

## Overcoming Unemployment Issues among Person with Disability (PWDs) through Social Entrepreneurship.

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### ABSTRACT

This paper focused on the unemployment of persons with disability (PWDs) and the contribution of social entrepreneurship that would help to reduce the social problem in Malaysia. This paper briefly reviews the main reasons of unemployment among PWDs and how to overcome the problems. One of the best ways to get PWDs involved in the working environment through the opportunity created by social entrepreneurship. This study also discusses on two theories; Psychodynamic Theory and Stakeholder Theory which explain about the PWDs and social entrepreneurship. The challenges face among PWDs has impacts on a wide range of socioeconomic outcomes, including labour market participation and economy. The main problem for PWDs is the difficulty in finding a job. This study reviews of several studies and discuss about the concept and various aspects of the PWDs and social entrepreneur. This study mainly relied on secondary data only. Therefore, this paper highlighted four main reasons of unemployment among PWD such as the prejudice from communities, the lack of employment opportunities, the internal factors of PWDs, and lack of education. In addition, this paper also recommends that these problems could be solved by the involvement of social entrepreneurship as a job creator; provide opportunities for PWDs to work with them. In addition, this review paper contributes to the knowledge on employment among PWDs and would assist increase their participation in the workforce.

**Keywords:** *Social entrepreneur, person with disabilities, unemployment*

### 1.0 INTRODUCTION

For the last few decades, the matter of disability has been a topic of importance all around the world. The World Health Organization defined the terms disability as impairments, activity limitations, and participation restrictions (WHO, 2011). Persons with disabilities (PWDs) are trapped in the issue of unemployment and it is frequently debated among scholars and practitioners. For

instance, The World Report on Disability (2011) reported that the unemployment problem among PWDs causes them to be socially omitted, less involved in the national economy. In addition, most of them are life in poverty.

Then, the World Health Organization (2011) has recognised PWDs as a problem encountered by all nations due to “the growing rate of chronic disease and an aging global

population” (World Health Organization, 2011). This reflected in the current condition in Australia showed that rising number of people were suffering from various types of disability and it is expected to increase from time to time (Marits & Laferriere, 2016). The effect on the economy is one of the most critical social effects related to disability which the fewer involvement rates in the labour force (OECD, 2010).

Malaysia, like other countries in the world, is also combating the employment issue of PWDs. Numerous programs and legislative measures such as the Persons with Disabilities Act 2008 and the Malaysia Plan of Action for PWDs (2007) are designed to increase their participation in society. The act provides for the well-being, protection, and development of PWD in Malaysia. However, the establishment of these acts and clauses have not yet shown desirable outcomes (Islam, 2015). Wahab and Ayub (2017) conclude that the current legal framework is insufficient because it only acknowledges the employment rights of PWD without having provisions of enforcement. Being commented upon as not doing much in improving the lives of PWD, legislation is still imperative when properly implemented, particularly with understanding, support, and collaboration from society, including employers in both public and private sectors (Wahab & Ayub, 2017). Therefore, it is clear that, this act has not yet been able to address the unemployment issue among PWDs.

According to Malaysia’s Persons with Disabilities Act of 2008 “PWDs include those who have long-term physical, sensory and mental deficiencies which in interaction with some limitations, may impede their participation and engagement in society”. This act is implemented to ensure their welfare and well-being while provide equal opportunities to PWDs. When the act comes into effect, it opens up new hope for PWDs with the aim of enhancing the quality of life and maintaining their fundamental human rights (Islam, 2015; Ang, 2014; Jaafar, Wahab & Omar, 2013).

Entrepreneurship emphasises the creation or innovation of bringing something new to the market (Schumpeter, 2000). Social entrepreneurship was born from entrepreneurship. It is a business for social purpose through additional motivation to benefit from the disadvantage, which can create social added value. Social entrepreneurship is an innovative approach used to establish the completion for issue unemployment people with disabled (Rozali, Abdullah, Ishak, Azmi & Akhmar, 2017). This social entrepreneurship becomes a phenomenon to reduce social problems generally and for disabled persons particularly (Adnan, Yusoff, & Ghazali, 2018). The opportunities that were prepared by the social entrepreneurs to the PWDs could give new hope for them. Hence, the social entrepreneurs will be a hero for the PWDs and eliminated the perception of communities on the PWDs.

Everyone needs a job and income for a living including PWDs (Norasmah, 2014; Ariffin, 2006). It is undeniable that this group of people have inadequate knowledge, skills, and also limited job opportunities. These situations faced by all PWDs around the world, many of them choose to be an entrepreneur, self-employed, or working in government or private sectors (Rozali et al., 2017). However, the number of job opportunities are very low for them. There are many of them still struggling to get a job. Balcazar, Kuchak, Dimpfl, Sariepella and Alvarado (2014) also stated in their study that PWDs are greatly underrepresented in the workforce and they often experience discrimination by employers. Due to the above issues, the employment rate among PWDs increased.

As at 2018, 472,228 PWDs have registered with the Social Welfare Department Malaysia (Department of Social Welfare, 2018). PWDs encompass of various types such as physical disabilities, mental problems, sensory impairment, learning disabilities, problematic speech, and various troubled disabilities. Department of Social Welfare (2018), reported that the highest number among PWDs are

people with learning disabilities are 172,293, followed by physical disabilities 169,121 people, visual disabilities 42,184 people, mental disabilities comprises of 40,725 people, hearing disabilities include 36,139 people, the various problems disabilities make a total of 22,782 people and disabled with problematic speech constitute a total of 2,532 people. Table 1 below indicates the total number of PWDs that registered with the Department of Social Welfare Malaysia in 2018 according to types of disabilities.

Table 1: Number of PWDs registered with the Department of Social Welfare in 2018.

No	Types of disabilities	2018
1	Learning disability	172,293
2	Physical problems	169,121
3	Mental disorder	40,725
4	Visual impairment	43,286
5	Hearing impairment	36,139
6	Various problems	22,782
7	Speech problems	2,532
	Total	486,878

### Persons with disabilities (PWDs)

PWDs or handicapped are referred to those who have physical, mental, and sensory limitations. According to the Persons with Disabilities Act (2008) "PWDs or handicapped are individuals who have a lack of physical, mental, intellectual or sensory interaction in the long term with various limitations may restrict full participation in society" (Department of Social Welfare, 2008). There are three components of disabilities namely participation restrictions, activity limitations, and impairments. This also includes people with physical and mental disabilities (World Health Organisation, 2011). Maritz and Laferriere (2016) also stated that type of disability can be classified as sensory, physical, and mental disabled. The Disability Discrimination Act 1992 in Australia defines disability as a limitation where assistance is need for a person with partial or whole physical disabilities and suffer from mental impairment (Maritz & Laferriere, 2016).

### The Role of Social Entrepreneurship

Social entrepreneurship has been defined from various perspectives (Dees, 1998). Austin, Stevenson and Wei Skillern (2006) defined a social entrepreneur as "entrepreneurial activity with an embedded social purpose". Social entrepreneurship is a business for social purpose that can create social added value (Abu-Saifan, 2012). Social entrepreneurship comes from commercial entrepreneurship (Rozali, Abdullah, Jamaluddin, Ramil, Hussin, & Ahmad, 2018). In addition, social entrepreneurship refers to the ability of an entrepreneur to view social problems that can be addressed through potential business opportunities regardless of whether it can be profitable or otherwise (Austin et al., 2006; Yunus, Moingeon, & Lehmann-Ortega, 2010). In general, the role of social entrepreneurship is to increase the level of economic growth as well as resolve social issues.

Casson (2005) asserts that social entrepreneurs are social innovators who are able to come up with solutions to social problems. This also parallels with Dees (1998), recommends that social entrepreneurs "play the role of change agents in the social sector by engaging in a process of continuous innovation, adaptation and learning". Thus, it confirms that social entrepreneurs more focus on creating social value through social innovation. According to Boschee (1995), social entrepreneurs refer to "non-profit executives" are concerned with market force without forgetting their basic purpose; to balance between motives and moral needs. Catford (1998) suggests that social entrepreneurs are opportunists, visionary, pragmatic, and ethical. Moreover, Prabhu (1998) emphasizes that social entrepreneurs are exceptional leaders and they are very innovative. They can see opportunities by creating social value which can overcome the social issue.

PWDs are a minority in society who often face difficulties in finding job. Findings from the previous studies also show that there is an issue of unemployment among people with

special needs in learning disabilities (Izam & Mohamed, 2020). Thus, robust studies are need to improve the employability for PWDs and have to be conducted diligently to overcome this social and economic issue by taking into account the reasons that contribute to unemployed among PWDs (Izam & Mohamed, 2020). Besides that, to solve this social problem, social entrepreneurs play a noble role by creating career opportunities for this group. Based on the above discussions, this paper reviews the issue of people with disabilities and social entrepreneurship in overcoming unemployment.

## 2.0 METHODOLOGY

The study consists of review of articles and journals on PWDs and social entrepreneurship. We analysed literature, draw the findings and further research directions. This study employs a methodology to review the articles cited in the databases such as Sage, Science Direct, Springer link, Taylor and Francis Online and Emerald with the current topic of PWDs, unemployment issues and social entrepreneurship. These studies were categorised into research areas, some of the findings of which are presented in the introduction section as discussed above and further highlighted in the following section.

## 3.0 DISCUSSION

### Underlying theory

The Psychodynamic theory is a theory which consists of the application of social work values, principles and techniques to help people obtain their needs (Cohen & Kaplan, 2020). In this research, person with disabilities (PWDs) need a social support in order to get a job. They are not confident of themselves because of their past experience from childhood (Kite, & Whitley, 2016). However, the childhood experiences do not always result in certain personality traits or emotional states. Besides, this theory believed that most of our motivations and desires are outside of our awareness (Ryan, 2019). The prejudice that

come from the people outside their circles will demotivates PWDs in their personal life and brings it to their future employment soon (Kite & Whitley, 2016). For instance, when the PWDs want to apply for the job opportunities, they think that they are not good enough for that position because of their weaknesses. Hence, this theory can be applied as motivations for them and gradually pushed into the unconscious because raw desires are often unacceptable in society.

Social entrepreneurship is an emerging business model (Austin et al., 2006). The emergence of the social entrepreneurship framework is result from an increase public awareness of corporate, social and environmental responsibility (Murphy & Coombes, 2009). Social entrepreneurship has been viewed as a business model that demonstrate the continuity of objectives ranging from a solely social mission through mix of social and profit motives (Bacq & Janssen, 2011). Moreover, the main concern among social entrepreneur is social issues (Mair, 2010; Austin et al., 2006).

Another theory that can support this study is stakeholder theory. According to Burga and Rezanian (2016), social entrepreneurship is often studied in the concept of stakeholder theory. Stakeholder is defined as an entity that benefits from the organization and have to be respected by the organization (Crane, Matten, Glozer & Spence, 2019). Stakeholder theory is "a theory of organizational management and ethics" (Phillips, Freeman, & Wicks, 2003). The theory involves the consideration of stakeholders and their relationships with the organization's activities that lead to end results which has an impact on values and morals (Phillips et al., 2003). Furthermore, stakeholder theory also explain for all individuals who are socially impacted or who have an effort to create social impact (Kusyk & Lozano, 2007).

Based on the above discussion, it is clear that these two theories can explain important concepts in this study. The Psychodynamic theory discuss the main problem face by PWDs

and stakeholder theory explain about the field of social entrepreneur.

### Unemployment issues among PWDs

The issue of unemployment is synonymous with PWDs. This is a global issue and reality for many countries. Several barriers that lead to this group's inability to get a job. Based on previous research by Khoo, Tiun and Lee (2013) PWDs still face difficulties in getting job and entering job markets. Hence, PWDs should be given the opportunity to work as they also need to continue living like other normal people. Each individual definitely has an advantage that can be polished by certain parties who have the ability. This is proven in the study of Hashim and Wok (2014), found that PWDs usually are productive, dependable and reliable employees. They have analysed responses of 384 disabled employees, 195 bosses, and 206 co-workers (Hashim & Wok, 2014). The result stated that PWDs were also an asset for organizations and their physical limitations were not a difficulty for them to become productive workers with extraordinary works, (Rozali et al., 2017, Caldwell, Harris, & Renko, 2012). In addition, Markel and Barclay (2009) argued that employing PWDs should be one of the Corporate Social Responsibility (CSR) tactics, regardless of their skill and competency in developing their work.

To address the issue of unemployment among the PWDs, the government has encouraged both public and private sector policy to provide employment opportunities to this community. Referring to the Disabled Persons Act 2008 and Basic One Percent Job by Circular Bil.10 / 1988 enhanced through Circular No. 3/2008 which came into force on 1 April 2008 stated that the government sector needs to provide one percent job opportunities for PWDs. Meanwhile, the Committee for the Study of Persons with Disabilities in the Private Sector was established in 1990 under the Department of Manpower Peninsular Malaysia has established a Code of Practice for Learning Disabilities to encourage the recruitment of PWDs. Furthermore, the fact that its added

value for organization which includes diversity in the organization and makes the workforce more inclusive. However, the policies and strategy failed to gain momentum because many PWDs do not manage to get a job and unemployment (Ang, 2014; Khoo, Tiun, & Lee, 2013).

The phenomenon of unemployment in Malaysia recently has become quite alarming when there was an increase in the number of unemployed, 500,000 people in 2018 (Lim, 2019). The issue of unemployment in Malaysia has involved all categories of society including the PWDs. Recent study by Izam and Mohamed, 2020 and Wahab and Ayub, 2017, conclude that unemployment rate among PWDs is still high. Therefore, this study suggests the government to develop a policy that address the PWDs unemployment problem through social entrepreneurship strategy.

Although, the government in subordinate Ministry of Women Community and Family (KPWMK) through the Social Welfare Department (SWD) and Department of Labor Peninsular Malaysia (JTKSM) has taken serious care of this issue by providing PWD with special attention from various assistance such as providing facilities, training and employment. But, the fact is that this group's problems in getting a job have not yet found a solution yet (Rozali et al., 2017). This condition is comparable to that of other countries. For example, US has been used Americans with Disabilities Act (ADA) for more than 25 years, but there is still no improvement in the employment rate of PWDs (Kalargyrou et al., 2018).

A similar situation also happened in Spain, where the government's concern for PWDs has been embodied in the Spanish Strategic Action Plan for the Disabled (Ministry of Health Social Services and Equality, 2014-2020), where paid employment has been identified as one of the most effective ways of achieving the plan (Muñoz, Salinero, Peña & Sanchez de Pablo, 2019). Besides, policies have been introduced to promote the recruitment of PWDs by



different kinds of incentives. However, referred to the high unemployment rate among PWDs shows that the outcome of this policy do not work as expected (ODISMET, 2018).

### **Reasons for unemployment among PWDs**

People with Disabilities (PWDs) faces a lot of barriers in getting a job and being an employee because of their disabilities. World Health Organization (2011) listed several limitations factors such as inadequacy of training and education for PWDs, not supportive working environment, the perception of employers who do not believe in the ability of PWDs can perform work and discrimination (WHO, 2011). These are major challenges for them since they need to sustain their life. They need support in terms of living, society, and most importantly equal employment opportunities (Maritz & Laferriere, 2016). This paper will highlight four main reasons contributing to limited employment opportunities for the PWDs in Malaysia. Among the reasons are perceptions and prejudice attitude toward PWDs, lack of opportunities to be in the working environment, personal internal factors, and lack of education.

#### **a. Perception and prejudice attitude toward person with disabilities (PWDs)**

This issue on the competencies of PWD also has been debated in today's society which indicated the low employment rates of this group. Malaysia also facing a similar situation to the PWDs. People perceived that PWDs cannot perform well and not productive. People keep comparing their performance with normal employee performance. This kind of action and the stereotyping view is unfair to PWDs. Even so, this should not have happened because it is clear that PWD capabilities are limited compared to normal. Furthermore, Ang, (2014) have studied regarding the intention to hire PWDs and influence by management and organizational culture in Malaysia found that employers are still not confident to employ this group. However, the main problem is actually about people's

attitude and perceptions toward them. These issues affecting PWDs which resulted in the attitude of society to underestimate this group are considered only hope for the mercy of the public and is not eligible to get a job (Barba-Sánchez, Ortíz-García & Olaz-Capitán, 2019).

Employers' negative perceptions are the major barriers to employment for PWDs in the country. A recent study by Narayanan (2018) found that PWDs are still being discriminated in many aspects specifically against in term of negative attitudes of people towards them. Lee, Abdullah, and Mey (2011) were also highlighted that many employers were reluctant to hire disabled employees because they lack confidence in them. This argument is supported by the previous study, which found that employers often considered PWDs not suitable for employment and refused to hire them (Heron & Murray, 2003). In conclusion, based on the discussion above in reality there are still a negative perceptions and attitudes resulting from a lack of understanding about PWDs and interaction with PWDs. This negative perception and attitude form various for PWDs participation in the workforce. Therefore, the level of awareness and attitude of the general public towards persons with disabilities should not be influenced by myths and misconceptions.

#### **b. Lack of employment opportunities**

The competitive job market, uncertain environment, and unpredictable economic landscape are reasons for less job creation, particularly for PWDs. Lack of job opportunities is the main cause of the unemployment problem among PWD and consequently will lead to the issue of poverty. This issue arises because there is no source of income for them to sustain their lives. The statement supported by Ta & Leng, (2013) stated in the findings of the study proves that Malaysia is still lagging in the context of providing equal employment opportunities for PWDs. One of the reasons is organizations not willing to create opportunities for PWDs is because they are unable to provide a suitable work environment. No doubt, that organization

must invest millions of money to meet the requirements in terms of facilities and infrastructure suitable to the needs of PWDs. Most organization considers this as a burden and will incur high costs. Narayanan (2018) also was highlighted these issues in their study that employers worry about the cost since it needs physical workplace alterations. This situation supported by a previous study by Lee, Abdullah & Mey (2011), stated that some employers were reluctant to employ PWDs because they may not have the infrastructure to meet the needs of PWDs in the workplace.

### c. PWDs Internal factors

The difficulty in finding a job among PWDs is also due to individual internal factors which include the inability to work, low self-esteem, and lack of self-confidence (Sani, 2020). The difficulties will reduce their self-confident either pre or during working period in any organization (Romeo, Yepes-Baldo, & Lins., 2020). Dr. Ruziah Ghazali, a member of the National Council for PWDs and an honorary adviser of the Little People National Organisation of Malaysia, said that PWDs have to present themselves as dependable, convincing, and highly professional suitable for the position they are requesting (Sani, 2020). Furthermore, the individual internal factors also considered health conditions as barriers (Ton, Gaillard, Adamson, Akgungor, and Ho, 2020). For instance, poor health conditions and physical weakening restricted the PWDs from engaging in the working environment. However, their deficiency can be overcome based on the disabilities that they have. Hence, they must be able to get prepared before the job interview and have to think competitively and to promote their skills (Sani, 2020).

In addition, the internal factors of PWDs also would be the reasons for the low employment rate among them, especially in managerial and professional positions. This happens when many companies refuse to hire PWDs because they claim that hiring them would risk the future performance of their company (Romeo, Yepes-Baldo, & Lins, 2020). Furthermore, they

believe that hiring PWDs would lessen the productivity of the company (Bungau, Tit, Popa, Sabau, and Cioca, 2019). For instance, PWDs are not reliable in their work or task, are not able to perform decently, and the quality of their work did not achieve the company's standard which would cause inefficiency in the company (Ostrow, Nemec, & Smith, 2019). Therefore, the role of the government is one of the vital keys to providing resolutions for PWDs' challenges. Hence, government support for social entrepreneurship would be an approach for strengthening the community by social entrepreneurs which involve both individuals and organizations taking the initiative to address PWDs and social enterprises.

### d. Lack of education

Lack of education is one of the reasons for the unemployment issues among people with disabilities (PWDs). In reality, it is difficult for them to get a job but due to lack of education make it more difficult for them. Furthermore, PWDs are less likely to obtain educational qualifications compare to normal people. According to Burchardt (2005), this is because of family background and their low motivation to gain a better education. The study by Aro, Eklund, Eloranta, Närhi, Korhonen, and Ahonen (2019) found that PWDs with mental deficiency are unable or have to postpone to further study in higher education after secondary education. Hence, this problem leads them to have difficulty in finding or retaining a job. Besides that, lack of education is a barrier for among hearing-impaired students in Malaysia to participating in the employment sector (Yusof, Yasin, Hashim & Itam, 2012). Besides, Islam (2015) highlighted that the barriers faced by PWDs in terms of education due to poverty, lack of government support, lack of trainers or facilitators, lack of facilities and infrastructure, lack of teaching material, and expensive education for special needs.

"Education is the most powerful weapon that can use to change the world" (Mandela, 2014). Education also can change people's life and

assist people to get a better job. The same goes for PWDs, they need the education to get a job and to have a quality life. Although, it is impossible to change things overnight, but with the reinforced through education the quality of life of PWDs might be improved (Adnan & Hafiz, 2001). Besides, education can bring a light side for their life especially for long-term career (Lee, & Low, 2014). As in the previous study by Lee et al. (2011) found that academic and job-related skills were perceived as prerequisites for PWDs to find employment. Therefore, these groups of people need special attention regarding education to solve unemployment and social inclusion issues.

### **Overcoming unemployment of person with disabilities (PWDs) through Social Entrepreneurship**

Social entrepreneurship has the ability to solve social issues via creative and innovative efforts more effectively compare to commercial entrepreneurship (Austin, Stevenson & Wei-Skillern, 2006). Based on the definition above, confirm that social entrepreneurs have ability to solve problems as they can see the problem as an opportunities to ensure that social problems can be solved as well as added value to society (Zahra, Rawhouser, Bhawe, Neubaum & Hayton, 2008; Seelos, & Mair, 2005). The social problems or difficulties are matters related to society such as poverty, hunger, people with disabilities, youth, women, homeless and so on. Accordingly, the problem of unemployment among PWDs viewed as one of social problem that is still under discussion and needs to find a solution to overcome this problem. Therefore, Social entrepreneurship can offers one alternative employment pathway for PWDs.

The entrepreneurs should be a stepping stone to creating jobs opportunity for PWD. Entrepreneurs are encouraged to take initiative to help these people solve the employment problems (Rozali et al., 2017). A group of entrepreneurs who provide employment to the disabled are referred to as social entrepreneurs. A social entrepreneur have the ability to fix community based issues

and commit of making positive changes in society. Therefore, social entrepreneurship becomes a new exciting field to explore and has a huge impact on society. However, as a social entrepreneurship company, they need to understand the qualities in hiring employees with disabilities (Saleh, 2020). Studies by Ton et. all (2020) stated that issues such as less competency and incapability in performing a job duties become a symbol of sympathy faded away when employers know the positive qualities revealed by employees with disabilities. In conclusion, employer's experience in hiring employees with disability helps eliminate employer's misconception and stigma toward them. Hence, this paper will be the initiator to discuss on how entrepreneurship can be part of the solution for increased disabled employment.

Ang (2014) stated that employment opportunities for PWDs can help them to escape from the perpetual and vicious circle of marginalization, poverty and social exclusion. The ability of these communities should not underestimate because they do have a high capacity, hard work and focus. According to Tan, Aquilino, Gratton, Stanford, Tan, Johnson and Dawson (2005), workers with disabilities are not only faced the unemployment issues but also in the promotion or job retention phase (Rozali, Abdullah, Ishak, Azmi, & Akhmar, 2017). However, there are also employers who said that PWDs perform equal with non-disabled employees, demonstrate low absenteeism or turnover rate, have minimal involvement in workplace accident and is committed and motivated to work (Colella, 1994). According to Majid (2020), this study found that disabled employees appreciate their jobs, follow instructions and are seldom involved with problems at the workplace. The disabilities status is not a barrier for them to demonstrate excellent work attribute and perform well such as non-disable person. Thus, the PWDs also can be good employees in working environment based on their special skills and abilities.

The National Welfare Policy 1990 is one of the national social welfare and social service



policies that protected the rights of the disabled people in Malaysia. This policy aims to generate a secure and safe society, self-reliance, equalization of opportunities, and internal or external support towards enhancing the positive culture on PWDs (Islam, 2015). For instance, Malaysian Global Innovation and Creativity Centre (MaGIC) was an organization that discovers the entrepreneurship for social impact in Malaysia. This organization is one of an agency under the Ministry of Science, Technology and Innovation (MOSTI) which helps to build better economy and social impact for communities via facilitates, nurturing, navigates and enables the ecosystem. Furthermore, based on the above policy, PWDs are also entitled to exercise their civil, political, social, economic and cultural right on an equal basis with others who is not in PWDs group. Thus, the social entrepreneurship that comes from the MaGIC program could open an opportunities for the PWDs and indirectly help them to generate income and survival.

#### 4.0 CONCLUSION

Based on the overall discussion above, the issue of unemployment among people with disability (PWDs) needs to be taken seriously and perhaps to be resolved soon. There would be various barriers which related to the unemployment among PWDs. The similar situation happens not only in Malaysia but all over the world. First, this study sheds light on the main reasons for unemployment among PWDs. There were four reasons for unemployment which include perception and prejudice attitude toward PWDs, lack of employment opportunities, PWDs internal factors and lack of education. Secondly, this study discussed the overcoming approach for the issue. Based on the discussions, we suggest that unemployment issues among PWDs could be solved through the involvement of social entrepreneurship. The social entrepreneurship refers to the organization which has ability to solve the issues regarding the social problem. Hence, in this study, the social problem refers to the unemployment of PWDs communities

The PWDs not only refers to the persons with physical limitation only but including mental and sensory impairment. The future social entrepreneurs also will see this problem as an opportunity in able to develop a positive impact on society. Furthermore, the contribution of PWDs in the Malaysia's workforce environment has a robust impact on the country if the social entrepreneurship has built good opportunities for them. The employment opportunities for PWDs from the social entrepreneurs will fulfilment the basic needs for them. Thus, the social entrepreneurs should play the right role to make sure the PWDs employees ready and well prepared for the working environment in the future. The opportunity from social entrepreneurs is valuable for PWDs in order to help them to continue living and to be shine. Thus, the study aims to make a significant social impact and providing significant knowledge for person with disabilities (PWDs) and social entrepreneurs in Malaysia.

This present study also provides some important contributions. Examination of the unemployment problem among PWDs can benefit many parties such government agencies, non-government agencies, entrepreneur/ social entrepreneur and potential employers to hire PWDs in their organisations. Based on the comprehensive discussion in this study, it is proposed that the government review and make improvements in employment policy related to PWDs. Constant enforcement is also needed to ensure the effectiveness of the policy. This study also suggests that the government to assist this group by providing support and assistance to social entrepreneurs in Malaysia, by pursuing pure aspirations by overcoming the country's social problems. In the same time, this study helps eliminate negative perception and stigmas among the society regarding PWDs.

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