

Factors Affecting the Low Level of Persons with Disabilities Employment in Private Sector Organizations in Sri Lanka

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Each and every one of us will encounter Persons with Disabilities (PwDs) in our daily lives, but do we give a moment to think what life must be for those individuals. Spread across the world thousands of PwDs face many difficulties day in and day out due to the prejudice of society. One of the biggest areas where PwDs face resistance is employment opportunities. This study is a qualitative study with a phenomenological research strategy. The core findings suggest the reason for low employment of PwDs is the cultural influence on society's beliefs and attitudes ultimately affecting their behavior. In addition certain industrial and organizational requirements affect PwDs ability to gain suitable employment. In conclusion the factors which affect low level of PwD employment are cultural, industrial and organizational factors.

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