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Social entrepreneurship for young people with disabilities: A conceptual analysis

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Abstract

Employment is one of the most basic needs of everyone, including people with disabilities (PWD). However, the numerous obstacles faced by PWD limit their ability to actively participate in the labour market, become economically self-sufficient, and contribute to national economic development. In general, PWD all over the world face a high risk of unemployment. Therefore, this study explored the function of social entrepreneurship in eradicating unemployment among young PWD. This research also emphasised the challenges experienced by PWD in securing employment in Malaysia. Among the issues highlighted are the negative attitudes of employers towards PWD and how employers could adopt the social entrepreneurship perspective. The systematic review method was used to examine the previous literature to accomplish the highlighted purpose and seek answer to the research questions. The literature review revealed problems of unemployment among young PWD. Hence, the improvement of young PWD's employment have to be focused systematically by taking into account the social entrepreneurship's perspective. This study is expected to provide a significant contribution to the knowledge on employment of young PWD and would increase the number of their participation in the workplaces.

Keywords:

Unemployment;
Young Adults with
Disabilities;
Social Entrepreneurs;
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1. Introduction

The opportunity to work is very essential to all regardless of their abilities. Secured employment contributes to the improvement of financial condition, self-esteem, social participation, and knowledge and skills of an individual. However, unemployment issue among people with disabilities (PWD) remains as a subject of debate. According to the U.S. Bureau of Labor Statistics (BLS) (BLS, 2020), only 19.3 percent of PWD were successfully employed by industries in 2019. The issue of unemployment among PWD is evident, with this figure falling to 17.9 percent in 2020 (BLS, 2021). Based on a report by the UK parliament on employed PWD in the workforce, 4.4 million of them were successfully hired by various industries. Youth unemployment rate is a common labour market indicator that measure the labour market's demand for young people. According to the Malaysian Department of Statistics, the unemployment rate for those aged 15-24 has reached 11%, with 293.7 thousand people were out of work in 2018. Concurrently, the

number of young people in the labour force is less than 2.7 million out of 6.1 million (Harun, Ali & Khan, 2020).

Human resources are a valuable asset in speeding up the country's advancement towards becoming a developed nation. Malaysian unemployment rate has risen to alarming levels in 2020, reaching a 27-year high unprecedented since 1993. Based on the Labour Market Review by the Department of Statistics Malaysia (2021), in the first quarter of 2021 the unemployment rate was 4.8 percent, with no discernible improvement from a nearly identical rate in the fourth quarter of 2020. The alarming disparity between national averages and youth unemployment rates (15-24 years old) has remained unchanged, remaining nearly three times higher in the fourth quarter of 2020 and the first quarter of 2021. Hassan (2020) has reported that the unemployment rate reached a 10-year high in March 2020 of around 610,500, compared to 521,300 in the same month of the previous year. This high unemployment rate was primarily attributed to the negative impacts of the Movement Control Order (MCO) on the labour market. The current economic development will be affected due to rampant unemployment among youth which represents a surplus in the workforce. According to Special Room (2019), the unemployment rate among young people in Malaysia is higher than in Singapore (4.6 percent), Thailand (5.9 percent), Vietnam (7.9 percent), and India (10.5 percent).

Table 1 highlights statistics retrieved from the Department of Social Welfare (2018). Among the seven categories of disabilities, the number of PWD with learning disability and physical problem is the highest across the three years and the least is speech problem. Table 2 shows that 180,738 registered PWD are between 19 to 45 years old. This group of people are considered as the labour force participants who are available to work in the labour market.

Table 1: Number of registered PWDs based on category

No	Category	Number of PWD		
		2016	2017	2018
1	Learning disability	143,334	157,734	169,853
2	Mental disorder	33,518	37,620	40,570
3	Visual/hearing/speech problem	70,733	77,054	82,101
4	Physical/other problems	161,684	180,850	196,424
Total		409,269	453,258	488,948

Source: Department of Social Welfare, Malaysia (2018).

Disability is a state which generally happens and forms an essential part of the society. However, the data shown above do not reflect the exact number of PWD in Malaysia because such registration is not mandatory. According to the Department of Social Welfare, there are 587,608 registered PWD as of 2021. The numbers might be higher due to the low reachability of the rustic population in Malaysia. Still, PWD cover a huge portion of the community. Various factors, especially the attitude of people, contribute to lesser employment rates of young PWD compared to their non-disabled peers (Omar, Ali, Puad, Yaakub & Zakaria, 2021). Based on International Labour Organisation (2015), employers frequently assume that PWD are incapable to work and therefore refused to offer work opportunities to PWD. Factors such as employers' lack of confidence towards PWD's abilities and competencies, lack of support services, and unfavourable legislation and policies also contribute to low employment of PWD even though effective training programmes has been provided by the public and private sectors (Ab Halim et al., 2013).

Unemployment among PWD has led to the issue of social exclusion, poor involvement in the economy and poverty. Several measures have been implemented worldwide to ensure that PWD have a better life. Perry (2003), for example, emphasised the implementation of the Biwako Millenium Framework for Action, which focuses on equal rights without barriers and most importantly social inclusion. This framework is implemented in Asia and the Pacific by promoting people's rights and equalities among PWD. The most important aspect discussed in the framework is equal employment opportunity for PWD. In Malaysia, the government has enacted the Persons with Disabilities Act 2008 to provide PWD with equal opportunities and increase

workforce diversity. According to the Malay Mail (2016), this Act is a step forward in protecting the rights of PWD. However, this Act indicates a lack of operative provisions outlining the rights to equality and non-discrimination. With the implementation of this law, PWD are likely to have equal right as others in terms of access to education, employment, and public amenities. Furthermore, the Department for the Development of Persons with Disabilities has been established, with the responsibilities for the registration, protection, rehabilitation, development, and well-being of PWD (Wahab & Ayub, 2016).

The government has taken measures and contributed efforts to offer young PWD with job opportunities, although the success rate remains low. For example, through its agency, the Ministry of Women, Family, and Community Development have put effort to increase the well-being of PWD by addressing issues related to employment and education access. The Ministry's long-term mission for PWD is based "on equality of rights and opportunities for PWD to participate fully in society" other than emphasising values related to human rights such as "integrity, honour and independence that will enable them to live independently" as stated in the National Policy and Action Plan for People with Disabilities (Manaf et al., 2019, p.141). The Ministry of Human Resources also ensures equal employment opportunities for PWD. Programmes such as Return to Work and Job Carnival for PWD organised by the Social Security Organisation (SOCSO) and supported by the Labour Department and the Ministry of Human Resources are among the initiatives taken by this Ministry to increase PWD participation in the workforce. Given the importance of providing PWD with good education, the Ministry of Higher Education has been proactive towards this objective. There are various courses tailored to the abilities of PWD made available through community colleges and polytechnics to improve their employability (Manaf et al., 2019). The focus on educating PWD is because young adults with disabilities still experience unemployment situations even though they have completed secondary and higher education (Guenther, Falk, & Arnott, 2008). Besides, PWD are still facing barriers in getting and maintaining jobs even though they have prepared themselves to enter the workforce (Holwerda et al., 2012).

Researchers have accepted the entrepreneurship approach as an alternative empowerment method which helps PWD to prepare for a better living (Yamamoto & Alverson, 2015). Fostering the autonomy or independence among PWD to be involved in entrepreneurship not only alleviates the shortcomings they encountered but also takes into consideration the sociodemographic factors that limit the autonomy based on age, qualification, or geographic location (Lindsay et al., 2015). The entrepreneurial capacity demonstrated by PWD can be extremely valuable to society for two reasons: first, it shows the acknowledgment of PWD rights and increases opportunities that support social inclusion and rehabilitation; and secondly it is also expected to bring advantages towards the community (Troncoso, 2014).

Social entrepreneurs are resourceful and innovative in their search for solutions. This is one of the reasons that social entrepreneurs can create employment opportunities for young PWD in Malaysia. Thus, social entrepreneurship could solve problems where the problem is viewed as an opportunity that adds value to society (Rozali et al., 2017). Social issues are matters related to poverty, hunger, natural disasters, war, drugs, PWD, youth, women, pollution, and other societal and environmental problems. These issues tend to be viewed by social entrepreneurs as an opportunity to create a positive influence toward society and the surroundings (Dees, 2007). Although PWD may not obtain employment, with encouragement from stakeholders, PWD still can become entrepreneurs who are self-employed (Arnidawati, 2013).

Social entrepreneurship is a developing industry with the potential to contribute to the nation's socioeconomic well-being. Through the newly established Malaysian Global Innovation and Creativity Centre (MaGIC), the Malaysian government has allocated RM20 million to establish a Social Entrepreneur Unit to spearhead the development of the country's social enterprise sector. Nonetheless, only 0.02 percent of Malaysians work in social enterprises which is very low

compared to other countries (Mustaffa et al., 2020). Collaborations are needed among various agencies in the effort to educate the public and the community about the importance and role of the social enterprise sector towards national sustainable socioeconomic development, which includes finding ways to solve unemployment issues among PWD.

Henceforth, this article aims to theoretically explain the factors that motivate organisations to adopt social entrepreneurship perspectives and hire young PWD. This paper also discusses the potential issues encountered by PWD. Besides, this conceptual paper provides understanding on employment opportunity for young PWD by the social entrepreneurs. The following section discusses the literature review, social entrepreneurs, and the fundamental theory. In the next section, we deliberate our methodology and highlight the discussion of implications.

Table 2: Number of registered PWD based on age range

Age (in years)	Number
Not stated	9
18 and below	131,744
19 – 59	275,662
60 and above	81,533
Total	488,948

Source: Department of Social Welfare, Malaysia (2018).

2.1 Literature Review

The review of literature explores existing literatures on unemployment, PWD, and social entrepreneurship. We scrutinised the past studies, gathered inferences, and acknowledged and recommended for future studies. Several databases have been referred including SCOPUS, Wiley, Science Direct, and Emerald. Numerous keywords have been used including "employment" and "employability" "challenges or barriers", "social entrepreneurs", and a "disabled person". The literature review yielded 1,679 articles which were filtered for duplicates and suitability. Researchers have decided to choose 75 articles that closely related to our topic which are more appropriate for assessment. Studies used in this paper were published after the year 2000, but some theoretical studies were published between 1991-1998. The majority of these studies were qualitative, consisting of case studies, interviews, and focus group discussions. There are only eight studies that used a quantitative approach. The majority of the studies' research populations included employers/policymakers. Only six studies had involved PWD. Most of studies focuses on the barriers to hiring PWD from insights of employers than disabled people's vantage points.

2.1.1 Young PWD

Most of the studies have shown hiring discrimination towards PWD. The majority of the past research on the subject disclose frequent negative perceptions on PWD (Barnes, 1992; Jayasooria et al., 1997; Gouvier et al., 2003; Haq, 2003; Brown et al., 2009). Discrimination towards PWD in workplaces happens due to community perceptions and misunderstandings on their performance capability and demands in the labour market. PWD are not given importance equated to their non-disabled peers (Colella et al., 1998). To make matters worse, PWD are frequently "labelled" as people who need support from others (Fichten & Amsel, 1986)

Young PWD should have the same rights as other non-disabled people. Getting equal rights and helping the society understand and respect PWD needs are essential to reassure the social presence of PWD in the community (Agyei, 2016). Therefore, job opportunities for PWD are not simply based on monetary remuneration but also prospects for social involvement and attachment (United Nations, 2017). Moreover, PWD are the nation's most substantial

marginalised group, and they are repeatedly excluded from life (Ledman & Brown, 1993). They depict poor quality of life and are more likely to be unemployed due to bias. On the other hand, employed PWD are more likely to receive lower salaries, have less career stability, and have less potentials for skills development. Overall, employment is essential for PWD since it helps to lessen poverty.

Referring to the Malaysian outlook, the number of PWD hired in the public and private sectors is still controversial. Although the government has taken a stand in favour of PWD employment by establishing 1% job opportunities in government agencies for PWD (Ministry of Women, Family and Community Development, 2016), the number of PWD hired in government bodies are well below the target. A media report from the Ministry of Women, Family, and Community Development in 2019 stated that the number of PWD hired in government agencies was only 0.32 percent of the total public sector employees (Omar, et.al 2021). Furthermore, based on the data retrieved from the Ministry of Human Resources (2019), only 27 people were hired by the public sector, out of 3,059 applications received from PWD. In the private sector, the number is even lesser. Only 14, 252 PWD were employed in this sector from 1990 to 2018, out of a total workforce of 13.74 million or 0.10 percent. Thus, it is crucial to conduct studies as an effort to create awareness for industrial stakeholders to provide job opportunities for PWD.

2.1.2 Unemployment Issues Among Young PWD

According to Walsh, Lydon, and Healy (2014), having a job allows people to participate in communities by developing soft skills such as interaction, conciliation, problem solving, interpersonal skills, and decision-making. Furthermore, employment enhances socioeconomic conditions (Lamichhane, 2012). Salary obtained provides an opportunity for the employees to save a certain amount and enhance their buying power (Bualar, 2014; Cocks, Thoresen, & Lee, 2013). Among PWD, employment is also significant towards securing their socioeconomic condition and involvement in the society. PWD intend to work and achieve social networking, obtain a livelihood, and improve their self-confidence as they are aware that work purpose will allow them to govern their capabilities and contributions, which leads to an optimistic attitude and improved confidence (Heron & Murray, 2003).

Unemployment is described as a person who is not employed and actively seeking a job in the past four weeks based on the Bureau of Labour statistics (Singh & Raj, 2018). The unemployment issues concerning young PWD influence the individual, family, community, and the nation in general. However, young PWD will undoubtedly be incompetent to progress their lifestyle situation without a steady source of income. This condition will exacerbate other social problems, particularly poverty. Research into 14 households from 13 emerging countries have exposed that PWD are less advantaged than average households (Filmer, 2008). It is undeniable that significant relationship exists between disability and poverty. This situation happens due to increased cost of living among PWD as they need to spend more on health care, transportation, support equipment, special aid, and home care (Tibble, 2005). Hence, internal family members will be exploited and misunderstandings incline to create conflicts among family members.

Other than that, unemployment also influences the social mindset of the PWD, particularly their self-concept which affects their interests in their environment and tasks. Self-concept is known as a controlled system that impacts on how people see themselves, others, and social relationships (Leary & Tangney, 2011; Vazire & Wilson, 2012). Inabilities to find a job generate feelings of unappreciation and social exclusion. So, PWD tend to experience anxiety and isolation due to a lack of interaction with others (Heron & Murray, 2003). The exclusion of PWD from the workforce is due to the social organisation of the labour market instead of individual disability. Besides, Ramakrishnan (2007) added that the critical factors hindering the employment opportunities among PWD is due to organisational commitment toward disabled employment, attitude toward PWD, and unfavourable policies to PWD. Furthermore, the low participation of

PWD in the labour force is also due to their limited access to education, information, transportation, and facilities, as well as lack of cultural and media representations.

Unemployment among PWD, particularly young adults harm the country's development. Specifically, workforce surplus could jeopardise the nation's economic development if this unemployment of PWD is not addressed appropriately. PWD who are unemployed would be detrimental to both society and nation. This problem will become worse in each year if this issue is not addressed accordingly, as the number of people with disabilities rises every year (Izam & Mohamed, 2020). Tiun and Khoo (2013) discovered that employers are insensitive and inexperienced with the needs of PWD employees. Disabled employees face difficulties to move around due to limitation of physical infrastructures in the workplace. The findings also revealed that the private sectors are more concerned with accommodating the needs of PWD compared to government agencies. There are two critical factors that impede PWD from participating and advancing at work: an uncomfortable environment and workplace barriers (Tiun & Khoo, 2013). Social integration and equal job opportunities could be attained via full access to education where the PWD could learn the much needed skills. PWD have many unseen abilities which can be nurtured through job opportunities and training programmes.

Employer attitudes have also been identified as an important constraint to PWD employment. It has been determined that PWD receive lesser consideration in job employment compared non-disabled applicants, even though they are appraised more constructively during the recruitment process (Tagalakis, Amsel & Fichten, 1988). Organisations were mostly worried about the efficiency, supervision request, and promotion ability of employees with disabilities and the expenses of obliging to their needs (Johnson, Greenwood & Schriener, 1988). Moreover, PWD are marginalised in the labour market due to factors such as organisations' unwillingness to deliver specific accommodations that cater to PWD needs, negative mindset of the organisations towards PWD, unsuitable jobs, and lack of mobility. Studies have shown that PWD are not provided equal opportunities in the labour force (Hogan et al., 2012, Goodley, Lawton, and Runswick-Cole, 2014). PWD also has been paid less compared to non-disabled people which makes unemployment become common in disabled communities. Unemployment issue also occurred due to employers' concern in the preparation of additional responsibilities or special equipment to assist PWD in certain circumstances (Hogan et al., 2012).

Most employers or entrepreneurs face challenges in handling disabled employees due to insufficient knowledge, guidelines, and skills to manage PWD (Kulkarni & Valk, 2010). Proper policies and practices are not in place which encourages managers and HR departments to focus on self-experience and individual learning to handle workers with disabilities. In this case, every organisation has their own procedures and practices in dealing with disabled employees due to the uncertainty of the methods used in all organisations (Duff, Ferguson, & Gilmore, 2007).

2.1.3 Social Entrepreneurship

Social entrepreneurship focuses on social impacts rather than profits. Previous studies and articles show that entrepreneurship is associated with general unemployment issues, making it a platform for many unemployment problems in the country. According to Gameda and Uleanya (2018), social entrepreneurship is the most effective strategy to resolve societal problems, including unemployment at all levels of society, both in urban and rural areas. At present, social entrepreneurship has been established and shared in several areas to perform a much more influential role in community. Tran (2019), have ranked Canada, Australia and France as the top three countries in terms of social entrepreneurship, indicating that there could be a link between social entrepreneurship and a country's societal wellbeing. Moreover, it has been recognised that social entrepreneurship brings social values in addressing social and environmental issues (British Council, 2018). However, social entrepreneurship is still novel and less obvious to many people in Malaysia although social entrepreneurship is one of the national agendas for

socioeconomic development in the Eleventh Malaysia Plan, the country's development plan for 2016-2020. This initiative specifically mentions social innovation in the framework of strategies for achieving the government's goal of high-income status.

Elsewhere, Caldwell, Parker, and Renko (2016) stated that the disabled community has been introduced with social entrepreneurship. For instance, a social entrepreneur who is disabled may emphasise on serving the disabled community via a selected business. Besides, this condition can be further explored based on a case of PWD with Down Syndrome in New Mexico, United States. The case, Tim Harris, managed to own and operate a restaurant in Albuquerque. He has proven that disabilities do not prevent a PWD from involvement in entrepreneurship (Renouard, 2013). Tim also provides social assistance and motivation to others with Down Syndrome as well as creates mindfulness towards PWD. Initiatives taken by Tim Harris enhances social values through his business, which is what social entrepreneurship is about. In 2015, Sefotho created a new outlook on entrepreneurship for PWD, when the author created the term hephapreneurship which denotes a subset of social entrepreneurship, and defined as "the procedure of creating a positive and purposeful life related to existence entrepreneurship that differentiates between abled and disadvantaged people that acknowledged on the attitude of job selection/building toward transformative social justice and change" (Sefotho, 2015, p.g 1). So, one of the purposes of this social entrepreneurship is to deliver positive insights to both individuals and community.

Social enterprise is a relatively new field in Malaysia, with various basic research on understanding social enterprise and detailed individual enterprises related case studies. Still, findings revealed that most young Malaysians are enthused to involved as social entrepreneurs (Digital News Asia, 2015; Punadi & Rizal, 2017; Omoredede, 2014). These studies suggest that a motivating factor such as social issues and challenges drives people to engage in social entrepreneurship. However, it is often overlooked, and more research is needed to understand better why some social entrepreneurship persevere despite challenges. The enthusiasm on social enterprises was driven by the New Economic Policy of the 1970s which aimed to provide solutions related to systemic poverty and income disparity (Subari, 2017).

Within this context, social entrepreneur is referred as entrepreneurs who employs PWD. A social entrepreneur is capable of resolving community-based issues and make a commitment to create positive initiatives in society. Therefore, social entrepreneurship become a fresh and interesting field to discover with a significant impact on society. Still, social entrepreneurship firms need to understand the requirements of hiring PWD (Saleh, 2020). According to Ton et al. (2020), issues such as lack of competency and inability to perform job duties by PWD become unimportant when employers are aware of the optimistic abilities shown by disabled workers. Eventually, the experience of employers in hiring PWD helps in the elimination of employer misconceptions and stigma toward them.

Quite a number of challenges and barriers must be prevented to improve the influence of social entrepreneurship in empowering PWD in Malaysia. One of the most substantial challenges that social enterprises experienced is the limited definition of the law and acknowledgment of social entrepreneurship as a business platform in Malaysia. Therefore, many social enterprises operate under various authorised structures governed by various acts and regulations (Mustaffa et al., 2020). Besides, this sector has struggled to attract and maintain talents due to a lack of institutional and public aids, continuous support and resources to train and increase talents' quality, knowledge, capability, and skills in social entrepreneurship. Another issue that social entrepreneurs in Malaysia face is lack of capital. Many social entrepreneurs are still primarily maintained by contributions, foundation work, and corporate responsibility programmes. As a result, a favourable financing network is required for social enterprises for development purpose (Mustaffa et al., 2020).

Accordingly, social entrepreneurship is an appropriate channel for PWD, specifically young adults to discover new opportunities. The social impact that directly influences young PWD will indirectly overcome any kind of issue that they are experiencing and contribute to the community

at the same time. Social entrepreneurship is one of the important aspects that focuses on improving the well-being of young PWD and motivates PWD entrepreneurs to be involved in the society as a way to accomplish the social entrepreneurship objectives in Malaysia. Social entrepreneurship contributes to employment opportunities, improved facilities, and education, among others (Osman & Rahim, 2014).

2.1.4 Relevant Theory

The Theory of Planned Behaviour (TPB) has been established by Ajzen (1991) with the aim to improve the Theory of Reasoned Action (TRA) (Ajzen and Fishbein, 1980), which does not adequately emphasise behaviours that are autonomic in nature. As a result, a novel dimension identified as perceived behavioural control was incorporated in the theory. Therefore, the TPB assumes that behaviours can be predicted based on situations and is directly influenced by behavioural intention. Three factors determine behavioural intention, namely attitude, subjective norm, and perceived behavioural control. Perceived behavioural control, on the other hand, is determined by attitude and subjective norm.

Attitude expresses a person's assessment and principles about the implication of leading a behaviour. Similarly, if a person has a positive attitude towards a specific behaviour, he or she will generally perform it (Ajzen, 1991; Cheng et al., 2006; Han et al., 2010). In the case of employing PWD, the intention to employ them will be more significant whenever managers have favourable attitudes toward hiring PWD. The second predictor of behavioural intention is identified as the subjective norm which replicates beliefs related to the normative norm of others, including relatives, friends, co-workers, or business associates (Ajzen, 2002). In the perspective of this research, motivation to hire is expected to increase if managers identify that employing PWD is the proper behaviour which has been approved by social norms. The third independent variable is perceived behavioural control or one's belief that he/she could control the behaviour (Ajzen, 1991). Past studies have shown that behavioural intention of an individual will be diminished due to lack of control over their actions (Han et al., 2010).

Hiring PWD is a human behaviour which could be explained by the variables identified in TPB, making the theory applicable to the interest of this paper. The decision to hire PWD initially can be a direct action by the manager with the decision-making authority. However, other factors could also influence the decision including personal and environmental constraints such as limited hiring regulations and workplace conveniences for PWD. TPB is suitable in explaining the intention to hire PWD as it integrates degrees of perceived behavioural control and helps to decide whether to hire PWD or not for job. Ajzen (1991) has further mentioned about the importance of attitudes, subjective norms, and perceived behavioural control which predicts the intention across behaviours and situations.

The purpose to hire PWD is influenced by the employer's decision in hiring process. The employer's perspective towards hiring PWD in the organisation is embodied by the attitude dimension. Attitudes are assumed to be based on managers views on the probability outcomes of hiring PWD for their organisation. Managers who have positive attitude in hiring PWD results in primarily positive outcomes, thus they will have a favourable attitude toward this decision. The subjective norm variable denotes the social pressure towards the manager in hiring PWD. It is a belief developed by managers to support or oppose hiring PWD based on the significant view of others. On the other hand, the perceived behaviour control variable is the employer's stated ease or difficulty in hiring PWD. The whole part of perceived control is determined by the confidence on the part of the employers about the capitals, amenities, and other aspects associated with hiring and maintaining employees with disabilities.

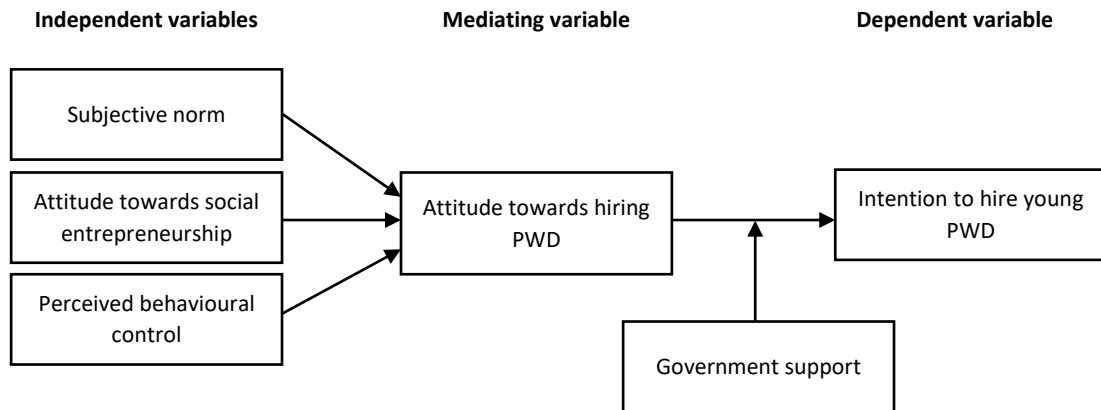


Figure 1. Proposed research model

Based on Figure 1, the variables of subjective norm and perceived behavioural control is directly related to attitude which will influence the intention to hire PWD. Thus, it is predicted that the influence of subjective norms and perceived behavioural control is not instantaneous but slowly develops over time to influence attitudes that would influence intention to hire PWD. There is limited research on the direct affiliation between subjective norms, behavioural control, and attitudes in the context of employing PWD; therefore, evidence from the literature on disability and other deprived or stigmatised groups must be regained (McKay, Avery, and Morris, 2008). In addition, government support acts as a moderator which influences social entrepreneurs' attitude to hire young PWD. For instance, the Malaysian government implements a number of policies such as the introduction of employment quotas, tax incentives for employers, business start-up grants, business development grants and allowances for disabled workers (Nasir, 2020). Therefore, proper government support provided to social entrepreneurs could have significant impacts on the intention to hire PWDs in organisations. Besides, attitude towards social entrepreneurship indicates the beliefs that organisations should contribute to social wellbeing. Managers with high attitude towards social entrepreneurship are more likely to show positive attitude towards hiring PWD, as shown in the Figure 1 above. According to Lebusa (2014), entrepreneurial intentions are normally influenced by a person's entrepreneurial knowledge, perceived desirability, and perceived feasibility. Besides, a person's intention towards entrepreneurial is also based on attitudes, risk-taking inclination, and proactive behaviour (Chipeta, 2015). In this study's setting, intention towards behaviour relates to social entrepreneurship intentions that emphasise on planned behaviours. Attitudes toward the behaviour will be the best predictor of intentions. As a result, it can be argued that attitude towards self-employment (i.e. an individual evaluation of working for her/himself versus working for a company); attitude towards social norm (i.e. does society accepting a person's who work for her/himself); and perceived behavioural control (i.e. the level of difficulties or level of ease performing the behaviour) normally influence intention (towards social entrepreneurship) (Fayolle and Gailly, 2004). Ajzen (2002) defines social entrepreneurial attitude as a personal judgement about the value, benefit, and favourability of entrepreneurship that influences the intention to embark on a new venture. Attitudes reflect subjective perceptions and can help to create an environment conducive to entrepreneurial development (Gupta & York, 2008).

3.1 Recommendation for Future Studies

This conceptual study provides further evidence that organisations must reappraise unemployment issues among young PWD. PWD have been extensively studied, particularly in the subject of social entrepreneurship, but only a small number of studies have attempted to investigate the role of social entrepreneurship in overcoming unemployment issues among PWD. The present study is likely to provide a steppingstone for future research in disability. PWD are members of the society who normally experienced issues in seeking a job. Results from earlier studies also illustrate several unemployment issues among young PWD (Izam & Mohamed, 2020). Consequently, vital research must be conducted to improve PWD employment in the workforce, and these matters must be given strong attention in order to resolve social and economic-related problems by finding the main contributors of unemployment among PWD (Izam & Mohamed, 2020). Thus, other stakeholders should be invited to engage in and support the initiative in the future in order to preserve and enhance the social entrepreneurs' strategies in addressing PWD unemployment issue. The collaborations with various organisations such as community service providers, disability interest groups, and special education institutions are required to assist businesses in successfully integrating PWD as part of their manpower. These kinds of cooperative activities can help disabled workers stay employed and marketable. Particularly, organisations must be provided with persuasive materials which demonstrate that hiring PWD is not just a virtuous business practice but also beneficial to the company's triple bottom line. As the leading sector, the government should give more incentives for the private sector that employs PWD. Last but not least, this paper allows scholars to investigate and develop new conceptual models to combat unemployment issues among PWD using the social entrepreneurship perspective.

4. 1 Conclusion

In a nutshell, this study shows the existence of barriers towards young PWD employment. PWD inclusion in workplace has been very marginal until today even though solutions have been identified to improve the integration of PWD through public policy and regulation. Still, there are more strategies to be implemented even though initiatives and approaches have been introduced to diminish the barriers towards employment of PWD, and efforts have been taken to strengthen the employment of PWD for acceptance in community. Enlightening the role of social entrepreneurship as a mean of helping PWD to overcome unemployment issues will not only bring advantages to PWD, but also cultivate social entrepreneurs and employers who will take them into the workplace. PWD initiatives reassure the inclusion of PWD in the workforce through access to the workplace and altering of the negative stereotypes towards PWD.

Moreover, companies are eligible for double tax deductions, a rebate on tax related expenses of adjusting accommodations for the hired, through Inland Revenue Board of Malaysia (LHDN). There are also incentives provided for PWD trainings, under the OKU Talent Enhancement Programme (Human Resource Development Fund Malaysia, 2019). Therefore, social entrepreneurship could become one of the platforms to reduce unemployment issues among PWD. Social entrepreneurship is acknowledged as an organisational effort that can resolve community problems, thus upcoming social entrepreneurs should look at PWD unemployment issue as a mean to spread positivity to the community.

The responsibility of social enterprises towards developing career paths will help PWD to satisfy their basic needs. Hence, social entrepreneurship needs to guarantee that PWD are prepared for future employment opportunities. The initiative shown by social enterprises is crucial for PWD to help them survive in the society as other non-disabled people. Thus, consistent implementation is vital for the government by ensuring that employment policy is reviewed regularly for continuous enhancement.

Likewise, this study emphasise the significance of the attitude, norms and intention of entrepreneurs in hiring PWD. In addition, the role of social entrepreneurship will provide perceptive indications for other profit-based organisations. This can be done through a transformation in hiring PWD into full-time employment based on social responsibilities by integrating social entrepreneurship initiatives. PWD and other marginal part of the society need to be provided with equal rights to join the workforce without any hiring process discrimination.

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