government and relevant authorities must ensure equal and adequate education as well as provide free education for persons with disabilities in Nigeria, as well as delivering vocational training. It also provided for the establishment of special schools with appropriate curricula for different disabilities and improved tertiary education facilities for persons with disabilities. It stated that not less than 10% of all educational expenditure should be spent on the educational needs of persons with disabilities. Despite these provisions which were included in the law approved nearly 30 years ago, the rate of education for persons with disabilities is very low and the degree of illiteracy is high compared to the rest of the population. It is doubtful if 10% of the education budget was spent on persons with disabilities. In some states, the government has implemented a community-based vocational rehabilitation projects, supported by CBM. For instance, the CBM project 'Services for people with disabilities' supports about 100 persons a year in its economic empowerment and livelihood unit, which offer vocational training and small loans or grants to establish micro-businesses. However, the functioning of these projects may be compromised by the lack of commitment by the government to provide the necessary staff and resources (Ofuani 2011).

Policy makers from FCT Abuja, Akwa-Ibom State and Kwara State demonstrate very positive perception, attitude and the willingness to fully support the implementation of inclusive education. Policy makers fully acknowledge their capacity and institutional gaps as well as the gaps in existing legal and policy frameworks and are willing to facilitate the process of legal, policy and institutional reforms. However, within the disability community, perceptions with regard to inclusive education are mixed. While majority of the disability clusters express positive perception, attitude and support for the idea and practice of inclusive education, the deaf community express some reservations and fear; noting that due to the language and communication needs peculiarities of deaf children, and due to human and institutional capacity gaps, deaf children may not get adequate support in inclusive schools if improperly implemented (JONAPWD 2015).

JONAPWD (2015) reported weak partnerships and collaboration between and among stakeholders in the implementation of inclusive education in FCT Abuja, Akwa-Ibom State and Kwara State. Ministries, departments and agencies were found to enjoy more partnership with other stakeholders because of its central statutory role in the management of the educational sector. However, there is weak relationship with other stakeholders especially the media and the private sector in all the three locations. There is a low prevalence of low technical and professional capacity among policy makers and practitioners in the delivery of inclusive education. Awareness of inclusive education among stakeholders is in general high. Most stakeholders had come across information on inclusive education through advocacy tools like handbooks, manuals, factsheets as well as the media. However, there is a generally low use of the social media by stakeholders to drive public awareness on inclusive education. In general,

there is a conducive socio-political atmosphere for the implementation of inclusive education in Nigeria. Despite the prevailing legal, policy, institutional, technical and human inadequacies, most stakeholders have clearly demonstrated appreciable knowledge, interest and willingness to support implementation of inclusive education. There is a willingness from stakeholders to develop and strengthen partnerships and collaborations for the purpose of promoting the practice of inclusive education in Nigeria (JONAPWD 2015).

The National Policy on Special Needs Education in Nigeria was launched in 2015 and lays emphasis on creating a less restrictive environment, achieving zero rejections, and delivering the total inclusion and diversification of services beyond the school target. The Federal Ministry of Education is moving away from Special Education towards a broader focus on Special Needs Education and Rehabilitation Services. This involves adopting a paradigm shift to maximise the potential of each person with a disability. The aim of the policy is to ensure persons with disabilities are provided equal opportunities, equity and have access in a barrier free environment. The policy reaffirms that the Federal Ministry of Education has the responsibility of coordinating Special Needs Education in Nigeria. The status of a National Education Policy is not clear (FME 2015).

The goal of the National Teacher Education Policy from 2014 is to promote quality education at all levels of the system by transforming the image, self-concept and social recognition of teachers. The policy aims to achieve this by improving the standards of recruitment into the teaching profession, by the development of world standard initial teacher education programmes, by institutionalising systematic career long professional development of all teachers. One of the objectives (7.3 iv) of the policy is to ensure that teachers have sufficient mastery of academic content disciplines and of pedagogy principles and their applications, including enhanced capacity to respond to learners with special needs. The policy also commits to developing courses to produce teachers who are specialists in special needs education (FME 2014).

In Nigeria virtually all public and private primary and secondary schools, classrooms, school curriculum, instructional aides, playgrounds and teachers, are designed, developed and administered in such manners that completely exclude and deny access to children with disabilities. The several millions of children with disabilities are confined to only a few hundred special schools with very limited and inadequate infrastructure, facilities and manpower. This results in about 95% of children with disabilities being denied any access to basic education. Several millions of Nigerian children are excluded from basic education because of their disability status, thus increasing the social and economic burden. The fundamental rights of these children (as provided for by the Nigerian Constitution and the several other local and international laws and policies) have been denied them by the government and the society (JONAPWD 2015).

A disability data review produced by Leonard Cheshire (2018) reported the following findings on disability and education and training:

- Primary school completion rates were reported to be 100% for all children with disabilities in Nigeria (100% female, 100% male), compared to 78% for all children without disabilities (79% for females and 77% for males). Secondary school completion rates were only 40% for all children with disabilities (0% for females and 50% for males), compared to 56% for all children without disabilities (55% for females and 57% for males).
- The participation rate in organised learning (one year before the official primary entry age) for Nigeria was 12% for children with disabilities (12% for both male and females), compared to 57% for those without disabilities (59% for males and 55% for females). The

participation rate of youths (15-24 years old) in education/training in Nigeria was 25% for those with disabilities (18% for females, 29% for males), compared to 55% for those without disabilities (50% for females and 60% for males). Participation rate of adults (25-64 years old) in education/training in Nigeria was 0.5% for persons with disabilities (1% for females, 0% for males), compared to 4.5% for persons without disabilities (3.4% for females, 5.7% for males).

- University completion rates (25-54 years old) in Nigeria were 4.5% for persons with disabilities (0% for females, 7.1% for males) compared to 9.1% for persons without disabilities (6.1% for females, 12% for males). University completion rates for people at least 55 years old were 5.1% for persons with disabilities (0% for females, 7.3% for males) compared to 8.8% for persons without disabilities (4.6% for females, 11% for males).
- Literacy rates for those less than 25 years old was found to be 36% for persons with disabilities (21% for females, 52% for males), compared to 64% for persons without disabilities (62% for females and 66% for males).¹ Literacy rates for those least 25 years old were found to be 35% for persons with disability (22% for females, 47% for males), compared to 61% for those without (51% for females, 74% for males). Literacy rates for people at least 15 years old were found to be 37% for persons with disabilities (21% for females, 50% for males), compared to 68% for persons without (60% for females and 78% for males).

In terms of limitations, it should be noted that fewer than 50 unweighted observations were used for these calculations (Leonard Cheshire 2018).

A study involving over 1,000 people with disabilities in Nigeria found that almost 50% of them had no education. The most common forms of schooling were either primary (19%) or Islamic education (18%). 12% of males and 6% of females attended primary school. 10% of the population surveyed reached secondary or tertiary levels (Smith 2011). JONAPWD (2017) estimate that about 3 million children with disabilities (representing about 90% of children with disabilities) are out of school in Nigeria.

Eleweke and Ebenso (2016) found that classrooms were not accessible to wheelchair users. Also, attitudinal barriers emerged when individuals with disabilities were applying for admission into schools. Such negative attitudes could be due to a misunderstanding of the nature and needs of people with disabilities or due to blatant discrimination. The latter seemed to be the case for those with stigmatised conditions such as leprosy. The attitude of teachers and school administrators towards people with disabilities is a concern.

A study to investigate the availability of assistive technologies for special education in Nigerian educational institutions that involved the participation of 1,115 teachers found that the majority of institutions do not have required assistive technologies for students with disabilities. The findings suggest assistive technologies are not being utilised adequately in Nigeria (Yusuf, Fakomogbon & Issa 2012).

Research that engaged with the lived experiences of parents of children with disabilities in Lagos found that given the limited capacity of the state to deliver inclusive education, parents of children with disabilities express mixed feelings about it. Some parents applaud the system, others see it

¹ Table 11, which provided the data on literacy rates for those aged less than 25 years old, is believed to be incorrectly titled in the version of the report that was referenced.

as a threat to their children's social integration and future prospects. The study also found that there is a perception that certain disabilities are more 'includable' within the country's inclusive learning settings than others, based on a cultural logic that places different bodily impairments on a hierarchy. Women were found to typically be expected to bear the burden of meeting the education needs of a child with disabilities (Brydges & Mkandawire 2018). In addition, girls with disabilities themselves may have less access to education and therefore may have fewer opportunities for employment (Eleweke & Ebenso 2016).

In a study investigating the attitudes toward inclusive education held by nearly 150 special educators in Nigeria, female respondents indicated more confidence in their professional competency to teach special needs children than male respondents. Younger respondents and those with prior training in inclusion were more likely than their counterparts to believe that adequate resources were available to assist teachers to implement inclusion. Advanced formal education was found to be associated with a greater tolerance for negative behaviours (that are sometimes connected with special needs students) and with a more positive attitude toward special supports for students with sensory disabilities. Special educators employed in northern states were more likely than their southern counterparts to believe that students with behavioural issues should attend their neighbourhood schools. Participants expressed their concerns that schools lack trained special education personnel, specialised materials, and architecturally-friendly buildings (Ajuwon 2011).

A study by Olaleye et al (2012) aimed to describe the attitudes of students without disability towards their peers with disability. It involved over 100 students from an inclusive secondary school in Nigeria. The attitudes of students were found to be generally positive, with females being more positive than males. Having a friend or relative with a disability was associated with more positive attitudes among female students - interpersonal contact was associated with positive attitudes. Based on the findings, it is recommended that interventions should be directed towards promoting interpersonal relationships in order to build an integrated society (Olaleye et al 2012).

Further and higher education

Accessibility to buildings and infrastructure in Nigerian Universities is reported to be poor and is worsening. Only the health buildings/centres/infrastructures have ramps (although it is thought this is primarily for stretcher use, rather than for disability inclusion). Efforts should be made by policy makers and building and urban designers to incorporate all inclusive accessibility modes into planning and design of educational institutions to accommodate the needs of everyone (Ahmed, Awad & Adam 2014). In Nigeria, physical facilities in some universities, including libraries, are inadequate for effective learning. Physically accessible facilities are nearly non-existent. There is a need to improve the current status of Nigerian libraries to meet the multidimensional service demands of citizens living with disabilities (Momodu 2013).

A study that assessed awareness and availability of assistive facilities in a Nigerian public university found that almost 60% of students with disabilities were male. Over 70% had mobility impairment, while over 40% had visual impairment and a few had hearing impairment. Only the university's administrative building had a functioning elevator. Slightly more than 50% of the lecture theatres had public address systems, while only two were accessible. Almost all students with disabilities who participated were unaware of facilities that aid learning and facilities for library use. University officials were aware of assistive facilities but do not know the actual number of students with disabilities. In general assistive facilities on campus were found to be limited (Ijadunola et al 2018).

A study that examined the role of entrepreneurship education in shaping entrepreneurial action of students with disability of the Nigerian tertiary institutions used a sample of nearly 300 students. It found that pedagogy, course content and entrepreneurship education are significant predictors of entrepreneurial action. Entrepreneurship education that exposes students to life applicable issues is shown to be capable of boosting their confidence/capacity to risk into venture start-up. Tertiary institutions in Nigeria should consider transmitting entrepreneurship knowledge to students. Policy makers and other stakeholders need to develop keen interest in designing entrepreneurship curriculum to cater/accommodate the specific needs of students with disabilities (Dakung et al 2017). Entrepreneurship education and Technical Vocational Education and Training (TVET) encourages skills acquisition, creativity, confidence and high level thinking knowledge necessary for creativity and innovation. Effort to implicate innovative discoveries among students through research and development (R & D) is not given the desired attention in Nigerian higher institutions. Yet people with disabilities can benefit from enhancing school systems through TVET and/or entrepreneurship education. It is an employment strategy that can lead to economic self-sufficiency; hence it should engage students on active methods that enable them to release their creativity and innovation. Entrepreneurial competency and skills should be built or acquired through hands on, real life learning experiences. It is all about developing the entrepreneurial attitude, skills, and knowledge which should enable students turn ideas into action (Okoye, Okwelle & Okoye 2015).

4. Employers and inclusive employment

Outcome 3 - Employers test and adopt innovative CRPD compliant practices that enable the inclusion of women and men with disabilities in formal employment.

Formal employment

Eleweke and Ebenso (2016) reported that where people with disabilities had been employed, there were accounts of work colleagues assisting when needed. 5 executives of organisations for people with disabilities and 7 individuals with disabilities were interviewed and spoke of efforts made by employers and colleagues to accommodate workers with disabilities. However, there were some negative experiences reported. For example, instances of people with certain disabilities being stereotyped into certain jobs. For instance, large corporations tend to put blind people in call centres regardless of their education and training. People with disabilities were sometimes reported to be employed as token gestures. Some women with disabilities were reported to have been given jobs because of quotas. The accounts of the participants indicated that women with disabilities might encounter additional problems in finding employment either because of the patriarchal society or because of the pressures on firms to present attractive images.

Programmes to support employment

On the 14 August 2018, Sir Joseph Ari, the Director-General/Chief Executive of the Industrial Training Fund held a press conference where he stated that among other training programmes, 120 people with disabilities would be trained through the Skills Training and Empowerment Programme for the Physically Challenged (STEPP-C) (ITF 2018).

In collaboration with the Anambra State Government, UNDP Nigeria implemented the Special Target Enterprises Development and Monitor Initiative for persons with disabilities. The initiative aimed to empower participants with vocational skills in four trade areas: shoe making, tailoring, hair dressing and computer application/management (UNDP 2015).

Accion Microfinance Bank in Nigeria launched the People Living with Disabilities (PLWD) loan product under the auspices of the Central Bank of Nigeria. The Center for Financial Inclusion (CFI) in the USA provided technical assistance on the initiative (Dave & Riecke 2016). Accion (2018) describe the loan as a working capital loan for economically active individuals living with a disability. It has no administrative fees, access to loan for as low as N12,500 (\$35), no collateral, an interest rate of 9%, a commitment fee of 1% and tenure for between 6 months and a year. To avail of the loan, individuals need to provide proof of business ownership and experience, a guarantor and proof of a viable business. Representatives from CFI met with the Vice President of Nigeria to discuss advancing disability inclusion in the financial sector and providing ongoing support to the Central Bank on how to create disability-inclusive institutions (Dave & Riecke 2016).

Nigeria has an estimated 37 million micro-, small-, and medium-sized companies (MSMEs) in the country. A sample of 840 MSMEs surveyed found that only 31% had obtained a loan from a bank or microfinance institution. Personal savings and reinvested profits/retained earnings were the most common source of business finance for MSMEs. Nigeria also has a large number of self-employed entrepreneurs. Along with MSMEs. Many of these businesses have the potential to become bigger and more prosperous, but their growth is restricted for a variety of reasons. Access to finance has been singled out as a crucial prerequisite to the growth of these businesses (Central Bank of Nigeria/IFC 2017). The Nigerian Constitution does not lay out any specific provisions for access to financial services or resources for persons with disabilities. As of 2011, there was no legal framework regarding access to finance and disability. Financial services must be provided to those who cannot secure employment to facilitate self-employment and possibly become employers of labour themselves. Financial service providers must consider persons with disability as bankable and credit-worthy, which may be a barrier to securing finance (Ofuani 2011).

A survey conducted in 2008 revealed that about 53% of adults in Nigeria were excluded from financial services. The Central Bank of Nigeria in collaboration with stakeholders launched the National Financial Inclusion Strategy in 2012 aiming at reducing the exclusion rate to 20% by 2020. A Financial Inclusion Secretariat was established in the Central Bank of Nigeria to coordinate the activities of stakeholders towards implementation, and to gather and analyse data to inform the public on the progress made. In addition, the Financial Inclusion Steering Committee (FISC) was inaugurated in 2015 to provide overall strategic/policy direction to the implementation of the Strategy. The Governor of the Central Bank of Nigeria acts as the Chairman and the Head of the Financial Inclusion Secretariat is the Secretary. The Committee meets biannually to review progress and provides strategic direction for the stakeholders. The Financial Inclusion Technical Committee (FITC) was inaugurated on 21 January 2015. The activities of the FITC are being executed through four Working Groups, including one named the Financial Inclusion Special Interventions, which is focused on youth, women and people living with disabilities (Central Bank of Nigeria 2018).

In 2015 the Central Bank of Nigeria put out a tender for a piece of research to focus on the financial inclusion of people living with disabilities. The rationale for this piece of work was based on the dearth of market data on the demographic composition and the level of financial inclusion of this vulnerable segment of the Nigerian society that have resulted in financial inclusion

initiatives for persons with disabilities remaining largely undeveloped (Central Bank of Nigeria 2015). It is not clear if the research was undertaken or what the results were.

5. Government and national policies relating to inclusive employment

Outcome 5 - Government demonstrates commitment to enabling inclusion of women and men with disabilities in formal employment through creation and/or implementation of inclusive legislation/policy; as a result of programme interventions.

UN CRPD and national disability policies and legislation

Nigeria signed the CRPD on 30 March 2007. It was ratified on 24 September 2010 (UN 2018). Article 35 of the CRPD requires that State Parties submit reports on how the rights of people with disabilities are being implemented within their country. States must first report within two years of ratifying the Convention, and then every four years after that. Nigeria is yet to submit a report on the CRPD. According to Umeh and Adeola (2013), the delay in the completion of the initial report is caused by lengthy national processes.

Organisations for people with disabilities are aware of the importance of the CRPD, but without effective disability legislation or adequate administrative infrastructure for its implementation, it is unlikely that the political ramifications of the CRPD will have any impact within Nigeria for the foreseeable future (Lang et al 2011). Despite Nigeria signing and ratifying the CRPD, the country has not yet domesticated the Convention (CBM 2018). In 2012 the Trade Union Congress of Nigeria (TUC) Rivers State chairman, Chika Onuegbu, called for domestication of the CRPD in Nigeria (Tide 2012).

On 26 Aug 2010 Nigeria signed the International Labour Organisation's Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159). The relevant articles to which Nigeria have agreed include:

- Article 2 - Each Member shall, in accordance with national conditions, practice and possibilities, formulate, implement and periodically review a national policy on vocational rehabilitation and employment of persons with disability.
- Article 3 - The said policy shall aim at ensuring that appropriate vocational rehabilitation measures are made available to all categories of persons with disability, and at promoting employment opportunities for persons with disability in the open labour market.
- Article 4 - The said policy shall be based on the principle of equal opportunity between workers with disability and workers generally. Equality of opportunity and treatment for men and women workers with disabilities shall be respected. Special positive measures aimed at effective equality of opportunity and treatment between workers with disabilities and other workers shall not be regarded as discriminating against other workers.
- Article 5 - The representative organisations of employers and workers shall be consulted on the implementation of the said policy, including the measures to be taken to promote co-operation and co-ordination between the public and private bodies engaged in vocational rehabilitation activities. The representative organisations of and for persons with disability shall also be consulted.

- Article 6 - Each Member shall, by laws or regulations or by any other method consistent with national conditions and practice, take such steps as may be necessary to give effect to Articles 2, 3, 4 and 5 of this Convention.
- Article 7 - The competent authorities shall take measures with a view to providing and evaluating vocational guidance, vocational training, placement, employment and other related services to enable persons with disability to secure, retain and advance in employment; existing services for workers generally shall, wherever possible and appropriate, be used with necessary adaptations.
- Article 8 - Measures shall be taken to promote the establishment and development of vocational rehabilitation and employment services for persons with disability in rural areas and remote communities.
- Article 9 - Each Member shall aim at ensuring the training and availability of rehabilitation counsellors and other suitably qualified staff responsible for the vocational guidance, vocational training, placement and employment of persons with disability (ILO 2018).

The now superseded Nigerians with Disability Act 1993 guaranteed equal treatment, equal rights, privileges, obligations and opportunities. However, the absence of implementation and enforcement prevented the economic empowerment of persons with disabilities. Many people (including those with disabilities) were not aware of the law's existence. Economic equality is yet to be realised, as most persons with disabilities remain unaware of their rights. There is a general disregard of disability rights in Nigeria (Ofuani 2011).

The Nigerian Disability Decree (NDD) was introduced by the Federal Military Government of Nigeria in 1993. It is not clear whether it is different from the Nigerians with Disability Act 1993. It provided comprehensive legal protection and security for Nigerians with disability as well as establishing the standard for enforcement of the rights and privileges guaranteed to persons with disabilities. It affirmed that persons with disability shall be guaranteed equal treatment and that it is the duty and responsibility of government and of all authorities and persons to adopt and promote policies that will ensure full integration of persons with disability into society (Cornell University 1993). Writing on the Nigerian Institute of Advanced Legal Studies website, Stephen (2014) states that the Disability Decree was never listed in the current laws of the Federation of Nigeria.

By 2016, four of the 36 states in the country - Plateau, Ekiti, Lagos, and Bauchi - had enacted disability laws that aimed at removing discrimination and obstacles to accessing services by individuals with disabilities in these states (Eleweke & Ebenso 2016).

In 2016, the Federal Republic of Nigeria National Assembly reported that on 13 July the Upper Legislative Chamber passed the Discrimination Against Persons with Disabilities (Prohibition) Bill, 2016 (S.B. 273) into law (NASS 2016). Previous Bills that aimed to provide for the comprehensive care for persons with disability in Nigeria were passed by the National Assembly, but not passed into law by the president. This happened at least once under the presidency of Goodluck Jonathan (Gbenga-Ogundare 2017).

After 9 years of advocacy by disability rights groups and activists, on 23 January 2019, President Muhammadu Buhari signed into law the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018 (DAPDPA). The law prohibits discrimination on the basis of disability and imposes sanctions including fines and prison sentences on those who contravene it. It also stipulates a five-year transitional period for modifying public buildings, structures, and automobiles to make them accessible and usable for people with disabilities. The law will also

establish a National Commission for Persons with Disabilities, responsible for ensuring that people with disabilities have access to housing, education, and healthcare. The Commission will be empowered to receive complaints of rights violations and support victims to seek legal redress amongst other duties. The enactment of the Act is only a first step in the fulfilment of Nigeria's obligations under the CRPD. Authorities must now put effective measures in place for its full implementation to ensure equal treatment and participation of people with disabilities across Nigeria (Ewang 2019).

Writing in the Premium Times, Iroanusi (2019) reports that if an individual is found violating the new law through discriminating on the grounds of disability, they will pay a fine of N100,000 or a term of six months imprisonment. The law imposes a fine of one million naira on corporate bodies. The Act gives citizens with disabilities the right to file a lawsuit for damage against any defaulter.

Arimoro (2019) argues that Nigeria is yet to fully implement the appropriate measures required to achieve the objective of protecting people with disabilities. Successive administrations since the return to civil administration in the country in 1999 have not fulfilled the mandate in the 1999 Constitution of the Federal Republic of Nigeria (as amended) dealing with disability rights. While signing DAPDPA into law is commendable, Arimoro (2019) argues that it only reflects the pressure on the Government by disability rights advocates and people with disabilities. More must be done by the Government to achieve inclusivity of people with disabilities.

At the Global Disability Summit in 2018, prior to the DAPDPA being signed into law, Nigeria committed to supporting the self-employment of people with disabilities through the provision of entrepreneurship training, grants, loans and micro-credit schemes, and to give incentives to cooperate bodies for employment and empowerment for people with disabilities. In addition Nigeria committed to ensuring that organisations disclose the number of people with disabilities in their employment as required by law. The timeframe to implement these commitments is from August 2018 by December 2023. They also committed to introducing a new disability law, establishing an advocacy plan focused on stigma, development of an inclusive education policy, making educational facilities accessible, establishing an affordable technology and innovation centre, improving disability inclusive data, improving health services for women and girls and improving inclusive humanitarian services (GDS 2018). Alongside the national commitments, Jigawa State also made a number of commitments. These included implementing a state level disability law and social protection policy, delivering inclusive education, new programmes for technology and innovation as well as committing resources to support strengthened disability data (Jigawa State Rehabilitation Board 2018).

Employment policies

Umeh and Adeola (2013) state that there are no specific policies or programmes to enable persons with disabilities to gain full or even part time employment in Nigeria, with efforts to provide financial independence coming largely from non-government organisations.

In Lagos State, there is a Special People's Law (Vol 5) that aims to safeguard people living with disability against discrimination and equalise their opportunities. Section 34 focuses on a right to work and employment, affirming the right of persons living with disability to work on equal basis with others. This includes the right to the opportunity to gain a living by working freely in a chosen or accepted labour market and work environment. Employers are bound by law not to discriminate on the grounds of disability. The law makes it illegal to keep a person with disabilities in slavery or servitude. All employers with up to one hundred employees are required

to reserve at least 1% of jobs for qualified persons living with disability. The government are required to take steps to ensure the self-reliance of persons living with disability and accordingly give adequate assistance (including establishing vocational training institutes) to persons living with disability who desire to be employed. No employee shall be relieved of employment on the ground of disability sustained during his employment (LSHA 2010 p.10). An article published in the Nigerian Guardian in June 2018 states that seven years after the enactment of the Lagos Special People's Law, compliance is still low (Guardian 2018).

Another relevant law is the Employee's Compensation Act (2010) which lays out provisions for compensations for any death, injury, disease or disability arising out of or in the course of employment (FRN 2010).

The National Employment Policy of Nigeria (2017) aims to foster an inclusive and respectful workforce culture that promotes the hiring, retention and professional development of people with disabilities by private and public employers of labour on business and non-discriminatory principles. The Policy acknowledges the high rate of unemployment, inequalities and exclusion of people with disabilities and mandates the government to enforce the right of Nigerian workers to form and join unions. The Policy states that the Federal Ministry of Labour and Employment shall sensitise and collaborate with employers and trade unions to develop self-inspection audit and minimise work place conflict. However, persons with disabilities are a low priority to trade unions, who also face restrictions from the law. Trade unions in Nigeria are not disability inclusive and have been majorly unsuccessful in addressing issues of discrimination, employment security, unfair work conditions, unequal wages, and lack of reasonable accommodation for workers with disabilities (Harrison-Obi 2019).

6. The disability movement and inclusive employment

Outcome 4 - The disability movement and supporting stakeholders demonstrate strengthened capacity to support women and men with disabilities to realise their rights to work (Article 27).

Nigeria has a plethora of organisations for people with disabilities that operate at national, state and local levels. However, with a few notable exceptions, the vast majority have adopted a charity/welfare approach to disability issues and have little understanding of a rights-based agenda or indeed, the principles of the social model of disability. This has resulted in the adoption of inappropriate advocacy and campaigning strategies and confusion over representation of persons with disabilities. The lack of unity within the Nigerian disability movement has a negative impact upon advocacy and lobbying. There are two competing national organisations for people with disabilities in Nigeria, both of which claim to represent all people with disabilities in the country (Lang et al 2011). These are the Joint National Association of Persons with Disabilities (JONAWPD), and the Association for the Comprehensive Empowerment of Nigerians with Disabilities (ASCEND) (Lang & Upah 2008). The rivalry between these groups has resulted in many Nigerian organisations for people with disabilities focusing on tackling relatively low key issues, rather than dealing with deep-seated institutional and attitudinal barriers. The Nigerian disability movement has to date failed to successfully drive forward a rights-based approach to disability (Lang et al 2011). The main ministry responsible for disability issues is the Ministry of Women Affairs and Social Development. The services that they provide have their roots in a charity/welfare approach. Demand for such services far outstrips supply. There are international non-government organisations focusing on the delivery of services to

people with disabilities, but their geographical coverage is limited. The vast majority of people with disabilities have no access to disability services. This is particularly the case for those living in rural areas (Lang & Upah 2008).

According to Umeh and Adeola (2013) JONAPWD is the official body in Nigeria that specifically addresses the violation of the rights of people with disabilities. The Executive Council of JONAPWD acts as a conduit between the Nigerian government and persons with disabilities in order to promote the rights of persons with disabilities. JONAPWD protects persons with disabilities by reporting any form of inhuman treatment they are subjected to, to the government. It has been able to establish partnership with other mainstream human rights organisations. However, it has been argued that JONAPWD does not have the capacity to become an effective rights-based advocacy body as a result of the absence of a strategic plan including an obvious lack of transparency.

ASCEND started as a movement for the empowerment of Nigerians with disabilities. It is a platform for all Nigerians with disabilities to come together and speak with one voice. ASCEND is a socio-political group with the objective aim of integrating persons with disabilities in society generally, and in politics in particular (Umeh & Adeola 2013).

In addition to the JONAPWD and ASCEND, which are the national umbrella bodies, there is a multiplicity of other organisations for people with disabilities working at a national, state and local level. Most of these organisations cater for the needs of single impairment groups (Umeh & Adeola 2013).

The Coalition of Disability Organisations (CODO) is another umbrella organisation for persons with disability. In 2012, CODO were supportive of the strikes/protests called by the Nigeria Labour Congress (NLC), the Trade Union Congress (TUC) and civil societies (Adelaja 2012). However, the relationship between persons with disabilities and the trade unions is not clear, as it is argued that in Nigeria, disability issues have been of low priority to trade unions (Harrison-Obi 2019).

A qualitative study involving 5 executives of organisations for people with disabilities and 7 individuals with disabilities reported that the organisations for people with disabilities played an important role in the struggle to promote public awareness of the needs of people with disabilities and exerting pressure on the government to enact and implement enabling laws that would lead to eliminating discrimination and removing disabling barriers. Most of the participants expressed disappointment in the work of most organisations for people with disabilities in the country. Organisations for people with disabilities are criticised for being charity/welfare organisations with a focus on immediate financial gratification. There are also geographical factors, with the few organisations for people with disabilities that do exist in the northern parts of the country being run by a few people who have access to the government contracts. They accumulate money and other benefits for themselves and play a limited role in advocacy. The executives of organisations for people with disabilities are believed to be working for their personal benefits rather than ensuring the disabling barriers people with disabilities encountered in accessing services were brought to the attention of the policy makers and the government pressured to enact and implement laws that could result in improvements (Eleweke & Ebenso 2016).

7. Partnerships for inclusive employment

Outcome 1 - Partnerships between private, public and civil society are developed to influence the inclusion of women and men with disabilities in formal employment.

In some states, the government in partnership with CBM has implemented community-based vocational rehabilitation projects. The CBM project titled 'Services for people with disabilities' supports about 100 persons a year through vocational training and small loans or grants for those that have achieved vocational skills to set up their own micro-businesses. A lack of commitment by the government to provide the necessary staff and resources to ensure the functioning of these centres is reported (Ofuani 2011).

A partnership between the Anambra State Government and UNDP Nigeria called the Special Target Enterprises Development and Monitor Initiative aimed to empower participants with disabilities with vocational skills in four trade areas: shoe making, tailoring, hair dressing and computer application/management (UNDP 2015).

Accion Microfinance Bank has partnered with the CFI to launch the PLWD loan product under the auspices of the Central Bank of Nigeria. CFI also partners with the Government and Central Bank to provide ongoing support with developing disability-inclusive institutions (Dave & Riecke 2016).

8. How the SITANS were conducted

A non-systematic but extensive literature review has been conducted for each country within the time and resources available, covering both academic and grey literature, focusing on the situation in the country and persons with disabilities involvement in formal employment. Searches of publicly available English language literature for the intervention areas have been conducted online through academic databases, search engines and websites which host grey literature. No new data has been generated by IDS for this review. As disability and development is an under researched area, much of the available literature and evidence is grey literature published by governments and organisations working in the countries, rather than academic literature. Also, the most recent and up to date evidence often comes in the form of journalism or press releases. Some of the evidence presents contradictory findings, especially in relation to disability prevalence.

The most recent well-evidenced literature was selected for synthesis in the SITANs to provide those working on the Inclusion Works programme with an overview of the current situation in the country to help with the design of the interventions and to provide a form of baseline of existing secondary knowledge about the areas being targeted by the programme. As a time lag sometimes exists between evidence being gathered and then published, the SITANs are living documents, which will be updated annually to reflect newly available evidence. Having the SITANs as living documents also means they can be adapted to reflect new areas of interest to the programme, or areas to be developed further, throughout its implementation.

As people in the different countries use and engage with the SITANs in the project planning processes in the countries, they will have the opportunity to feedback on the SITANs based on their current experiences (helping deal with the time lag issue) and provide useful internal evidence which is not available publicly. Feedback on the content of the SITANs is thus incorporated in two different ways:

- 1) Highlighting published material that can be incorporated into the main text.
- 2) Unpublished commentary that is added under 'Annex 1 - Feedback and commentary on the SITAN from consortium partners'.

The SITANs have been reviewed by a gender expert from IDS to ensure that gender/intersectionality are well reflected, where possible.

Inclusion Works SITANs:

Thompson S. 2020. *Bangladesh Situational Analysis*. Inclusion Works

Thompson S. 2020. *Nigeria Situational Analysis*. Inclusion Works

Rohwerder B. 2020. *Kenya Situational Analysis*. Inclusion Works

Rohwerder B. 2020. *Uganda Situational Analysis*. Inclusion Works

References

- Abdulraheem, S., Oladipo, A. & Amodu, M. (2011) Prevalence and Correlates of Physical Disability and Functional Limitation among Elderly Rural Population in Nigeria, *Journal of Aging Research*; volume 2011. Accessed online: 17.06.19
<https://www.hindawi.com/journals/jar/2011/369894/>
- Accion. (2018) *People Living with Disabilities*. Accessed online: 16.08.18
<http://www.accionmfb.com/products/brighta-plwd>
- Adelaja, B. (2012) Disabled persons seek representation in SURE. *Vanguard*. Accessed online: 26.09.18
<https://www.vanguardngr.com/2012/01/disabled-persons-seek-representation-in-sure/>
- Ahmed, A., Awad, Z. & Adam, M. (2014) Disabling Campuses: The Development and Outcomes of Nigerian Disability Policies. *OIDA International Journal of Sustainable Development*; 7 (10)
https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2566012
- Ajuwon, P. (2011) Making Inclusive Education Work in Nigeria: Evaluation of Special Educators' Attitudes. *Disabilities Studies Quarterly*; 32 (2)
<http://dsq-sds.org/article/view/3198/3069>
- Amusat, N. (2009) Disability Care in Nigeria: The need for professional advocacy. *African Journal of Physiotherapy and Rehabilitation Sciences*; 1 (1)
<https://www.ajol.info/index.php/ajpr/article/view/51313/39976>
- Arimoro, A. (2019) Are they not Nigerians? The obligation of the state to end discriminatory practices against persons with disabilities. *International Journal of Discrimination and the Law*; 19 (2) <https://journals.sagepub.com/doi/abs/10.1177/1358229119846764>
- Badmus Bidemi, G. (2017) Electoral Violence, Disability and Internal Displacement: A Critical Assessment of Popular Participation in Nigeria. *The Journal of Pan African Studies*; 10 (7)
<https://www.jpanafrican.org/docs/vol10no7/10.7-2-Bidemi-final.pdf>
- Brydges, C. & Mkandawire, P. (2018) Perceptions and experiences of inclusive education among parents of children with disabilities in Lagos, Nigeria. *International Journal of Inclusive Education*
<https://www.tandfonline.com/doi/citedby/10.1080/13603116.2018.1480669?scroll=top&needAccess=true>
- CBM. (2018) *Nigeria*. Accessed online: 17.08.18
<https://www.cbm.org/Nigeria-266847.php>
- Central Bank of Nigeria. (2015) Invitation to Tender for the Conduct of Research Studies on Financial Inclusion
https://www.cbn.gov.ng/out/2015/ccd/advert_researchstudies.pdf
- Central Bank of Nigeria/IFC. (2017) *The Credit Crunch - How the use of movable collateral and credit reporting can help finance inclusive economic growth in Nigeria*. Central Bank Of Nigeria, Abuja
https://www.ifc.org/wps/wcm/connect/24a7f2ae-768e-4449-aa56-5a57b999b987/Nigeria+Financial+Literacy+Baseline+Survey+28+2+17_Single+Pages.pdf?MOD=AJPERES

- Central Bank of Nigeria. (2018) *Financial Inclusion*. Accessed online: 27.09.18
<https://www.cbn.gov.ng/FinInc/>
- Cornell University. (1993) *Nigeria: Nigerians With Disability Decree 1993*. GLADNET Collection. Paper 133 Cornell University ILR School, New York.
<https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/56134/97302/F1427377159/NGA56134.pdf>
- Dakung, R., Orobia, L., Munene, J. & Balunywa, W. (2017) The role of entrepreneurship education in shaping entrepreneurial action of disabled students in Nigeria. *Journal of Small Business & Entrepreneurship*; 29 (4)
<https://www.tandfonline.com/doi/abs/10.1080/08276331.2017.1312217>
- Dave, M. & Riecke, J. (2016) Disability Inclusion Progress – in India, Ecuador, Nigeria, and Elsewhere. Center for Financial Inclusion Blog. Posted: 26.02.2016 Accessed online: 16.08.18
<https://cfi-blog.org/2016/02/26/disability-inclusion-progress-in-india-ecuador-nigeria-and-elsewhere/>
- Eleweke, C. & Ebenso, J. (2016) Barriers to Accessing Services by People with Disabilities in Nigeria: Insights from a Qualitative Study. *Journal of Educational and Social Research*; 6 (2)
<http://www.mcser.org/journal/index.php/jesr/article/viewFile/9155/8841>
- Eskay, M., Onu, V., Igbo, J., Obiyo, N. & Ugwuanyi, L. (2012) Disability within the African Culture. *US-China Education Review*, B 2
<https://files.eric.ed.gov/fulltext/ED533575.pdf>
- Etieyibo, E. & Omiegbe, O. (2016) Religion, culture, and discrimination against persons with disabilities in Nigeria. *African Journal of Disability*; 5(1)
<https://ajod.org/index.php/ajod/article/view/192>
- Ewang. A. (2019) *Human Rights Watch*. Accessed 11.04.2019 at:
<https://www.hrw.org/news/2019/01/25/nigeria-passes-disability-rights-law>
- FME. (2014) *National Teacher Education Policy*. FME, Abuja
http://www.education.gov.ng/images/docs/news/nat_te_edu_pol.pdf
- FME. (2015) *National Policy on Special Needs Education in Nigeria*. FME, Abuja
http://www.education.gov.ng/images/docs/news/special_needs.pdf
- FRN. (2010). Employee's Compensation Act, 2010. *Federal Republic of Nigeria Official Gazette – December*.
<http://www.nsitf.gov.ng/ecs3/ECA%202010.pdf>
- Gbenga-Ogundare, Y. (2017) Disability Bill: When will it become a law? *Nigerian Tribune* December 15, 2017. Accessed online: 17.08.18
<https://www.tribuneonlineng.com/122505/>
- GDS. (2018) *Commitments for the Global Disability Summit 2018 – Nigeria*.
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/728225/National_Government_-_Nigeria_Federal_Ministry_of_Women_Affairs_and_Social_Development.pdf

Guardian. (2018) CCD tasks Lagos state on special persons' law implementation. *The Guardian*. Posted: 10. 06.2018. Accessed online: 20.08.18

<https://guardian.ng/news/ccd-tasks-lagos-state-on-special-persons-law-implementation/>

Harrison-Obi. C. (2019) Trade unionism and collective bargaining as tools for realizing full employment opportunities for persons with disabilities. *International Review of Law and Jurisprudence*; 1 (1)

<https://www.nigerianjournalsonline.com/index.php/IRLJ/article/view/243/236>

Haruna. M. (2017) The Problems of Living with Disability in Nigeria. *Journal of Law, Policy and Globalization*; 65

<https://iiste.org/Journals/index.php/JLPG/article/view/39027>

Ihedioha, E. (2015) Environmental barriers and job placement of the physically challenged in organizations in Rivers State, Nigeria. *Global Journal of Arts Humanities and Social Sciences*; 3 (4)

<https://www.eajournals.org/journals/global-journal-of-arts-humanities-and-social-sciences-gjahss/vol-3issue-4-april-2015/environmental-barriers-and-job-placement-of-the-physically-challenged-in-organizations-in-rivers-state-nigeria/>

Ijadunola, M., Ojo, T., Akintan, F., Adeyemo, A., Afolayan, A. & Akanji. O. (2018) Engendering a conducive environment for university students with physical disabilities: assessing availability of assistive facilities in Nigeria, *Disability and Rehabilitation: Assistive Technology*; 14 (4)

<https://www.tandfonline.com/doi/abs/10.1080/17483107.2018.1449017>

ILO. (2016) *ILO in Nigeria – factsheet March 2016*. ILO, Geneva.

https://www.ilo.org/addisababa/countries-covered/nigeria/WCMS_461891/lang--en/index.htm

ILO. (2018) *Ratifications for Nigeria*. ILO, Geneva. Accessed online: 17.08.18

https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103259

ILO. (2020) *ILO in Nigeria*. ILO, Geneva. Accessed online: 26.06.2020

<https://www.ilo.org/africa/countries-covered/nigeria/lang--en/index.htm>

IMF. 2020. Policy responses to COVID-19. Accessed online: 26.06.2020

<https://www.imf.org/en/Topics/imf-and-covid19/Policy-Responses-to-COVID-19#N>

Ipingbemi, O. (2015) Mobility Challenges and Transport Safety of People with Disabilities (PWD) In Ibadan, Nigeria. *African Journal for the Psychological Study of Social Issues*; 18 (3)

http://www.ajpssi.org/index.php/ajpssi/article/view/135/pdf_99

Iroanusi, Q. (2019) Ten things to know about Nigeria's new disability law. *Premium Times*.

Accessed on 11.04.2019 at <https://www.premiumtimesng.com/news/headlines/307494-ten-things-to-know-about-nigerias-new-disability-law.html>

ITF. (2018) Text of a World Press Conference by Sir Joseph N. Ari, Ksm, Director General/ Chief Executive of the Industrial Training Fund on Tuesday 14th August 2018 at Kogi Hall, Transcorp Hilton Hotel, Abuja. ITF, Jos.

<http://itf.gov.ng/ftp/TEXT%20OF%20A%20WORLD%20PRESS%20CONFERENCE%20BY%20SIR%20JOSEPH%20ARI.pdf>

- ITF/UNIDO. (2017) *Skills Gap Assessment in Six Priority Sectors of Nigeria Economy*. UNIDO, Vienna. http://itf.gov.ng/ftp/Skills_Gap_Assessment.pdf
- Jerry, G., Pam, P., Nnanna, C., and Nagarajan, C. (2015). *What violence means to us: Women with disabilities speak*. NSRP and IFA report
<http://www.nsrp-nigeria.org/wp-content/uploads/2015/09/What-Violence-Means-to-us-Women-with-Disabilities-Speak.pdf>
- Jigawa State Rehabilitation Board. (2018) *Commitments for the Global Disability Summit 2018 - Jigawa State*
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/728226/National_Government_-_Nigeria_Jigawa_State_Rehabilitation_Board.pdf
- JONAPWD. (2015) *Report of the baseline survey and stakeholders mapping on inclusive basic education in Akwaibom State, Kwara State and the Federal Capital Territory Abuja*. JONAPWD, Abuja. http://www.jonapwd.org/report_of_baseline_survey_.pdf
- JONAPWD. (2017) *Joint National Association of Persons with Disabilities (JONAPWD) Annual Report 2017*. JONAPWD, Abuja. <http://www.jonapwd.org/2017REPORT.pdf>
- Lang, R. & Upah. L. (2008) *Disability Scoping Study in Nigeria*. Department For International Development, London. https://www.ucl.ac.uk/lc-ccr/downloads/scopingstudies/dfid_nigeriareport
- Lang, R., Kett, M., Groce, N. & Trani, J. (2011) Implementing the United Nations Convention on the rights of persons with disabilities: principles, implications, practice and limitations. *ALTER, European Journal of Disability Research*; 5
<https://www.sciencedirect.com/science/article/pii/S1875067211000204>
- Leonard Cheshire. (2018) *Disability Data Review: A collation and analysis of disability data from 40 countries*. Leonard Cheshire, UK
https://www.disabilitydataportal.com/fileadmin/uploads/lcdp/Documents/report-web_version.pdf
- LSHA. (2010) *Lagos State Special People's Law*. Lagos State House Assembly, Lagos
<https://www.lagoshouseofassembly.gov.ng/download/special-peoples-law-vol-5/#>
- Momodu, O. (2013) The Physically Challenged and the Dearth of Relevant Facilities in Nigerian Libraries. *International Journal of Basic, Applied and Innovative Research*; 2 (2)
<https://www.ajol.info/index.php/ijbair/article/view/104887>
- National Bureau of Statistics (2010) *National Manpower Stock And Employment Generation Survey 2010 - Household And Micro Enterprise (Informal Sector)*
<http://nigerianstat.gov.ng/download/41>
- National Bureau of Statistics. (2020). NBS e-library. Accessed on line: 26.06.2020
<https://nigerianstat.gov.ng/elibrary>
- NIALS. (2010). *Roundtable on the unserved handicapped: Raising respect and awareness for the rights of the disabled in Nigeria*. NIALS, Lagos
http://nials-nigeria.org/round_tables/CommuniqueonUnservedHandicapped.pdf
- Nigeria Data Portal. (2020). *Nigeria Unemployment and Poverty Maps*. Accessed on line: 30.06.2020
<http://nigeria.opendataforafrica.org/ysydesf/nigeria-unemployment-and-poverty-maps>

- NPC Nigeria & ICF. (2019). *Nigeria DHS Key Findings 2018*. NPC, Abuja & ICF Rockville, <https://dhsprogram.com/pubs/pdf/SR264/SR264.pdf>
- Ofuani, A. (2011) The right to economic empowerment of persons with disabilities in Nigeria: How enabled? *African Human Rights Law Journal*; 11
http://www.ahrlj.up.ac.za/images/ahrlj/2011/ahrlj_vol11_no2_2011_anwuli_i_ofuani.pdf
- Okoye, K., Okwelle, P. & Okoye, P. (2015) Enhancement and Innovation in Higher Education in Nigeria through Technical Vocational Education and Training (TVET) and Entrepreneurship Education. *Advances in Social Sciences Research Journal*; 2 (5)
<https://journals.scholarpublishing.org/index.php/ASSRJ/article/view/1171>
- Olaleye, A., Ogundele, O., Deji, S., Ajayi, O., Olaleye, O. & Adeyanju, T. (2012) Attitudes of Students towards Peers with Disability in an Inclusive School in Nigeria. *Disability, CBR & Inclusive Development*; 23 (3). <http://dcidj.org/article/view/136>
- Onyekwena C and Ekeruche M A. (2020). *Understanding the impact of the COVID-19 outbreak on the Nigerian economy*. Brookings. Accessed on line: 26.06.2020
<https://www.brookings.edu/blog/africa-in-focus/2020/04/08/understanding-the-impact-of-the-covid-19-outbreak-on-the-nigerian-economy/>
- Santander (2020) *Nigerian Economic Outline*. Accessed on line: 26.06.2020
<https://santandertrade.com/en/portal/analyse-markets/nigeria/economic-outline>
- Sowunmi, F., Akinyosoye, V., Okoruwa, V. & Omonona, B. (2012) The Landscape of Poverty in Nigeria: A Spatial Analysis Using Senatorial Districts- level Data. *American Journal of Economics*; 2 (5).
<http://article.sapub.org/10.5923.j.economics.20120205.01.html>
- Smith, N. (2011) The face of disability in Nigeria: a disability survey in Kogi and Niger states. *Disability, CBR and Inclusive Development*; 22 (1).
<http://dcidj.org/article/view/11>
- Stephen, B. (2014) Rights of Disabled Persons in Nigeria. *Nigerian Institute of Advanced Legal Studies*. Posted: 17.10.2014. Accessed online: 20.08.18
<https://nialsng.wordpress.com/2014/10/17/rights-of-disabled-persons-in-nigeria/>
- Tide (2012) *TUC Wants Domestication of UN Convention on Disabled Persons*. Tide. Accessed online: 26.09.18
<http://www.thetidenewsonline.com/2012/12/07/tuc-wants-domestication-of-un-convention-on-disabled-persons/>
- Treichel, V. (Ed.) (2010) *Putting Nigeria to Work A Strategy for Employment and Growth*. World Bank, Washington DC.
<https://openknowledge.worldbank.org/bitstream/handle/10986/2463/550230PUB0Nige10Box349432B01PUBLIC1.pdf?sequence=1&isAllowed=y>
- Umeh, N. & Adeola, R. (2013) *Nigeria. African Disability Rights Yearbook*. Accessed online: 18.09.18
<http://www.adry.up.ac.za/index.php/2013-1-section-b-country-reports/nigeria#pgfId-1088909>

UN. (2018) *Convention on the Rights of Persons with Disabilities*. Accessed online: 17.08.18.
https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-15&chapter=4&clang=_en

UNDP. (2015) *UNDP implements empowerment programme for persons with disabilities*. Posted online: 26.08.2015. Accessed online: 21.08.2018
<http://www.ng.undp.org/content/nigeria/en/home/presscenter/articles/2015/08/26/undp-implements-empowerment-programme-for-persons-with-disabilities-.html>

UNDP. (2020) *Human Development Reports – Nigeria*. UNDP, New York. Accessed online: 26.06.2020.
<http://hdr.undp.org/en/countries/profiles/NGA>

World Bank (2020) *World Bank in Nigeria*. Accessed online: 26.06.2020
<https://www.worldbank.org/en/country/nigeria/overview>

Yusuf, M., Fakomogbon, M. & Issa, A. (2012) Availability of Assistive Technologies in Nigerian Educational Institutions. *International Journal of Social Sciences and Education*; 2 (1)
<http://ijsse.com/sites/default/files/issues/2012/volume%20%20issue%201%20Jan%202012/paper%204/paper-04.pdf>

Suggested citation

Thompson S. 2020. *Nigeria Situational Analysis*. Inclusion Works.

Annex 1 - Feedback and commentary on the SITAN from consortium partners

Feedback from Kimber Bialik, Project Manager, Inclusion International (June 2020)

“Within the disability community in Nigeria, people with intellectual disabilities are among the most marginalized, with lower rates of employment than people with disabilities from other impairment groups. Jobseekers with intellectual disabilities face additional barriers to employment – educational, attitudinal, and accessibility barriers. School enrolment rates are lower among people with intellectual disabilities, and when people with intellectual disabilities do have access to education, it is most often in segregated settings that rarely provide a path to a certificate, which further disadvantages them in the job market. Vocational skills training opportunities are rarely delivered in a way that is accessible to people with intellectual disabilities.

Due to strong stigma, employers lack understanding of intellectual disabilities and hold assumptions about people with intellectual disabilities being incapable of working. Employers in Nigeria also express fear that having a person with an intellectual disability on their staff would result in a loss of customers, and are less willing to consider hiring an individual in a customer-facing position or otherwise.

Employment initiatives enshrined in legislation like quota systems tend not to benefit the most marginalized groups, who are last in line for employment among other people with disabilities, and people with intellectual disabilities who are employed are typically paid a fraction of the wage of their non-disabled colleagues.

As an alternative to inclusive formal sector employment, people with intellectual disabilities in Nigeria are often pushed towards self-employment. Self-employment for people with intellectual disabilities requires a significant investment from family members to be a viable option, and the reality of stigma making it challenging to get customers to patronize their businesses.

Self-advocates emphasize the need to work towards inclusive formal sector employment as their best option for inclusive livelihoods, and indicate the need for a greater understanding of workplace support strategies among employers and broader training for colleagues to ensure workplaces are free of discrimination.”