



WARWICK INSTITUTE for EMPLOYMENT RESEARCH IER

How far have they come?

Learning difficulties and integrated employment in Malaysia

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CONTEXT

This poster represents the excerpts from my thesis analysis which studies on the development and implementation of integrated employment in Malaysia. This poster concentrates on its impact from the perspectives of groups of key stakeholders, employees with learning difficulties whose participating the scheme. This presentation explores some aspects of the perceptions and experience of persons with learning difficulties in integrated employment in Malaysia.

KEY AREAS OF INVESTIGATION

- How has integrated employment been developed and implemented in Malaysia?
- How has integrated employment affected the lives of persons with learning difficulties socially and economically?
- What are the perceptions and experience of persons with learning difficulties who has joined integrated employment?

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BACKGROUND

Many studies in developed countries have emphasized the significant influence of integrated (or 'open') as opposed to sheltered employment on the inclusion of persons with learning difficulties into the mainstream community. Subsequently, with the emerging disability policy and practice, Malaysia as one of the developing countries which possesses a growing population of persons with learning difficulties recently started to promote this form of employment with the hope for similar outcomes.



METHODOLOGY

5 focus group interviews with 20 adults with learning difficulties aged 20 to 35 years old working in a retail company

CAPABILITY RECOGNITION

- Selection
- Recruitment
- Placement
- Difficulties
- Training
- Responsibility
- Expectation
- Confidence
- Sympathy
- Self choice
- Career
- Support

KEY FINDINGS AND KEY TERMS

FINANCIAL INDEPENDENCE

- Better salary
- Saving
- Pocket money
- Shopping
- Withdrawal
- Safeguard
- Security
- Relief
- Thankful
- Trust
- Dependent
- Permission

SOCIAL INCLUSION

- Acceptance
- Interaction
- Chatting
- Eating out
- Normalization
- Loneliness
- Bullying
- Understanding
- Despise
- Social identity
- Isolate
- Modesty

CONCLUSION

The findings suggested that the participants with learning difficulties believe that even though they have the opportunity to join integrated employment, their capabilities are still being doubted and they are still a long way from being able to lead their lives independently. In addition, the lack of social interaction at the workplace illustrates the attitudinal barriers faced by them.

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