STRATEGIC RESPONSES IN ALLEVIATING POVERTY AMONG PERSONS WITH DISABILITY: THE CASE OF PERSONS WITH ALBINISM

BY

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UNITED STATES INTERNATIONAL UNIVERSITY

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A Project Proposal Submitted to the School of Business in Partial Fulfilment of the Requirement for the Degree of Masters in Business Administration (MBA)

UNITED STATES INTERNATIONAL UNIVERSITY

SPRING 2014
DECLARATION

I, the undersigned, declare that this is my original work and has not been submitted to any other college, institution or university other than the United States International University in Nairobi for academic credit.

Signed: ................................................................. Date: ..................................

Catherine Wanjira Ndirangu (ID: 635584)

This project has been presented for examination with my approval as the appointed supervisor.

Signed: ................................................................. Date: ..................................

Dr. Zachary Mosoti

Signed: ................................................................. Date: ..................................

Dean, School of Business
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ABSTRACT

The purpose of this study was to investigate strategies which Persons with Albinism can apply in order to sustain themselves economically. To adhere to this, three research questions were developed to guide the study: What are the factors contributing to poverty among persons with albinism? What is the employment level of persons with albinism in organizations? What are the best strategies that can be applied to eradicate poverty among persons with albinism?

A descriptive research survey methodology was employed in this research to enhance a most flexible, efficient and cost effective data collection method. The quantitative designs were used to allow for comprehensive understanding of the topic and help in problem analysis, hence use of interviews and questionnaires as key informants. Collected data was analyzed using the Statistical Package for Social Sciences (SPSS) software. The results and findings were presented with respect to the information given out by respondents.

The study found out that People with Albinism experience various challenges in their daily activities. This affects their acceptance in the society and economic empowerment to fully support themselves. In regard to this, the society discriminates against them. Education institutions are not fully equipped to offer specialized education. Health wise, these people cannot access appropriate clothing and other products that protect their skin and body from adverse environmental effects. It was identified that most people with albinism cannot compete effectively with the rest for employment opportunities. Due to challenges people with albinism suffer from psychological trauma and economic problems.

The findings revealed that due to psychological trauma and economic constrain, People with Albinism struggle in claiming their rights as well as controlling their lives. The various methods of empowering People with Albinism were identified. Rehabilitation is used as tool to enhance self-determination and independence. Furthermore, education and awareness programs were presented as good avenues through which People with Albinism can be empowered.
The study findings showed that the economic empowerment of People with Albinism is hindered by various barriers. Lack of equality in employment offers in the society was rampant in most parts of Kenya. Also, the society disregards People with Albinism and denies them opportunity to take part in decision making processes. It was found out that the environment that people live dictates their way of life; whether they are acceptable or not. In case of People with Albinism, the latter holds true.

The results revealed that despite all the challenges experienced by People with Albinism, considerable efforts are being put in place to ensure that they are empowered economically. Such strategies include provision of employment opportunities, support through self-directed employment, and providing them with opportunities for the financial resources.

The study concluded that People with Albinism are normal human beings with equal rights and privileges. The challenges they experience tend to demoralize them both psychologically and economically. Therefore, the society must ensure empowerment of the people by offering them opportunities and resources to enable them feel accepted and participate in the societal building. Generally speaking, whenever a person undergoes stigmatization from the society, they can never engage in any productive activity. Man is a social being and his success and existence depends on his coexistence with others.

The study recommended that People with Albinism to be accepted first in the society. This will enhance the need to support them through self-directed employment, allowing them equal opportunities in employment, provision of relevant trainings and rehabilitation programs as well as sensitizing the various organizations on the need to support People with Albinism with resources.
ACKNOWLEDGEMENT

I wish to acknowledge, with thanks the individuals who made this work possible, sincere gratitude to my family for their understanding and support. Lastly, I wouldn’t have made to complete this work successfully had it not been for the patience and assistance of my supervisor Dr. Z. Mosoti.
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CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Problem.
The disabled people represent a significant proportion of the working age population in the world (Jones, 2008). More and more the notion of human rights is playing an increasingly important role in human development. Among other things, it has drawn attention to the whole question of disabilities by articulating the rights of people with albinism (PWAs) but implementing them has not been easy (David, Jan de, Tessa, and Henricac, 2010). Extensive literature on disability exists but mainly in the areas of disability and education, the place of people with disability in society, rights of PWAs, but little in disability and development (Mahama 2012).

According to the International Labour Organization (2009), one in every ten people has a disability, representing 650 million people worldwide. Four of every five disabled people live in rural areas in developing countries. Disability is both a cause and an effect of poverty (Symons, 2011).

Poor people are more likely to have a disability because of the conditions in which they live, and disability can result in poverty due to limited opportunities for skills development and employment (Lorna, 2005). Not all disabled people are the same: they are women and men, boys and girls, with a range of physical, sensory, intellectual or psycho-social impairments, which in interplay with various barriers may hinder their full participation in society on an equal basis with others (ILO, 2009). They have different skills, abilities and interests, but many share the experience of social and economic exclusion resulting from disability. Disabled children are often excluded from education (Barnes and Mercer, 2005). For example, in Malawi and Tanzania having disabilities doubles the probability of children never having attended school. The problem is often more pronounced in the rural areas, where education and training services are limited and hard to access (Oliver, 2012). Disabled people are less likely to be employed as compared to their non-disabled peers. Globally, the employment rate for women with disabilities is on average lower than that of men with disabilities. Excluding disabled people from the world of work may cost countries 1 to 7 percentage of GDP, according to ILO estimates (ILO, 2009).
It is reported by the United Nations that there are 600 million people who have some form of disability in the world, two-thirds of which, that is, 400 million people, live in developing countries (Laszlo and Nadya, 2011). Persons with disabilities in developing countries are faced with participation restraints in various opportunities and live in poverty in the overwhelming majority of cases (Symons, 2011). It is essential to include persons with disabilities in the target population of assistance and take positive measures in order to achieve the UN Millennium Development Goals by 2015 (Japan International Cooperation Agency, 2009).

After the Declaration on the Rights of Disabled Persons in 1975 and other subsequent actions, the resolution on the International Year of Disabled Persons was adopted in 1981, whereby assistance for persons with disabilities began to be deemed as one of major issues by the international community (UNESCO, 2010). The United Nations proclaimed the period from 1983 to 1992 as “the United Nations Decade of Disabled Persons” and adopted the World Programme of Action concerning Disabled Persons as its guidelines, thereby inspiring each country to take various measures (Zhang, 2006). Subsequently, in 1993 the UN member countries agreed on “the Standard Rules on the Equalization of Opportunities for Persons with Albinism”. Since the late 1990s, a voice that a more powerful treaty on the rights of persons with disabilities would be necessary had gathered force (Sustainability, 2007).

In December 2006 “the Convention on the Right of Persons with Disabilities” was adopted and put into force in May 2008. Together with these actions taken under the leadership of the United Nations, a number of efforts were also made in each region (Aras and David, 2009). In Asia, the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) voted for “the Asian and Pacific Decade of Disabled Persons” in 1992 and adopted the Agenda for Action for the Asian and Pacific Decade of Disabled Persons consisting of 12 issues for action (Aras and David, 2009).

In 2002 it was decided that “the Asian and Pacific Decade of Disabled Persons” would be extended to 2012 (Linda, 2012). The Biwako Millennium Framework for Action, which the governments and other stakeholders in each country should address, was adopted as it’s policy and action plan for persons with disabilities. In regions other than Asia, the
Organization of African Unity (the present African Union) declared “the African Decade of Disabled Persons” (2000-2009) in 1999; the UN Economic and Social Commission for West Asia (ESCWA) and the League of Arab States declared “the Arab Decade of Disabled Persons” (2004-2013) in 2004 (David, Jan de, Tessa, and Henricac, 2010). Similarly, in 2006 the Organization of American States adopted “the Decade of Americas for the Rights and Dignity of Persons with Disabilities” (2006-2016). As can be seen, each region has adopted its own initiatives (Ari and Inan, 2010).

Recent evidence on this issue in the UK, which attempts to separate preferences from discrimination, also reaches the same conclusion, that part-time employment offers accommodating features that make it more attractive to disabled workers (Jones, 2008).

In South Africa, the period from 1994 to 2004 produced legislation, policies, interventions, and programmes, formulated with the aim of influencing the environment for addressing equity goals over the medium to long term, and also for addressing immediate goals in increasing the accessibility of government services by PWAs (Anderson, 2006). One of the objectives of South Africa's Policy Framework on Disability is to ensure that municipalities and local government recognize and accept their vital role in implementing all policies, programmes and projects which address the needs of people with albinism and their families or caregivers, in line with disability-specific indicators (Barnes and Mercer, 2005).

To be able to respond effectively to the requirements of the national policy framework, it is imperative to develop a policy framework that directly speaks to the needs of persons with disabilities within the local government sector (Ahmed, 2007). The baseline study on disability mainstreaming in local government undertaken in 2007 by the DPLG reveals that most local government policy documents give little or no attention to disability concerns, and in rare instances where disability is mentioned, it is expressed in generic terms and as part of the broad categorization of "designated groups" or "the poor" (EDCM, 2007).

Ahmed (2007) recounts similar experiences in his paper: A blind woman with an obvious tone of hopelessness summarized the painful reality of living with reality when she said: ‘we depend on everyone, yet no one wants us. We are like rubbish that everyone wants to
get rid of”. The idea that one should be punished or ignored for being a PWA turns on the notion that the disability itself is a punishment (Aleksandra, 2010). This is confirmed in a Dagomba proverb: “Do not sympathize too much with a sick person; it may be a punishment for who he or she is”. This “who he or she is” refers to the PWAs person’s true identity which is a kind of non-human nature, which has come to punish or harm the family and society (Barnes and Mercer 2005, p. 26).

Another proverb says that “it is the thoughts of a rabbit that made God to deny it horns”. A horn can both be protective and destruction and if some PWAs had horns, they would rather use them for destruction. This proverb literally means that PWAs do not need sympathy because if they were not PWAs, they would be problems to the society. Like animals with horns, they would use the horns to cause mischief (Mahama, 2012, p. 34).

The vulnerable, in the case of this study, PWAs are struggling for social acceptance and active participation in economic activities as a way of first making ends meet and contributing their quota to the general development of their communities (David, Jan de, Tessa, and Henricac, 2010). What this implies is that it is difficult to improve their lot and consequently the lot of their own families because of what society thinks they are. Children from many of such homes have been denied formal education, which could have been the tool to be used for inclusion. Even worse in the past is their denial to even skills training. Traditional attitudes and stereotyping of the abilities of learners lead to exclusion and reinforcement of the notion that learners with disabilities do not have a future. Barriers are exacerbated by inequalities inherent in the higher education system (Aras and David, 2009).

However, Ari and Inan (2010) in a recent study found that the use of assistive devices and internet resources could play very crucial roles here. They found that assistive technologies can help PWAs maximize potential and ability to achieve individualized educational objectives. In educational settings therefore, these technologies help students to access and share information, complete school, work independently, provide an environment for socialization and help PWAs become prepared for the future (Bart, Mark, and Mark, 2009).
The challenge here is that most assistive devices and internet resources are not accessible to PWAs. For many who will want to use these technologies, Ari and Inan (2010) suggest that the need to use new technologies will not only overcome existing barriers to learning but should design an environment for learning that has fewer barriers right from the start (Zhang, 2006).

Apart from all the structural, monetary and logistic adjustments needed to support PWAs, an even greater difficulty is encountered in trying to determine what is right at the local level (Mahama 2012). In Kenya; the Kenya National Bureau of Statistics (2009) recorded the percentage of persons with disabilities (PWAs) as 3.5%.

1.2 Statement of the Problem
According to The Action Network for the disabled, Persons with Albinism continue to live in extreme poverty wherever they are in the society (Ahmed, 2007). This is witnessed by the discrimination and negative myths associate with disability in the society. With little or no access to education, discrimination on the grounds of disability in the job market, lack of access to credit facilities, infrastructural challenges, disability and the fact that majority of the disabled persons are born from poor families; a seed for extreme poverty is often sowed (Aras and David, 2009). However no credible research has been carried out to provide solutions to uplift the lives of PWAs.

This study realized the challenges facing persons with albinism; this creates the need to develop strategies that would respond to those numerous challenges with an aim of economically empowering persons with disabilities as well as alleviating poverty among families with persons with albinism.

1.3 Purpose of the Study
The main purpose of this study was to look at strategic responses alleviating poverty among persons with albinism.
1.4 Research Questions

1.4.1 What are the factors contributing to poverty among PWAs?
1.4.2 What is the employment level of persons with albinism in organizations?
1.4.3 What are the best strategies that can be applied to eradicate poverty among PWAs?

1.5 Significance of the Study

1.5.1 Government
The government, through the Ministry of Finance allocates funds to different entities in its budget (Jones, 2008). It also creates jobs for citizenry through projects that it initiates. Therefore, this study can assist the government in identifying the gaps that exist in regards to allocation of resources to Persons with Albinism, as well as establish where there is need to build more special schools to provide an education for PWAs. This study can help bridge that gap and can make it easier for government to ensure that PWAs do not feel marginalized and that they have equal rights as their “able-bodied” counterparts.

1.5.2 Parents and Guardians
Parents and guardians of PWAs can get to learn of viable, low cost projects and strategies to make their dependants economically empowered.

1.5.3 Members of the Community
Members of the community can directly benefit from the study because they can realize the potential of PWAs by allowing them equal opportunities to participate in community activities and understand their nature.

1.5.4 PWAs
Persons with Albinism can benefit from this study greatly. This is because they get to learn about the programmes that concern them and once they undertake the proposed economically empowering strategies, they can be liberated and can now make decisions that can influence their lives. Through the empowerment strategies, they can also form groups through which they can advocate for their rights.
1.6 Scope of the Study
This study was targeted at persons with albinism in East Africa and rural Central Kenya. Feedback from PWA and remarks was important because it helped identify strategies that are already in existence that helped alleviate poverty among them, and also to find out the strategies that needed to be improved to sustain young PWA economically. It should be noted that the PWA that were selected presented a balanced group as the population in rural Central Kenya represented different rural regions of Kenya while the Tanzanian sample represented the greater East Africa rural set up.

1.7 Definition of Terms

1.7.1 Disability
This is a physical or mental condition that limits a person’s movements, senses or activities (Oxford Dictionary, 2010).

1.7.2 Albinism
A condition where one has congenital absence of pigment in the skin and hair (Oxford Dictionary, 2010)

1.8 Chapter Summary
Chapter one presents the background of the poverty that the persons with disability generally live in, the purpose of the study being to look into strategic responses that alleviate poverty among persons with disability. The chapter also describes the statement of the problem in the context of the causes of poverty among PWA as well the challenges they face, and outlines the research questions of this research, the significance of the study, importance and scope of the study as well as the definitions and terms used in the project.

The chapter two presents literature relating based on the following research questions: The first research question seeks to establish the factors contributing to poverty among PWAs. The second research question seeks to find out the employment levels of persons with disability in organisations. The third research question explores on the best strategies that can be applied to eradicate poverty among PWAs.
Chapter three addresses the research methodology which includes the research design; the population, sample size and sampling technique. Further to this data collection and research procedure have been discussed in this chapter. Chapter four is based on analysis of data collected in the survey, and chapter five presents summary discussion on the findings, conclusion and recommendations.
CHAPTER TWO

2.0. LITERATURE REVIEW

2.1. Introduction
This chapter seeks to broaden the reader’s as well as the researcher’s perspective on the existing literature relating to the factors that contribute to poverty among persons with albinism, strategies currently being used to alleviate poverty among them, and also ways in which those strategies can be improved in order to sustain economic empowerment among persons with albinism.

2.2. Factors Contributing to Poverty among PWAs
Most people born with albinism have suffered segregation in education, health and employment sectors among other sectors. It is difficult to separate them from cultural stigmatization and association with evil (Anderson, 2006). However, most governments and charitable organizations have established resource centres and community education systems to help people with albinism live a normal life. This has been done through interactive educational and learning systems that do not discriminate. Otherwise, some of these challenges are still prevalent and rampant in Sub-Saharan Africa and other parts of the world (Alexander, Michael, and Edilsa, 2009).

Incidentally most of the children with albinism come from very poor families. This is for reasons that 60% - 70% of people with Albinism are from single parents or living with grandparents in the villages or slums (Kelly, 2010).

The men often leave after their wives give birth to an albino child hence the burden is left with the single parent. Sometimes even the mothers take off leaving the child/children with the grandparents. Most of the single parents/grandparents have no means of income. In fact they literally live a life of hand to mouth (Anderson, 2006).
2.2.1. Societal Stigmatization
Most people with albinism have been indiscriminately alienated and stigmatized in their own communities. They have been the items of wonder, ridicule, superstition and scorn in the society (Alexander, Michael, and Edilsa, 2009). In fact, the myths and stigmatization led to the killing of child Esther Moraa in August 2010. This was a child born with albinism in Kenya. Her mother killed her because she was an albino, and thus a bad omen. Also because of her condition, she was a disgrace to the family (Aleksandra, 2010).

Having specifically bad names, people with albinism have been the root of divorce in some families (Barnes and Mercer, 2005). Such people have been neglected, with no friends and acceptance even in their own community and schools. Sharing utensils, places and even public facilities are restricted in communities that still believe that albinism is contagious. Because of this segregation, most people with albinism find it difficult to have marital partners (Aleksandra, 2010).

Teasing; people with albinism teasing is common like people try making fun of a person with albinism to an extent they don’t really fit anywhere, people don’t give them a chance and really have friends (Candice, 2010).

2.2.2. Education
Lack of melanin has posed study challenges to people with albinism. Melanin should help prevent the eye from excess sunlight (Candice, 2010). As a result, people with albinism suffer from poor sight and scourged skin. Most schools are not well equipped to provide specialized education system to such people. Special attention needed include sitting in front during class sessions, use of large fonts and more time than the rest during examinations. Some schools have introduced long-sleeved clothing for students with albinism (Ari and Inan, 2010). This has made them strangers in school, enhancing even more segregation. Most of these children with albinism are from poor families. This has multiplied their problems because they can’t afford spectacles, hats and sun lotions recommended for their condition (Nora, Gayatri, Shelia, and Raymond, 2011).
People with albinism also suffer from low vision, a condition marked by involuntary eye movement. Some people with albinism, traditionally referred to as albinos, are even legally blind. As a result of albinism, this requires a special teaching aide and equipment at school to help them with their limited vision (Jones, 2008).

2.2.3. Health
Most of the skin cancer cases are associated with exposure to the dangerous rays from the sun (EDCM, 2007). Since most of them are from poor families, they lack access to sunscreens, lotions and protective clothing. Consequently, they are the majority of those affected with skin cancer. Mobile cancer centres are not available for this group of people and the hospitals that could have saved the situation are inaccessible. It is also a challenge to people with albinism to detect skin cancer early enough considering its complicated signs and symptoms (Gareth, Tiroyaone, Ose, and Lily, 2010). Albinism should be taken seriously and given the necessary medical attention it deserves. The people with albinism should be offered free skin examinations and therapy, sunscreens and lotions which are recommended for a better living condition (Rebecca, 2005).

Access to medical professional is also a factor call your health care provider if you have albinism or symptoms such as light sensitivity that cause discomfort. Also call if you notice any skin changes that might be an early sign of skin cancer (Rebecca, 2001).

2.2.4. Employment
People with albinism have been adversely affected in terms of job opportunities. Given their poor educational background, most of these people cannot compete well for better employment opportunities (Jones, 2008). Statistically, 85-95 percent of people with albinism are unemployed. This shows that they are highly dependent on other members of the society. With this high level of dependence, most people have not seen them as useful people in the society (Rebecca, 2001). Furthermore, lack of empowerment and capacity development has led to exclusion from community development activities of the disabled. Lastly, the hot sun of the sub-Saharan Africa hinders people with albinism from working in some places such as mines and open places effectively (Kelly, 2010).
2.2.5. Psychological Trauma
Statistically, 23% of people with albinism have not accepted their condition (Ian, Mike, and Colin, 1993). Currently, some of them have resolved to behave like the Caucasians both in speech and in cosmetic. Others are pessimists and withdrawn, hardly expressing their needs anymore. Furthermore, their situations have forced some to be street beggars as a means of meeting their daily needs (Linda, 2012).

2.2.6. Economic Problems
The condition of albinism limits the affected persons to a given scope of economic activity. People with albinism cannot garden in the open fields; work in the bushes as they can easily get cuts on their delicate skins (Oliver, 2012). They cannot work effectively in the mines as well. To arrest these problems, people with albinism have to save a lot for medical emergencies than any other person. To other people, buying shoes, hats, sun block lotions, sunscreens, spectacles and long sleeved clothes is a luxury. However, to people with albinism, this is a requirement (Guy, 2006).

In conclusion, it is important for people to be educated on this condition of albinism. This will help the community to understand the origin, causes, dangers and segregation that those people with albinism face (EDCM, 2007).

2.3. Employment Level of Persons with Disability in Organizations
Empowerment is a concept that has been constantly used in different discipline and research areas to express the powerlessness of the disadvantaged groups like women, disabled people and minority ethnic minorities (Rebecca, 2005). Various people have given the definition of empowerment; empowering entails officially authorizing any act of influencing someone's self-actualization by making them confident and stronger. Empowerment concept encompasses of both the internal and external components where an individual has a responsibility of controlling life of another person, as well as the responsibility of the society, organizations and institutions in enabling people take responsibility of their own life (Paul and Patricia, 2011).
It is not uncommon to hear professional albino females complain about sexual harassment and exploitation by their superiors in the workplace. An employer may use the fact that they hired the women in spite of her albinism as leverage. In many cases, women may submit, reasoning that they are lucky to even have a job, and that this will just be one more trial they have to face (Kelly, 2010).

Generally empowerment can be examined at community, individual or organizational level and this requires investigation of the arrangements that avail opportunities to individuals to enable them exert control and enhance effectiveness in delivery of services and in policy making processes (TGPSH, 2009). Analysis of empowerment at community level entails organizations interacting with the individuals to enhance community living as well as ensuring that the local needs of the community are addressed. The individual level analysis comprises of three components; the interpersonal component describes thoughts of people concerning the political and social systems, behavioural component entails the specific actions that influence the participation of the people in different activities of the organization, and the interactional component that encompasses the knowledge on the problem solving skills and the needed resources (Lorna, 2005).

2.3.1. The Empowerment of People with Albinism

Most people with albinism struggle in controlling their lives and claiming their rights. The control of factors that affect their lives can be difficult because of psychological and physical constraints (Robert, 2006). This can also be due to prejudice and stigmatization and extrinsic factors like organizations, society and institutions that deny the disabled people responsibility of their own lives. Improvement of empowerment is critical in rehabilitation of people with albinism. This avails to them tools and opportunities that enhance attainment of the self-determination and independence (TGPSH, 2009).

Empowerment stems right from education. When school authorities fail to be properly oriented about the condition and needs of people living with albinism, it becomes quite a task to accommodate them in school. This contributes to a high drop out of pupils with albinism due to the negative attitude by the society. Schoolmates give many derogatory names, which authorities do not control within the school setting. Also, due to traditional beliefs surrounding the birth of person with albinism, most parents tend to hide their...
children at home fearing scorn from the community around at the expense of education (Kelly, 2010). This hinders empowerment of persons with albinism.

Globally, over one million people are estimated to be living with disabilities, especially in low income countries where many people with disability experience problems due to poverty, inadequate healthcare, malnutrition and the violent conflicts. Several countries in the world agreed with the Convention of Rights for Persons with Disability in 2006 which aims at changing the perspective of people who consider people with albinism as objects of charity (Oswald, 2009).

Despite of several people signing the convection, most people are still experiencing discrimination (Lutien and Wimh, 2012). The international organizations works towards improving the empowerment of people with albinism and supporting empowerment projects for the local partners. Based on the empowerment of people with disability in various areas, the empowerment process differs depending on various cultures, and should be adapted in the context of where the people live, their religion and the social beliefs (Alexander, Michael, and Edilsa, 2009).

2.3.2. Barriers to Economic Empowerment of PWAs
Most PWAs experience difficulties in participating in different empowerment projects and to integrate with people in their societies. As a result PWAs do not get the access to employment and other empowerment opportunities in equal measure with other people in the society. Right to participate in the community is critical in creating citizenship and democracy. However, this fundamental right is denied to PWAs (Aleksandra, 2010). Different states and parties have not been effective in protecting and promoting political rights of PWAs. According to panellists, rights are not restricted to pure electoral processes. PWAs should enjoy their economic rights right from their communities, homes and to their families (Guy, 2006). The environment that PWAs lives dictate their way of life where they are denied the opportunity of participating in decision making processes. The environment should realize that PWAs are human beings like any other able-bodied person (EDCM, 2007).
Stigma against people with albinism has greatly affected their opportunities of acquiring better education at all levels and gainful employment in sectors with increasing competitive climates for jobs. The result is about 85-95 per cent unemployment rate of people with albinism in Malawi, and therefore an abnormal rate of dependence. Limited education and empowerment has led to further exclusion in the industry. In a country like Malawi where the economy is agro-based and the agricultural sector provide a large labour force, it is a huge barrier for persons with albinism to own land and produce enough food to support their families and live a comfortable life (ILO, 2009).

If a person with albinism is able to complete schooling, the attempt to find employment presents additional challenges of discrimination. With equal schooling, a person with albinism could easily compete in the first stage of an application process (Kelly, 2010).

2.3.3. The Myths and Misconceptions that Surrounds Albinism

In Africa and across the world, the concept of albinism is rarely understood. Many misconceptions and myths have been associated with this condition, some of which are quite outrageous (Anderson, 2006). However, these misconceptions are largely amplified in Africa. This is partly because the Sub-Saharan Africa is predominantly occupied by dark skinned people, and partly because most people in such areas are extremely superstitious (Aleksandra, 2010). In fact, in some communities in Africa, this condition was considered a curse from ancestors. Some communities also considered it a form of punishment for some family wrong doings from the gods they believed in. Also, mothers have been blamed for children with albinism. To avoid this blame, such children were killed by their mothers and mid-wives immediately after birth (Alexander, Michael, and Edilsa, 2009).

When right from birth, a child born with albino is thought of as a curse from the gods, he/she is directly subjected to discrimination. Quite prevalent in Africa, fathers have been known to assume that the mother cheated on him with a white man thus the conception of this “white” baby. (Kelly, 2010).
The lack of information, knowledge and understanding on albinism has traumatized communities, families and parents because they can’t explain the circumstances that led to a child with albinism being born (Muthee, 2011).

2.4 Best Strategies that can be applied to Eradicate Poverty among PWAs
The empowerment of people with albinism entails giving them variety of opportunities to enable them discover themselves as well as understanding their rights and control their lives (Candice, 2010).

2.4.1. Provision of Education Opportunities
Education enhances economic empowerment for people with albinism. According to Pridmore and Rifkin (2001), information is power and people who lack education lack choices towards improving their lives. Through educational programmes, PWAs may gain skills and knowledge needed in performing the various functions and carrying out the social activities for both personal and community development (Mark, 2009). The empowerment of albinism through education must begin from preparatory school through to adulthood. Various skills are learnt in school like how to go on doing the daily activities. This prepares them for the future. The early pre-vocational skills enhance self-confidence and self-esteem that enhance effective performance of the tasks (Zhang, 2006).

The curriculum used in vocational training school takes into consideration transition of the person from school to work life. Education enables PWAs achieve meaningful development in every aspect of the human endeavours without depending on other people in planning for their lives (Lorna, 2005). The empowerment of PWAs cannot be achieved through training alone; it is critical to build the rehabilitation capacity for the professionals training them. Some rehabilitation councils like Indian Rehabilitation Council and Indira Gandhi National Open University (IGNOU), have introduced distant education programmes within 25 prominent institutions and study centres to offer causes like special education and vocational counselling that updates and enhance the skills and knowledge among the professional rehabilitation workers to increase the level of empowerment for PWAs. Some countries like Uganda, Zimbabwe and Malawi also offer the short and long term training courses (Robert, 2006).
The Christoffel Blinden Mission International in Nigeria offers training programmes for the trainers of PWAs. The training initiative is conducted on different rehabilitation subjects including the economic management integration programmes. The target trainees are parents of children with albinism, special education teachers and other workers in government rehabilitation centres (Ahmed, 2007). At the community level, the training can facilitate the economic empowerment through arrangement of pre-vocational training using the relevant services within the local community, especially under the apprenticeship programmes. The in-service training for PWAs under the open employment enables full qualification for a favourable competition with the rest who are able-bodied, as well as helping in retaining their employment positions and stabilizing their income (Ian, Mike, and Colin, 1993).

2.4.2 Provision of Employment Opportunities

According to the universal declaration of human rights, every person has the right to work and freedom to choose the employment. Every person is entitled to favourable and just working conditions, and protection against unemployment. Contrary, ILO estimates that the rate of unemployment among PWAs is about 80% in most countries. Despite the quota system on favourable employment for people with disabilities, the legislation is either not enforced or is under-utilized (Reshma, Tohidul, Mustafa, and Samuel, 2001).

Most people with albinism are educated and possess brilliant ideas that can enhance development of the communities, nation and the public service. However, PWAs are not given the opportunity in employment. Most African governments perceive PWAs as a nuisance and that they can attain meaningful development without the involvement of PWAs. If PWAs are to be involved, there should be representation of full employment in all ministries and offices of the government (Aras and David, 2009). Some NGOs and governments in Africa have played a major role in creating sheltered employment for PWAs. Though the arrangement caters for the special needs, it also promotes social exclusion and increases the stigma where they are denied equal rights with other able-bodied people in the employment opportunity (Lutien and Wimh, 2012).

The private sector controls about 50% of the job opportunities have ignored possibilities and capabilities of PWAs (Symons, 2011). Most employers have negative attitudes
towards PWAs and those who secure positions in organizations have to work hard to prove their credibility in performance of their assigned roles. Employers are sensitized to include PWAs in the labour unions to enable them express their feelings and views concerning the general issues and problems that affect them (Bart, Mark, and Mark, 2009). There have been intensive campaigns to encourage open employment for PWAs by creating awareness on the importance of equal opportunities for PWAs, educating the community on their capabilities as well as forming the pressure groups that influence the government processes (James and Jennifer, 2007).

2.4.3 Self-Directed Employment

Self-directed employment is a strong tool that is being used in economic empowerment of PWAs because they play a critical role in daily decision making, structural set-up and in management processes (Mark, 2009). This includes running of small business enterprises as well as working in cooperatives that are controlled by the disabled people. The Tanzanian government has been in the forefront in supporting the self-directed employment in developing and empowering people with Albinism. Self-Help Association of Paraplegics, (SHAP) in South Africa forms an example of self-directed efforts that develop, empower, and create job opportunities for people with disabilities (Oliver, 2012). The organization operates a factory and the employees are disabled people who package and assemble mechanical and electronic devices (Ari and Inan, 2010).

Social Assistance and Rehabilitation for the Physically Vulnerable (SARPV) in Bangladesh runs a credit and development programme that empowers and supports PWAs by giving them the relevant skills as well as funding them. The organization receives funding from other institutions like ESCAP and Caritas-Netherlands. This increases its ability in integrating the various activities that suit the need and culture of the people. After graduation, the PWAs are equipped with the business skills and loan facilities, as well as being encouraged to work and integrate with other able-bodied people in the community (Ahmed, 2007).

The Association for the Physically Disabled, APDK in Kenya runs an employment creation programme that is community based, and it has established over 360 micro
enterprises, out of which 80% have been successful (David, Jan de, Tessa, and Henricac, 2010).

2.4.4. Provision of Opportunities for the Financial Resources

The empowerment of people by providing them with the financial resources arms them with the resources that are necessary to use in their projects. The graduated PWAs from the vocational training and who have not been able to secure jobs should be supported in setting up workshops or any other suitable income generating activities (IGAs) to enable them earn a living (Jones, 2008). The services for PWDs loaned 40 people using the Revolving Loan Fund in Nigeria. Loans range from 7 to 370 USD. Loans are determined by the condition of the disabled person, the type of business, and the economic situation of the family among the other requirements. Some PWAs can have programmes that require extensive capital to set up their IGAs, while research show that the PWAs supported with loans and grants has high likelihood of succeeding than the ones who access loans only (Barnes and Mercer, 2005).

The supervision of the economic integration schemes in Nigeria indicate that making a difference does not need a lot of money for PWAs in rural areas. The sources of finances for PWAs who wish to start IGAs also comes from the Poverty Alleviation Programmes (PAPs) from the government, the community banks, the local non-governmental organizations, LNGOs, philanthropists, the International non-governmental organizations, INGOs, the families of PWAs, and the community at large among other sources (Robert, 2006).

Case studies for the different economic integration projects in Asia, Africa, and Latin America indicate that it is incorrect to conclude that the success of PWAs is highly dependent records of high recovery rates for the loans (Jones, 2008). This is because most PWAs sacrifice a lot in order for them to be able to meet the deadlines for the loan repayment. The empowerment programmes are aimed at creating opportunities for PWAs by enhancing the accessibility to funds for the different business purposes as well as recover the loans given. The PWAs are therefore entitled to fulfil their agreements on loan contract, and they are also entitled a rightful living (Candice, 2010).
2.5. Chapter Summary
This chapter reviews literature on the causes of poverty among persons with albinism, the strategies used to combat poverty among PWA, as well as the strategies that can sustain economic development among them. The next chapter introduces the research methodology. This includes the research design, population and sampling design, data collection, research procedure and data analysis.
CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Introduction
This chapter includes the research design, population and sampling design; which is subdivided further into population, sampling frame and sampling techniques. The data collection section describes the methods that were used in collecting data. The research procedure section gave a detailed analysis of the logical structure of the research. The data analysis section describes how the data was analyzed and recorded. Finally, a summary of the chapter is provided at the end (Mustafa, 2010).

3.2 Research Design
The research design was descriptive in nature. According to Saunders, Lewis and Thornhill (2003), the survey methodology is among the frequently used methods for business research. This is because it allows for the collection of extensive data from sizeable population in a way that is highly economic. Justification of the survey method in this research arises from the large sampling areas involved herewith. The sizeable sample and the short life span of administration, further justify the descriptive survey methodology. Some of the distinguishable characteristics of descriptive surveys include the flexibility in collection of data, the sample size control, the data collection control, the diversified structure of the questions, relatively cheap and faster method, and the allows for the perceived anonymity (Gainey, 2000).

This paper used quantitative designs in creating a comprehensive understanding of the topic and to enhance the analysis of the problem. Interviews were used, and responses from interviewees were calculated and presented using tables. Interview guides were used by the key informants. Also, questionnaires with well-designed questions were administered to the respondents (Cochran, 1977).
3.3 Population and Sampling Design

3.3.1 Population

Population refers to the subjects of the study. It comprises of all the possible cases which constitute a known whole (Buckland, 2004). Cooper and Schindler (2000), defined population as the total elements in which inferences are made. This research used a population size of 126 companies. The total population is comprised of 4,573 persons with/and or affected by albinism within the 126 companies. The survey was conducted in mainland Kenya, Nairobi. The region was selected because it hosts majority of the headquarter offices for the organizations that deal with economic empowerment of people with albinism, especially people with albinism. Also, there are quite a number of empowerment centres within Nairobi area. The administrators, human resource managers and any other personnel helped in providing data. The quality of respondents determined the adequacy of data; good quality respondents gave the correct information regarding the empowerment of people with albinism, since they had easy accessibility to information that was required for this research.

3.3.2 Sampling Design

3.3.2.1 Sampling Frame

A sampling frame entails the list of the population where the researcher makes the selection (Cronin, 1981). The sampling frame for this report comprises of the organizations; both government and non-governmental organizations that are involved with empowerment of people with albinism. The non-probability sampling was applied to enhance selection of the population based on researcher’s judgment and respondent’s availability since the participants volunteer during the research exercise. The convenience sample, which is one of the most common non-probability samples, was used because of the convenience of the researcher in using whatever individuals available instead of selecting them from the whole population.

3.3.2.2 Sampling Technique

Sampling techniques entail all the methods that are used in drawing samples from the population in such a way that the determination of hypothesis on population is enabled (Cochran, 1977). Stratified sampling technique was adopted in this research paper. Stratified sampling allow for the segregation of the populations into various mutually
exclusive strata (Cronin, 1981). A stratum can share at least one characteristic of the population that is common. This process entails, first, the identification of the relevant strata, and second, the actual representation of the stratum in the population (Laszlo and Nadya, 2011).

The methods were specifically convenient in this research to enhance increased statistical efficiency of the sample, provision of enough data for analysis, and enhance the application of various research procedures and methods for the different strata. When compared to random sampling, stratified sampling is much more effective statistically. Each stratum was heterogeneous in terms of the stratum, and homogenous internally for ideal stratification (Oliver, 2012).

Stratified sampling technique was effective in highlighting the subgroups within the population. It enables the researcher to understand the relationship between the subgroups, and the researcher is guaranteed that the relationship between the subgroups can be established. The sample can be represented even for the most inaccessible and the smallest sample. Stratified sampling requires small-sized samples that have a high degree precision which enhances saving of time, money and research effort. The stratified sampling has a high degree of statistical precision due to the low variability of data than when dealing with the entire population. Stratified sampling guarantees better population coverage.

3.3.2.3 Sampling Size
The sample size refers to the number of respondents in a survey methodology (Leung, 2004). The sample size was determined by the desired confidence level, estimated variable preference and acceptable error. The survey in this study adopted stratified, and hence the different sample size for every population. The sample size equation was calculated using a simplified formula. With a population of 4,573 at 95% confidence level and at 5% margin of error, the sample size was 252 people. This comprised of respondents from 126 companies; 33 multinational companies, and 93 local companies. The organizations that were surveyed included the commercial institutions, industries, financial institutions, consultancies and services; both private and public organizations.
Table 3.1 Sample size.

<table>
<thead>
<tr>
<th></th>
<th>Individuals</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multinationals</td>
<td>33</td>
<td>26.2</td>
</tr>
<tr>
<td>Local Companies</td>
<td>93</td>
<td>73.8</td>
</tr>
<tr>
<td>Total</td>
<td>126</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Figure 3.1: Respondent Companies

3.4 Data Collection
The survey involved both quantitative and qualitative data collection methods. These enhanced more representative samples as well as made for better analysis to ensure in-depth understanding of the problem. The primary data was used. Data was collected using questionnaire and the review of the company documents (Gainey, 2000).

Qualitative data analysis enhances impact evaluation through provision of useful information for the comprehensive understanding of the process behind the observed results. Qualitative data is used in assessment of the changes in perception of people regarding their well-being (LeCompte, 2000). In this research, the qualitative method
was used to improve quality of the survey-based quantitative evaluations, by generating and strengthening the design of the survey questionnaires. This thus expanded and clarified the findings from the quantitative evaluation.

Questionnaires were used to extract data and information from employers and those in the management. Questionnaires were used because of their ease of administration (LeCompte, 2000). The questions were both open and close ended, and they were filled in during face-face interviews to allow for further discussion. Face-face interviews ensure that the data collected is adequate, and ensures a more comprehensive understanding of the research subject (Mustafa, 2010). Some of the questions enquired about the total number of employees and managers with and without albinism. Others assessed the types of jobs that people with albinism engage into, while others investigated on the effectiveness of awareness on laws and policies that oversee the disability issues at the work place.

3.5 Research Procedure
The sample survey conducted to estimate value of some attributes of the population (Hektner, Jennifer, and Mihaly, 2007). The population parameter was determined to give out the true population value. The sample static was applied in order to provide an estimate of the population parameter based on the sample data. A pilot test was carried out to evaluate the level of understanding of the questionnaire questions by the population. This was followed by the recommendations on correction. Had it been necessary, a pilot test would have been carried thereafter.

3.6 Data Analysis
The data collected was analyzed using SPSS programme which shows the descriptive characteristics required. SPSS programme is proposed because it provides for effective data management by organizing data in an optimal manner (Cronin, 1981). Analysis of data using SPSS was quick since location for cases and variables was known by the programme. SPSS enhances the analysis of statistical data by offering a range of graphs and charts. SPSS would also enhance screening of on information for further analysis. When compared to spread sheet, SPSS offers a more in depth analysis for the research data (Cronin, 1981).
3.7 Chapter Summary
This chapter presented the research design, population and sampling design; which is subdivided further into population, sampling frame and sampling techniques. Descriptive research design was used since it allows for collection of extensive data in an economic way. The next chapter covers a detailed analysis of the collected data, as well as presentation of the findings.
CHAPTER FOUR

4.0 RESULTS AND FINDINGS

4.1 Introduction
This chapter presents the results and findings of the study. The purpose of this study was to look at strategic responses alleviating poverty among persons with albinism. Data was gathered in a quantitative form using questionnaires from 230 respondents out of the targeted sample of 252 persons with/and or affected by albinism. The response rate was 91.1 percent, which was accepted for this research. The study results and findings are presented in form of frequencies, mean, standard deviation, percentages and figures. The first part presented an analysis of the demographics such as gender and age, while second part explored the information designed to respond to the research questions as outlined in the study.

4.2 Demographic Analysis

4.2.1 Gender of the Respondents
The study sought to find out the gender of the respondents that participated in the study. Table 4.1 provides a summary of the population based on the gender that took part in the study. Gender distribution comprised of 157 males and 73 females that accounted for 68.3 percent and 31.7 percent respectively in the study population.

Table 4.1: Gender of the Respondents

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>157</td>
<td>68.3</td>
</tr>
<tr>
<td>Female</td>
<td>73</td>
<td>31.7</td>
</tr>
<tr>
<td>Total</td>
<td>230</td>
<td>100.0</td>
</tr>
</tbody>
</table>
4.2.2 Age of the Respondents
In the analysis of the ages of the respondents who participated in the study, 26-30 and 31-35 age categories were the majority which accounted for 26.8 percent and 19.5 percent respectively of the respondents. This is as shown in Figure 4.1

![Figure 4.1: Age Frequency Distribution](image)

4.3 The Challenges Facing People with Albinism
4.3.1 Societal Stigmatization Challenges
The study sought to know the respondents opinion on societal stigmatization in relation to the challenges facing people with albinism. When the respondents were asked for their opinion whether they are stigmatized as an item of wonder, ridicule, superstition and scorn in the society and if they are considered as a disgrace in their respective families, the average response was 3.37 and 3.95 respectively; this indicates that they agreed. The respondents also were of neutral opinion when asked if they are segregated from sharing utensils, places and even public facilities as shown by a mean of 3.10 as shown in Table 4.2
Table 4.2: Societal Stigmatization

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stigmatized as an item of wonder, ridicule, superstition and scorn in the society</td>
<td>3.95</td>
<td>0.973</td>
</tr>
<tr>
<td>Considered as a disgrace in your family</td>
<td>3.37</td>
<td>0.968</td>
</tr>
<tr>
<td>Segregated from sharing utensils, places and even public facilities</td>
<td>3.10</td>
<td>1.338</td>
</tr>
</tbody>
</table>

4.3.2 Education Challenges

The respondents strongly agreed that most schools are not well equipped to provide specialized education system to people with albinism and that some schools have introduced long-sleeved clothing for students with albinism with averages of 3.98 and 3.95 respectively as shown in Table 4.3

Table 4.3: Societal Stigmatization

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most schools are not well equipped to provide specialized education system to people with albinism</td>
<td>3.98</td>
<td>0.275</td>
</tr>
<tr>
<td>Some schools have introduced long-sleeved clothing for students with albinism</td>
<td>3.95</td>
<td>0.117</td>
</tr>
</tbody>
</table>

4.3.3 Health Challenges

The study also sought to know the health challenges in relation to the challenges facing people with albinism. When the respondents were asked for opinion if there is a challenge to people with albinism to detect skin cancer early enough considering its complicated signs and symptoms, the respondents strongly agreed with an average of 4.39. The respondents also agreed when asked if people with albinism lack access to sunscreens, lotions and protective clothing; the average was 3.95 as shown in Table 4.4
Table 4.4: Health Challenges

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with albinism lack access to sunscreens, lotions and protective clothing</td>
<td>3.95</td>
<td>0.973</td>
</tr>
<tr>
<td>Challenge to people with albinism to detect skin cancer early enough</td>
<td>4.39</td>
<td>0.802</td>
</tr>
</tbody>
</table>

4.3.4 Employment Challenges

Employment challenges facing people with albinism were also analyzed in the study. When the respondents were asked for opinion whether most of the people with albinism cannot compete well for better employment opportunities and if lack of empowerment and capacity development has led to exclusion from community development activities, the response was 3.68 and 3.83 respectively thus indicating that they agreed to these challenges affecting them regarding employment as shown Table 4.5

Table 4.5: Employment Challenges

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most of the people with albinism cannot compete well for better employment opportunities</td>
<td>3.68</td>
<td>1.312</td>
</tr>
<tr>
<td>Lack of empowerment and capacity development has led to exclusion from community development activities</td>
<td>3.83</td>
<td>1.046</td>
</tr>
</tbody>
</table>

4.3.5 Psychological Trauma

The study sought to find out the psychological trauma challenges affecting people with albinism. When the respondents were asked for their opinion whether some people with albinism have not accepted their condition and feel as outcasts, the respondents agreed with a mean of 3.88 while their response regarding whether some people with albinism have resolved to behave like the Caucasians both in speech and in cosmetic, the response was neutral with a mean of 3.00 as shown in Table 4.6
Table 4.6: Psychological Trauma Challenges

<table>
<thead>
<tr>
<th>Description</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some people with albinism have not accepted their condition and feel as outcasts</td>
<td>3.88</td>
<td>0.980</td>
</tr>
<tr>
<td>Some people with albinism have resolved to behave like the Caucasians both in speech and in cosmetic</td>
<td>3.00</td>
<td>1.360</td>
</tr>
</tbody>
</table>

4.3.6 Economic Problems

Regarding economic problems/challenges facing people with albinism, the respondents strongly agreed that for people with albinism, hats, sun block lotions, sunscreens, sunglasses and long sleeved clothes is a requirement and not a luxury with a mean of 4.17 and also agreed that people with albinism cannot garden in the open fields; work in the bushes because of their delicate skins with an average of 3.68 as shown Table 4.7

Table 4.7: Economic Problems

<table>
<thead>
<tr>
<th>Description</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with albinism cannot garden in the open fields; work in the bushes because of their delicate skins</td>
<td>3.68</td>
<td>1.105</td>
</tr>
<tr>
<td>For people with albinism, hats, sun block lotions, sunscreens, sunglasses and long sleeved clothes this is a requirement and not a luxury</td>
<td>4.17</td>
<td>1.377</td>
</tr>
</tbody>
</table>

4.4 Empowerment of People with Albinism

4.4.1 The Empowerment of Persons with Albinism

The respondents agreed that psychological and physical constraints make most people with albinism struggle in controlling their lives and claiming their rights as indicated by an average of 3.56. They also agreed that rehabilitation of people with albinism enables those tools and opportunities for attainment of self-determination and independence with a mean of 3.85. The respondents’ opinion on existence of any special programmes to support financially PWAs in the community and awareness programmes to the rest of the people in society to enable them live with and incorporate PWAs was neutral with a mean of 2.80 and 2.68 respectively as shown in Table 4.8
Table 4.8: Empowerment of Albinism People

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological and physical constraints make most disabled people struggle in controlling their lives and claiming their rights</td>
<td>3.56</td>
<td>1.163</td>
</tr>
<tr>
<td>Rehabilitation of people with albinism enables them tools and opportunities for attainment of self-determination and independence</td>
<td>3.85</td>
<td>0.853</td>
</tr>
<tr>
<td>There any special programmes to support financially PWAs in the community</td>
<td>2.80</td>
<td>1.188</td>
</tr>
<tr>
<td>There are awareness programmes to the rest of the people in society to enable them live with and incorporate PWAs</td>
<td>2.68</td>
<td>0.879</td>
</tr>
</tbody>
</table>

4.4.2 Barriers to Economic Empowerment of PWAs

The study sought to know the barriers to economic empowerment of PWAs. When the respondents were asked for their opinion whether people with albinism don’t get the access to employment and other empowerment opportunities in equal measure with other people in the society; and the environment that people with albinism live dictate their way of life where they are denied the opportunity of participating in decision making processes, the averages were 3.56 and 3.46 respectively. This indicated that they agreed on average as shown in Table 4.9
Table 4.9: Barriers to Economic Empowerment of PWAs

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with albinism don’t get the access to employment and other empowerment opportunities in equal measure with other people in the society.</td>
<td>3.56</td>
<td>0.950</td>
</tr>
<tr>
<td>The environment that people with albinism live dictate their way of life where they are denied the opportunity of participating in decision making processes</td>
<td>3.46</td>
<td>1.098</td>
</tr>
</tbody>
</table>

4.4.3 The Myths and Misconceptions that Surrounds Albinism
The respondents agreed that people with albinism condition are considered a curse from ancestors and a form of punishment for some family wrong doings from the gods; and lack of information, knowledge and understanding on albinism has traumatized communities and families of 3.78 and 3.85 respectively as shown in Table 4.10

Table 4.10: The Myths and Misconceptions that Surrounds Albinism

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with albinism condition are considered a curse from ancestors and a form of punishment for some family wrong doings from the gods</td>
<td>3.78</td>
<td>0.988</td>
</tr>
<tr>
<td>Lack of information, knowledge and understanding on albinism has traumatized communities and families</td>
<td>3.85</td>
<td>1.085</td>
</tr>
</tbody>
</table>

4.5 Strategies for Ensuring Economic Empowerment for People with Albinism
4.5.1 Provision of Education Opportunities
The study also sought to know whether provision of education opportunities as a strategies for ensuring economic empowerment for people with albinism. When the respondents were asked for their opinion whether education enhances economic empowerment for people with albinism; and if the training initiatives on rehabilitation and integration programmes should include parents of children with albinism, special education teachers and other workers in rehabilitation centres, the averages were 4.00 and 3.90 respectively. This indicated that they agreed on average as shown in Table 4.11
Table 4.11: Provision of Education Opportunities

<table>
<thead>
<tr>
<th>Training Activity</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education enhances economic empowerment for people with albinism</td>
<td>4.00</td>
<td>0.922</td>
</tr>
<tr>
<td>The curriculum used in vocational training school takes into consideration PWAs for them to achieve meaningful development in every aspect of their human endeavours</td>
<td>2.59</td>
<td>1.183</td>
</tr>
<tr>
<td>The training initiatives on rehabilitation and integration programmes should include parents of children with albinism, special education teachers and other workers in rehabilitation centres</td>
<td>3.90</td>
<td>0.944</td>
</tr>
</tbody>
</table>

4.5.2 Provision of Employment Opportunities

Regarding provision of employment opportunities as a strategy for empowerment, the respondents agreed that the legislation of the quota system on favourable employment for people with albinism should be enforced; and employers must be sensitized to include PWAs in the labour unions to enable them express their feelings and views concerning the general issues and problems that affect them. The average response was 3.83 and 4.05 respectively as shown in Table 4.12

Table 4.12: Provision of Employment Opportunities

<table>
<thead>
<tr>
<th>Training Activity</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>The legislation of the quota system on favourable employment for people with disabilities should be enforced</td>
<td>3.83</td>
<td>0.946</td>
</tr>
<tr>
<td>Employers must be sensitized to include PWAs in the labour unions to enable them express their feelings and views concerning the general issues and problems that affect them</td>
<td>4.05</td>
<td>0.705</td>
</tr>
</tbody>
</table>
4.5.3 Self-Directed Employment

Self-directed employment as a strategy for empowerment was also analyzed. The respondents agreed that self-directed employment can be used to empower PWAs by running of small business enterprises as well as working in cooperatives that are controlled by the disabled people; and also self-directed efforts that develop, empower, and create job opportunities for people with disabilities should be encouraged by governments and NGO’s. The average response was 3.95 and 3.85 respectively as shown in Table 4.13

Table 4.13: Self-Directed Employment

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-directed employment can be used to empower PWAs by running of small business enterprises as well as working in cooperatives that are controlled by the disabled people</td>
<td>3.95</td>
<td>0.921</td>
</tr>
<tr>
<td>Self-directed efforts that develop, empower, and create job opportunities for people with disabilities should be encouraged by governments and NGO’s</td>
<td>3.85</td>
<td>1.038</td>
</tr>
</tbody>
</table>

4.5.4 Provision of Opportunities for the Financial Resources

The respondents strongly agreed that PWAs from the vocational training and who have not been able to secure jobs should be supported in setting up workshops or any other suitable income generating activities as indicated by an average mean of 4.15. They also agreed that the sources of finances for PWAs who wish to start income generating activities should come from the poverty alleviation programmes from the government; and persons with albinism should be entitled to loan contract/agreements that are flexible or interest free as indicated by average responses of 4.12 and 3.95 respectively as shown in Table 4.14
Table 4.14: Provision of Opportunities for the Financial Resources

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>PWAs from the vocational training and who have not been able to secure jobs should be supported in setting up workshops or any other suitable income generating activities</td>
<td>4.15</td>
<td>0.910</td>
</tr>
<tr>
<td>The sources of finances for PWAs who wish to start income generating activities should come from the Poverty Alleviation Programmes from the government</td>
<td>4.12</td>
<td>0.600</td>
</tr>
<tr>
<td>Persons with albinism should be entitled to loan contract/agreements that are flexible or interest free</td>
<td>3.95</td>
<td>0.631</td>
</tr>
</tbody>
</table>

4.6 Chapter Summary

In this chapter, the researcher provides the findings with respect to the information given out by the respondents. The first section provided the study findings based on the challenges facing people with albinism; societal stigmatization, education, health, employment, psychological trauma and economic problems. This was followed by the findings on empowerment of people with albinism; empowerment of disabled people, barriers to economic empowerment of PWAs and myths/misconceptions surrounding albinism. The final findings were on strategies for ensuring economic empowerment for people with albinism. Chapter five provides the conclusion, summary as well as the discussions and the recommendations.
CHAPTER FIVE

5.0. SUMMARY, DISCUSSION, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction
This chapter contains the summary of the research, discussion, conclusions and recommendations. The current study sought to identify the strategic responses in alleviating poverty among persons with albinism, the main concern being persons with albinism. This study evaluated the major challenges experienced by people with albinism and the major steps taken towards empowering them. The study realized the need for developing such strategies with the aim of empowering and alleviating poverty among such people.

5.2. Summary
The purpose of the study was to investigate strategies applied by persons with albinism to sustain themselves economically. The study was based on three research questions. The first question investigated the factors that contributed to poverty among people with albinism. Secondly, the employment level of people with albinism was determined. This study was guided by three research questions. First, the study sought for the factors that contributed to poverty among persons with albinism. Second, the study investigated the employment level of persons with albinism in organizations. Finally, the study established the best strategies that can be applied to eradicate poverty among persons with albinism.

A descriptive research survey methodology was employed in this research to enhance a most flexible, efficient and cost effective data collection method. The quantitative designs were used to allow for comprehensive understanding of the topic and help in problem analysis, hence use of interviews and questionnaires as key informants. Collected data was analyzed using the Statistical Package for Social Sciences (SPSS) software. The results and findings were presented with respect to the information given out by respondents.

According to the findings, People with Albinism experience various challenges in their daily activities. This affects their acceptance in the society and economic empowerment to fully support themselves. In regard to this, the society discriminates against them. Education institutions neither are nor fully equipped to offer specialized education. Health
wise, these people cannot access appropriate clothing and other products that protect their skin and body from adverse environmental effects. It was identified that most people with albinism cannot compete effectively with the rest for employment opportunities. Due to such challenges, people with albinism suffer from psychological trauma and economic problems.

The findings showed that due to psychological trauma and economic constraints, most People with Albinism struggle in claiming their rights as well as controlling their lives. The various methods of empowering People with Albinism were identified. Rehabilitation is used as tool to enhance self-determination and independence. Furthermore, education and awareness programs were presented as good avenues through which People with Albinism can be empowered.

The findings from the study showed that the economic empowerment of People with Albinism is hindered by various barriers. Lack of equality in employment offers in the society was rampant in most parts of Kenya. Also, the society disregards People with Albinism and denies them opportunity to take part in decision making processes. It was found out that the environment that people live dictates their way of life; whether they are acceptable or not. In case of People with Albinism, the latter holds true.

The results revealed that despite all the challenges experienced by People with Albinism, considerable efforts are being put in place to ensure that they are empowered economically. Such strategies include provision of employment opportunities, provision of employment positions, support through self-directed employment, and providing them with opportunities for the financial resources.

Finally, the research established that though Albinism is a disability, the victims are normal human beings with equal rights and privileges. The challenges they experience tend to demoralize them both psychologically and economically. Therefore, the society must ensure empowerment of the people by offering them opportunities and resources to enable them feel accepted and participate in the societal building. Therefore, People with Albinism should be accepted in the society. This will enhance the need to support them through self-directed employment, allowing them equal opportunities in employment, provision of relevant trainings and rehabilitation programs as well as sensitizing the various organizations on the need to support People with Albinism with resources.
5.3. Discussion
5.3.1 Factors that Contribute to Poverty among Persons with Albinism
The study found out that disabled people represent a significant percentage of the working population. Disabled people have high likelihood of being poor due to unfavourable conditions that surround their existence (Anderson, 2006). From the analysis of results and findings, poverty among persons with albinism is contributed mainly by stigmatization from the society, education challenges, healthcare challenges and employment challenges. The society holds the people with albinism with wonder and ridicule, and they consider them as disgrace to the society (Aleksandra, 2010). The responses on stigmatization being a source of ridicule and wonder had a mean of 3.95 and standard deviation of 0.973. This clearly indicates that the existing people with disability in the society undergo some sort of stigmatization. Generally speaking, whenever a person undergoes stigmatization from the society, they can never engage in any productive activity. Man is a social being and his success and existence depends on his coexistence with others.

People with albinism experience challenges when it comes to education. From the current research, the respondents strongly agreed that most schools are underequipped, hence cannot support specialized education system for people with albinism. The conditions in which persons with albinism will need to be provided with to thrive in schools like their fellow counterparts, for instance sun screen, long protective shirts hindering them from the sun and also hats maybe an extra expense to the schools (Ari and Inan, 2010). The schools that support special education had a mean of 3.95 while those that did not have the equipment to support students with albinism were 3.98. Education acts as a backbone for almost every economy worldwide. Lack of education can be a major cause of poverty due to disqualification in most placement opportunities that require expertise that can only be acquired through education and exposure.

Another major cause of poverty among people with disability was health challenges. The responses of the prevailing challenges in early detection of skin cancer are clear indications of the increased poverty among people with albinism. The mean response rate was 4.39 and a standard deviation of 0.802. This presumes that any available finances go to the purchase of protective clothing and sunscreen lotions (Rebecca, 2005). Unless the government comes up with sensitization programmes aimed at providing these essentials...
to persons living with albinism, it will be quite the uphill task to manage, at individual level, to provide these essentials for everyday living.

Employment challenges among people with albinism lead to increased poverty. Based on the responses from the research, it is clear that most people with albinism cannot compete well for better employment opportunities with the rest of population due to lack of capacity development and empowerment. People with albinism cannot compete for employment opportunities, and this was clearly indicated by the responses having a mean of 3.68, while lack of empowerment had a response mean of 3.83. This finding agrees with Kelly (2010) in that the health conditions of persons living with albinism hinder the places in which they would easily work, like mines and fields. The denial of the opportunity to work and lack of empowerment acts as the most prevalent causes of poverty among people with albinism. As a result, they cannot compete for employment with the rest of people. Lack of empowerment means that people with albinism cannot start income generating activities to enhance their financial independence. This accelerates the poverty levels and psychological trauma.

Most people believed that people with albinism experience economic problems that accelerate the poverty levels. This was because, according to the analysis, people with albinism cannot take part in intensive jobs like gardening due to their delicate skin, indicated by a mean of 3.68 and a standard deviation of 1.105 (Oliver, 2012). Also, people with albinism require sun block lotions, hats, sunglasses and long-sleeved clothing among other requirements as indicated by a mean of 4.17 and standard deviation of 1.377.

This agrees with the work by other authors on people with albinism. According to Candice (2010) and Rebecca (2005), people with albinism faced challenges in engaging in normal activities performed by other people, hence the need for special care to protect their skin, eyes and normal health from adverse effects of the environment.
5.3.2 Employment Levels of Persons with Albinism in Organizations

According to Lorna (2005), most people with albinism feel inferior to interact with other people in work environments. The employment levels was examined at community, individual and organizational dimension. This investigated on all the arrangements that availed opportunities to the individuals to enhance delivery of the services. The empowerment at community level involves the interaction between organization and individual in promoting and addressing the local needs of the community. On the other hand, the analysis at individual level comprised of three components. First, interpersonal component entailed thoughts of people regarding social and political systems. Second, behavioural component entailed specific actions that influenced peoples’ participation in different organizational activities. Finally, the interactional component comprised the knowledge of the resources required and problem solving skills.

The respondents agreed with Robert (2006) that psychological and physical constraints make most disabled people struggle in controlling their lives and claiming their rights as indicated by the average of 3.56. The prejudice and stigmatization that surrounds persons with albinism in organisations and the society at large can make it very difficult for them to take responsibility of their own lives.

The study also agreed that rehabilitation of people with albinism enables those tools and opportunities for attainment of independence rating from the mean of 3.85. Lorna (2005), had stated that if persons with albinism are given tools and placed in interactive sort of environment, they would thrive and their behaviour would elicit more self-confidence and independence.

The respondents opinions on the existence of any special programmes to the rest of the people in society to enable them live with and incorporate PWAs neither agreed nor disagreed with Oswald (2009). The mean stood at 2.80 and 2.68. Empowerment tends to differ depending on various cultures, and should be adopted in the context of where people live, their religion and social beliefs (Alexander, Michael, and Edilsa, 2009).

The opinion derived on the issue of whether persons with albinism experience any barriers to economic empowerment, the respondents agreed with Aleksandra (2010), that
persons with albinism are denied the fundamental right to employment and that they lack equal employment opportunity that their able bodied counterparts enjoy. The averages indicating this stood at 3.56 and 3.46 respectively. Persons with albinism should enjoy their economic rights from their communities, homes and families (Guy, 2006).

It was agreed from the study, that persons with albinism are considered a curse or a form of punishment from the gods (Aleksandra, 2010). The lack of information and knowledge on albinism has traumatized communities and families as clearly indicated by the means 3.78 and 3.85 respectively (Muthee, 2011).

5.3.3 Best Strategies that Can Be Used to Sustain Persons with Albinism Economically

The best strategies in sustaining people with albinism, as analyzed in this paper, included the provision of education opportunities, creation of employment opportunities, empowerment towards self-directed employment and increasing their accessibility to financial resources. Respondents believed that education enhanced economic empowerment for people with albinism, represented by a mean of 4.0. Also, the curriculum offered in vocational training institutions must offer relevant development through use of integrated programs for teachers, parents and children with albinism (Mark, 2009). The results indicated the need for education in empowering people with albinism by providing them with the necessary skills to earn them employment and help them start their own income generating activities using the skills learnt. The study agreed with Pridmore and Rifkin (2001), that information is power and people who lack education lack choices towards improving their lives.

Provision of employment opportunities is also an appropriate strategy for empowering PWAs. According to the analysis, the legislation of the quota system must be put in place to ensure favourable employment for people with albinism; this was indicated by a mean of 3.83. The ILO estimates the rate of unemployment among PWAs is about 80% in most countries. Hence the study agrees with Reshma, Tohidu, Mustafa and Samuel (2001), by emphasizing on the importance of enforcing legislation of the quota system.
The sensitization of employers in including PWAs in labour unions had a mean of 4.05. In and through labour unions, PWAs will have a platform to ensure they are heard and that they can express their views concerning the general issues and problems that affect them (Bart, Mark, and Mark, 2009). This also agrees with Aras and David (2009), that if PWAs are to be involved, there should be representation of full employment in all ministries and offices of the government. These results represented a positive response on the need to provide employment opportunities to people with disabilities in order to empower them economically.

The analysis of self-employment as a strategy for empowering people with albinism reflected a positive response, as indicated by an average response rate of 3.95 and 3.85. The finding supported Mark (2009) when he stated that self-directed employment is a strong tool used in economic empowerment of PWAs because they play a critical role in decision making, and management processes. These indicated that NGOs and government must be in the forefront towards empowering PWAs towards self-directed employment. This enhances establishment of small business enterprises and cooperatives to create job opportunities. Proven record of the success that comes with encouraging PWAs to take up self-directed employment exists through the Association for the Physically Disabled, APDK in Kenya, which runs a community-based employment creation programme which has established over 360 micro enterprises, out of which 80% have been successful (David, Jan de, Tessa, and Henricac, 2010).

The responses indicated the need for provision of financial resources, represented by an average mean of 4.15. This reflects a strong agreement of the need to support the already trained PWAs to start their workshops or start any income generating activity (Jones, 2008). The sources for the finances, as observed from the responses, must originate from flexible and interest free loan contracts (Barnes and Mercer, 2005). The poverty alleviation programmes from the government must also play a critical role in empowering PWAs financially. This agrees with the work by Mark (2009), Oliver (2012) and Ahmed (2007) who advocated for economic empowerment of people with albinism through provision of self directed employment.
5.4. Conclusion

5.4.1 Factors That Contribute To Poverty among Persons with Albinism

Persons with albinism mostly live in poverty. This is because albinism hasn’t fully been accepted in the society as of today. Poverty among persons with albinism comes about because they haven’t been fully accepted in the African society. Hence families of persons with albinism tend to hide them and shy away from “showing them off” to the world, so to speak. While shying away, they miss out on opportunities that could help them eradicate poverty i.e. jobs, school, self-directed employment opportunities. Recent killings of PWA have also made them shy away further and hide. Positive Exposure is an organization that focuses on economic development and poverty eradication among persons with albinism. They have pooled families of persons with albinism in Central Kenya and involved them in projects such as onion farming, rabbit rearing, etc. Therefore, poverty is an inherent feature among persons with albinism.

5.4.2 Employment Levels of Persons with Albinism in Organizations

The study has established that employment levels of persons with albinism are very low. This was as a result of limited education that emanates from the fact that schools are not that well equipped and structured to cater to their special needs. For instance, since they have very poor eyesight, there should be technology that allows for magnification of writing on the blackboard or whiteboard. This is usually not the case. Most people with albinism cannot compete well for employment opportunities. Due to the myths and misconceptions that the society holds about them. They are also not as empowered.

5.4.3 Best Strategies That Can Be Used To Sustain Persons with Albinism

Economically

People with albinism experience barriers towards their empowerment. The accessibility to employment and other empowerment opportunities for people with albinism at equal measure with others in the society is still a major problem. This denies them opportunity in participating in decision making processes. There are also myths and misconceptions surrounding albinism. This was due to lack of understanding and knowledge regarding albinism. Also, the economic challenges faced by people with albinism are perpetuated by the increased demand for protective requirements like sun block lotions and protective clothing among others. Also, their work conditions are limited in certain areas where they
cannot work in open fields due to the delicateness of their skin. Therefore, the empowerment of people with albinism protects individuals from physical and psychological constraints that results in most people struggling for a living. The empowerment entails rehabilitation programs for people with albinism to give them opportunities and tools necessary to enable them attain independence and self-determination. From the analysis, special programs to support financially people with albinism in Kenya have not been fully implemented. The awareness programmes to the rest of the people in the society are still a major problem where they cannot be able to support people with albinism. Campaigns such as “Colour Kwa Face” that have recently sprout up to make known albinism as an existing and an acceptable condition in the African society are actually helping bring to light information about the existence of albinism.

5.5. Recommendations

5.5.1 Recommendations for Improvement

5.5.1.1 Factors That Contribute To Poverty among Persons With Albinism

The study recommends that persons with albinism should be introduced to self-directed employment ventures that will make them gain self-sustainability. Awareness should be created about albinism as a condition that exists naturally and not as a curse. Organizations such as Under the Same Sun based in Tanzania, Positive Exposure in Kenya as well as campaigns such as “Colour kwa Face” are currently making albinism known in Kenya and the world over through social media.

5.5.1.2 Employment Levels of Persons With Albinism In Organizations

The study recommends equal opportunities for persons with albinism in organizations. This can be made possible through empowerment of persons with albinism. Once they are empowered through education, they can stand tall and fight bon level playing ground with their able-bodied counter parts. However, the society as a whole has got to be encompassed in the empowerment process through enlightenment of the condition known as albinism. The society should learn what it entails so that they do not marginalize persons with albinism in any aspect.
5.5.1.3 Best Strategies That Can Be Used to Sustain Persons with Albinism 

Economically

Strategies for ensuring economic empowerment should be put in place. These include provision of education opportunities where the training initiatives should be put in place on integration and rehabilitation programmes to incorporate people with albinism. People with albinism must be provided with employment opportunities. This can be achieved through enforcement of the quota system on favourable employment opportunities for people with albinism and to sensitize the employers to include people with albinism in their labour unions so as to enable them express their issues and problems that affect them. Self-directed employment must be enhanced to enable people with albinism become independent by running small businesses and cooperatives. This should be encouraged by both government and NGOs. Moreover, financial resources must be availed to enable them purchase the necessary materials and equipment. This provides them with an opportunity of starting income generating activities. This must be provided by Poverty Alleviation programmes by the government. Soft loans must be interest free and flexible to enhance acquisition of necessary capital to enable people with disabilities start income generating projects and businesses.

5.5.2 Recommendations for Further Studies

The main objective of this study was to investigate the strategies that can eradicate poverty among persons with disabilities using the case of Persons with albinism. The study recommends that future researchers can investigate on affordable products that persons with albinism can use to minimize the effects of the sun’s rays on their delicate skins.
REFERENCES


APPENDICES

APPENDIX A: LETTER OF INTRODUCTION

To Whom It May Concern

Dear Sir/Madam,

I am pleased to inform you that I am a graduate student at United States International University pursuing a Masters degree in Business Administration. As a partial fulfilment for my degree, I am conducting a research on the strategic responses in alleviating poverty among persons with disability using the case of persons with albinism.

Please note that any information you give will be treated with confidentiality and at no instance will it be used for any other purpose other than for this project. Your assistance will be highly appreciated. I look forward to your prompt response.

Yours Faithfully,

Dr. Zachary Mosoti
Supervisor

Catherine Ndirangu
Researcher
APPENDIX B: QUESTIONNAIRE

Instructions:
The purpose of this study is to look at strategic responses alleviating poverty among persons with disability. Please answer all questions to the best of your ability. There is no right or wrong answers. What matters is your personal opinion. The survey should take approximately 10-15 minutes. Please rate the extent to which you agree with each statement below. Place a tick or circle around the numeric value corresponding to your personal opinion on one option for each statement.

SECTION 1: DEMOGRAPHICS

1. My gender is 1. □ Male 2. □ Female
2. Please specify your age range. 1. □ 21-25, 2. □ 26-30, 3. □ 31-35, 4. □ 36-40, 5. □ 41-45, 6. □ 46-50, 7. □ 51-59, 8. □ 56-60, 9. □ 61-65, 10. □ 65 or over

SECTION 2: RESEARCH QUESTIONS

RQ 1: The Challenges Facing People with Albinism.

<table>
<thead>
<tr>
<th>QUESTIONS</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Societal Stigmatization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Have you been stigmatized as an item of wonder, ridicule, superstition and scorn in the society</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Have you ever been considered as a disgrace in your family</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Have you ever been segregated from sharing utensils, places and even public facilities</td>
<td>1 2 3 4 5</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td></td>
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<td>---</td>
</tr>
<tr>
<td>d</td>
<td>Most schools are not well equipped to provide specialized education system to people with albinism</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>e</td>
<td>Some schools have introduced long-sleeved clothing for students with albinism</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Health</strong></th>
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</thead>
<tbody>
<tr>
<td>f</td>
<td>People with albinism lack access to sunscreens, lotions and protective clothing</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>g</td>
<td>There is a challenge to people with albinism to detect skin cancer early enough considering its complicated signs and symptoms</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

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<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>H</td>
<td>Most of the people with albinism cannot compete well for better employment opportunities</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>G</td>
<td>Lack of empowerment and capacity development has led to exclusion from community development activities of the disabled.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Psychological Trauma</strong></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>H</td>
<td>Some people with albinism have not accepted their condition and feel as outcasts</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>I</td>
<td>Some people with albinism have resolved to behave like the Caucasians both in speech and in cosmetic</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Economic Problems</strong></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>J</td>
<td>People with albinism cannot garden in the open fields; work in the bushes because of their delicate skins</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>K</td>
<td>For people with albinism, hats, sun block lotions, sunscreens, sunglasses and long sleeved clothes this is a requirement and not a luxury</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
RQ 2: Empowerment of People with Albinism.

<table>
<thead>
<tr>
<th></th>
<th>The Empowerment of Disabled People</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Psychological and physical constraints make most disabled people struggle in controlling their lives and claiming their rights.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>b</td>
<td>Rehabilitation of people with albinism enables them tools and opportunities for attainment of self-determination and independence</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>c</td>
<td>There any special programmes to support financially PWDs in the community</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>d</td>
<td>There are awareness programmes to the rest of the people in society to enable them live with and incorporate PWDs</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Barriers to Economic Empowerment of PWAs</th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>e</td>
<td>People with albinism don’t get the access to employment and other empowerment opportunities in equal measure with other people in the society.</td>
<td>1</td>
<td>2</td>
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<td>4</td>
</tr>
<tr>
<td>f</td>
<td>The environment that people with albinism live dictate their way of life where they are denied the opportunity of participating in decision making processes</td>
<td>1</td>
<td>2</td>
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<td>4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Myths and Misconceptions Surrounding Albinism</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>g</td>
<td>People with albinism condition are considered a curse from ancestors and a form of punishment for some family wrong doings from the gods</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>h</td>
<td>Lack of information, knowledge and understanding on albinism has traumatized communities and families</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
RQ 3: Strategies for Ensuring Economic Empowerment for People with Albinism

<table>
<thead>
<tr>
<th></th>
<th>Provision of Education Opportunities</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>a</strong></td>
<td>Education enhances economic empowerment for people with albinism</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>b</strong></td>
<td>The curriculum used in vocational training school takes into consideration PWAs for them to achieve meaningful development in every aspect of their human endeavours</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>c</strong></td>
<td>The training initiatives on rehabilitation and integration programmes should include parents of children with albinism, special education teachers and other workers in rehabilitation centres</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Provision of Employment Opportunities</td>
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</tr>
<tr>
<td><strong>d</strong></td>
<td>The legislation of the quota system on favourable employment for people with disabilities should be enforced</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>e</strong></td>
<td>Employers must be sensitized to include PWAs in the labour unions to enable them express their feelings and views concerning the general issues and problems that affect them</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>5</td>
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<tr>
<td></td>
<td>Self-Directed Employment</td>
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<tr>
<td><strong>f</strong></td>
<td>Self-directed employment can be used to empower PWAs by running of small business enterprises as well as working in cooperatives that are controlled by the disabled people.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td><strong>g</strong></td>
<td>Self-directed efforts that develop, empower, and create job opportunities for people with disabilities should be encouraged by governments and NGO’s</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>Opportunities for the Financial Resources</td>
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<td>-----------------------------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>h</td>
<td>PWAs from the vocational training and who have not been able to secure jobs should be supported in setting up workshops or any other suitable income generating activities</td>
<td>1</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>i</td>
<td>The sources of finances for PWAs who wish to start income generating activities should come from the Poverty Alleviation Programmes from the government</td>
<td>1</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>j</td>
<td>Persons with albinism should be entitled to loan contract/agreements that are flexible or interest free.</td>
<td>1</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE