



## Disability legislation in Nigeria and the quest for a more inclusive society

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### Abstract

The 2030 Agenda for Sustainable Development Goals (SDGs) emphasises that no one should be left behind in the quest for a more inclusive society. This underscores the necessity of fully integrating Persons With Disabilities (PWDs) into the mainstream of society, if the desire for a sustainable future is to be fully realised. As shown in this article, the best method of advancing disability inclusion is to foster social integration by creating equal opportunities for the citizenry to realise their aspirations. In essence, the work highlights the difficulties that PWDs experience, including unemployment and limited access to education, as well as the need for assistive devices and other facilities. Our study, based primarily on the doctrinal method of research, examines the various perspectives on disability, the Nigerian legal framework for promoting the rights of PWDs, the level of progress made so far and the systemic constraints. While we commend the government for passing the Discrimination Against Persons With Disabilities (Prohibition) Act (DAPDA) of 2018, and for employing other laudable steps towards disability inclusion, it is our firm conviction that a lot more needs to be done in terms of awareness campaigns and effective implementation of laws.

**Keywords:** disability, discrimination, disability inclusion, PWDs (persons/people with disabilities); public buildings, Nigeria

### Introduction

Maria Veronica Reina, an Argentinian researcher with mobility impairment, who until her death in 2017, was a notable voice in the disability rights movement, described the grim situation faced by people with disabilities in her community, thus:

disability is seen as a charity issue. You are not seen as a person who can have a life, get a job, live independently. This is very much against our human rights. There is a huge need for awareness work in our countries<sup>[1]</sup>.

Coincidentally, this position is truer for Nigeria, where disability rights is yet to be given the prominence it deserves. While there are laws in place to cater for the rights of PWDs in Nigeria, it is worrisome that in terms of effective implementation, there is a gnawing gap.<sup>[2]</sup> The scenario assumes various dimensions. With regard to employment opportunities for instance, disabled people are often subjected to discrimination on the basis of their status, even though this practice is a complete negation of their rights as guaranteed under the Constitution and other laws. Besides, the educational, health and emergency systems often fall short of disability inclusion. This fact came to the full glare in the year 2020, when the world was hard-hit by the Covid-19 pandemic.<sup>[3]</sup>

Oftentimes, people living with disabilities are forced to live on the margins of society with little or no chance of attending school, finding work and earning a living wage, starting a family, engaging in meaningful social interactions or participating in politics.<sup>[4]</sup> Indeed, for the vast majority of people with disabilities in Nigeria, basic amenities such as accessibility aids are out of reach. In the light of the foregoing, disability poses a great challenge.

Therefore, it is necessary to adopt a critical and objective approach towards protecting PWDs, especially in the light

of social and cultural norms that have the potential to reinforce unfounded myths about disability.

In an effort to address the concerns raised, this work examines Nigeria's disability laws and how awareness campaigns can be effectively deployed as a tool for the inclusion PWDs in all aspects of public life.

### Method

This study is based on the doctrinal method of research. In simple terms, it is a method which involves the examination, interpretation or appraisal of legal rules, principles or doctrines by the application of reasoning. It emphasises the use of available sources of information such as books, legislations and case laws, as opposed to field study<sup>[5]</sup>.

Thus, in collecting materials for this study, we relied on primary and secondary sources of data. The primary sources include statutes and regulations while the secondary sources are mainly online newspapers and periodicals, as well as web information gathered from the sites of relevant institutions.

### Results and discussion

#### The nature of disability

In an attempt to provide a clear and precise overview of the topic of our study, we shall adopt, as a guide, some local and international instruments, as well as the models which have, over the years, served as mechanisms for interpreting the concept of disability.

As a term, disability has been defined in various ways. In general, it embraces individual functioning. As stated in Article 1 of the UN Convention on the Rights of Persons with Disabilities, the concept refers to various forms of "long-term physical, mental, intellectual or sensory impairment, which in interaction with various barriers may hinder the full and effective participation in society on equal basis with others<sup>[6]</sup>."

This definition of disability, as subsumed in Article 1 of the CRPD, has now been incorporated into the Nigerian domestic law by virtue of s. 57 of the Discrimination Against Persons With Disabilities (Prohibition) Act of 2018<sup>[7]</sup>.

At this juncture, there is a need to observe that in construing the term, “person with disabilities,” the category of impairments that fall within the purview of disability, as specified under s. 57 of the Act, are those likely to endure permanently or for a considerable length of time. By virtue of the same section, disability must be severe enough, as to limit the individual’s functional ability in a substantial way. Similarly, the section provides that, “impairment” is:

“...not limited to seeing, hearing, thinking, ambulating, climbing, descending, lifting, grasping, rising [but extends to] any related function or any limitation due to weakness or significantly decreased endurance so...[that the person in question] cannot perform his everyday daily routine, living and working without significantly increased hardship and vulnerability to everyday obstacles and hazards...”

While it may be admitted that, not every kind of impairment qualifies as disability under the DAPDA or the CRPD, it is equally necessary to point out that, impairment may not, in all cases be visible.<sup>[8]</sup> Some disabilities are termed ‘invisible’ or ‘hidden’ because they are often not immediately apparent and are primarily neurological in nature and may, in a significant way, impair normal activities bordering on the daily routine of the individual. The challenge is that PWDs who fall within such category may sometimes be accused of faking or imagining their disabilities.<sup>[9]</sup>

Another crucial point to be considered here is that as a human condition, disability may arise from various factors. It could be linked to genetic mutation or birth defects.<sup>[10]</sup> However, in many other instances, disability may be directly or indirectly related to harm arising from ghastly accidents, debilitating diseases or natural disasters such as flooding, earthquakes, hurricanes, etc.

Importantly, disability goes beyond the boundaries of race, religion, age, gender, economic or social position, political barriers, as well as other categories of distinction.<sup>[11]</sup> This therefore, implies that the strategies for dealing with the needs of PWDs must be based on a clear understanding and respect for their rights. A foray into some models of disability will provide the background required for a robust discussion.

### **The models of disability as mechanisms for social inclusion**

As instruments for identifying impairments, the models have continued to shape how governments and members of society respond to the need of people with disabilities, thus, inspiring the emergence of new laws and policies at both national and international levels<sup>[12]</sup>.

While acknowledging that there are different models or categories, we shall, in the next segment, restrict our discussion to the following: The religious model, the medical model, the charity model, the social model and the human rights model.

### **The religious model of disability**

This is arguably the oldest model of disability and it has roots in many different religious traditions. Studies have shown that there are observable differences in the relationship between religion and disability. While some religious groups have a stronger propensity for ableist viewpoints, that is, fostering discrimination against people with disabilities, others on the other hand, view religion as a means of helping PWDs<sup>[13]</sup>.

Of particular importance, being disabled is often viewed as an act of God or punishment for sin. Hence, disability is perceived as a sort of suffering imposed by the supernatural and must be borne in order to purify the individual of the sin that he had committed<sup>[14]</sup>.

As a plural society, Nigeria is governed by a constitution which promotes freedom of religion and conscience.<sup>[15]</sup> The dominant religious groups in the country are Christianity, Islam and the African traditional faiths. In one form or the other, the religious model of disability finds expression in both the public and private lives of the people. For example, animistic beliefs hold that disabilities are retribution from the gods for wrongdoings committed by the individual in the present life or previous incarnations. In some instances, it is thought that witches on vengeance missions are responsible for certain impairments<sup>[16]</sup>.

Flowing from this line of reasoning, PWDs are often subjected to stigmatisation and social exclusion. Ultimately, the society is denied the opportunity of benefiting from the vast potentials that this group of people possess. It follows therefore, that addressing the lapses of this model requires a thorough understanding of the issues relating to disability.

### **The medical model of disability**

This model is based on biomedical perception, where the focus of disability diagnosis is the physical body of the individual. According to this theory, impairment or other health condition of the individual is the cause of his inability to fully participate in society or to gain access to facilities and services. Accordingly, disability is construed as a state or condition that can be treated, corrected or diminished through the use of medical knowledge in the form of individualized care by professionals. Hence, the primary concern of the medical model is on finding a cure or improving the “normality” of those who are afflicted.<sup>[17]</sup>

Although it is believed that that the therapeutic aspects of this model are crucial for curing or improving the physical or mental condition of PWDs, many of them reject the idea of being labelled “abnormal” because they believe that this mindset does not provide a true perspective.

Certainly, being regarded as “odd” or “abnormal” due to a medical problem has serious repercussions in the workplace. Such an attitude fosters stereotypes in the minds of employers who may believe that PWDs are more prone to illness, require sick leave more frequently and are less productive at work<sup>[18]</sup>.

### **The social model of disability**

Disability is portrayed in terms of the failure of society to offer adequate and appropriate services for its citizens, as to secure full integration of the individual. The social model, in contrast to the medical model, views “disability as a consequence of environmental, social and attitudinal barriers that prevent people with impairments from maximum participation in society.”<sup>[19]</sup> Hence, the

management of disability requires that the barriers be eliminated in order to improve the lives of PWDs and provide them with the same opportunities as other people. It is therefore, incumbent on society to start making the changes required for the fair participation of PWDs in order to put the social model into action <sup>[20]</sup>.

With this model however, it appears that the constraints posed by environmental obstacles and societal attitudes are overemphasized, as if this is all there is to say about the experience of PWDs. Beyond this, it is equally important to acknowledge some aspects of impairment, such as those resulting from illnesses or diseases.

### **The charity model of disability**

According to the charity model, people with disabilities are unfortunate victims, who deserve pity. The drawback of this model is that many people with disabilities dislike being portrayed as victims and may find the description unpleasant, even though it may be effective for fund drive or garnering societal support <sup>[21]</sup>.

### **The human rights model of disability**

With the human rights model, which serves as the main focus of our discussion, persons with disabilities are considered as citizens with diverse abilities, who deserve the opportunity to participate in all spheres of society, on an equal footing with other members of society <sup>[22]</sup>.

Hence, the model recognises disability as a human rights issue and is focussed at addressing all matters relating to the exclusion and discrimination of PWDs <sup>[23]</sup>.

### **The Human Rights Model and the Inclusion of PWDs through Social Justice and Non-Discrimination**

The human rights model is desirable for a number of reasons. First and foremost, PWDs frequently face inequities which can take many different forms, such as the denial by society of equal access to employment or educational opportunities, healthcare and political engagement.

Moreover, PWDs in their daily interactions with other members of the society, are routinely subjected to acts of abuse, violence, prejudice, disrespect or other behaviour that violate human dignity. Similarly, some PWDs are face with restrictions that infringe on their right to freedom of choice.

As a means of disability inclusion therefore, the human rights model leans on the application of various legal instruments for the protection of persons with disabilities. Measures in this regard may take the form of outright bans against discriminatory practices or the inclusion of specific provisions to support the well-being of PWDs. Against this backdrop, domestic legislation has been recognised as an "...effective means of facilitating social change and improving the status of disabled persons <sup>[24]</sup>.

Similarly, international instruments have played a key role in setting the requirements for the inclusion PWDs into the mainstream of society. As vehicles for the inclusion of PWDs through social justice and non-discrimination, the following international instruments are of particular importance: The United Nations Convention on the Rights of Persons With Disabilities, the international Bill of Rights;<sup>[25]</sup> the Convention on the Elimination of all Forms of Discrimination Against Women; <sup>[26]</sup> the ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons); Convention on the Rights of the Child;

<sup>[27]</sup> African Charter of Human and People's Rights; <sup>[28]</sup> and the African Charter on the Rights and Welfare of the Child <sup>[29]</sup>.

### **The United Nations Convention on the Rights of Persons with Disabilities (CRPD)-Setting the Standard for Disability Legislation in Nigeria**

Notwithstanding Nigeria's ratification of the CRPD in 2007 and its Optional Protocol in 2010, the enactment of the Discrimination Against Persons With Disabilities (Prohibition) Act (DAPDA) in 2018 marked the first significant step in fulfilling the obligations of the country under the convention.

The DAPDA, in alignment with Chapter IV of the 1999 Constitution of the Federal Republic of Nigeria, makes provision "for the full integration of persons with disabilities into the society <sup>[30]</sup>. In particular, the Act guarantees the right of accessibility to physical infrastructure,<sup>[31]</sup> right to transportation facilities on the basis of equality with others, <sup>[32]</sup> and the right to liberty. Also contained in the DAPDA are the right to a free, inclusive and subsidised education,<sup>[33]</sup> access to health care, <sup>[34]</sup> as well as equal right to employment and participation in politics <sup>[35]</sup>.

### **The 1999 Constitution of the Federal Republic of Nigeria and Disability Inclusion**

Under section 42, the Nigerian constitution stipulates that no one shall be subjected to discrimination on account of the circumstances of birth, social status, religion or place of origin. In general terms, the fundamental rights provided in chapter IV of the constitution apply to everyone, including persons with disability and may thus be considered as the cornerstone of disability legislation in Nigeria.

Be that as it may, the desire to ensure, in a more specific way, the complete integration of PWDs was the major reason that led to the passage of the Discrimination against Persons with Disabilities (Prohibition) Act, as signed into law by President Muhammadu Buhari on the 23<sup>rd</sup> day of January, 2018.

Apart from the DAPDA, however, there are specific provisions of other Nigerian statutes which are in congruence with disability rights. These provisions include section 385 of the Companies and Allied Matters Act, 2020; section 54 of the Electoral Act, 2020 and some provisions of the Child Rights Act, 2003. We shall examine some of these provisions in the ensuing pages.

### **The Discrimination against Persons with Disabilities (Prohibition) Act, 2018**

As highlighted above, the passage of the DAPDA in 2018 constitutes an important step in fulfilling Nigeria's obligation under the CRPD. The first six parts of the Act sets out the rights available to PWDs whereas the other four parts deal with the establishment of the National Commission for Persons with Disabilities,<sup>[36]</sup> an institution vested with the responsibilities of ensuring that the rights of PWDs are adequately protected.

By way of securing the interests of persons with disabilities, section 1 of the DAPDA prohibits all forms of the discrimination against anyone, on account of disabilities. It further provides that violations will result in fines or imprisonment <sup>[37]</sup>.

Remarkably, s. 6 of the Act provides a 5-year transitional period to allow for all relevant institutions to modify public buildings, structures and automobiles in order to make them accessible and usable by PWDs <sup>[38]</sup>. However, complaints ranging from cost constraints <sup>[39]</sup> and underfunding have been identified as some of the factors responsible for the poor the level of compliance.

The National Commission for Persons with Disabilities, established under s. 31 of the Act, is charged with a number of functions, including the following: Ensuring that PWDs make up at least 5% of the workforce in the public sector; collaborating with relevant bodies to ensure that the peculiar interests of PWDs are duly considered in the formulation of government policies; receiving the complaints of PWDs in matters pertaining to rights violation; supporting the rights of PWDs to obtain legal redress for infractions under the Act, etc.

By virtue of s. 7 (2) of the Act, the building code and plans of public buildings are required to contain accessibility facilities as a condition for receiving approval from the appropriate authorities. On this note however, Aderibigbe has observed that the prevalence of “steep gradients, steps/stairs, uneven/ slippery surfaces, heavy doors, poor lighting, narrow corridors and inadequate signage are part of the physical obstacles that disabled people have to overcome daily”<sup>[40]</sup>.

The Act also requires that in cases where accommodation is to be provided by schools for students or by employers for their staff, PWDs shall be given priority. <sup>[41]</sup> In the same vein, s. 26 (1) DAPDA confers the right of first consideration to PWDs in queues involving daily transactions.

### **Disability inclusion in the Workplace: The Companies and allied matters Act, (CAMA) 2020**

The Companies and Allied Matters Act (CAMA), 2020 was signed into law on the 7<sup>th</sup> day of August 2020 <sup>[42]</sup>. The Act regulates the incorporation of companies, corporate governance, administration and winding up of companies and incidental matters.

Section 385 (5) of the Act seeks to promote the employment, training and advancement of PWDs. Hence, under Part III of the fourth Schedule, CAMA specifies the format that company annual reports must follow in order to comply with the requirements of the Act on disability inclusion.

By that provision, the annual report of directors are to show: The number of persons who were employed during the year under consideration and describing the policy which the company applied during the year in respect of:

- a. ...giving full and fair consideration to applications for employment by the company made by disabled persons, having regard to their particular aptitudes and abilities;
- b. ...continuing the employment of, and for arranging appropriate training for, employees of the company who have become disabled persons during the period when they were employed by the company; and
- c. ... the training, career development and promotion of disabled persons employed by the company.

In relation to the workplace therefore, the 2020 CAMA may be considered a boost in the realm of disability inclusion.

### **Disability Inclusion in the Electoral Process: The Electoral Act of 2022**

In line with the voting rights of PWDs, the Nigerian government, through the newly-enacted Electoral Act of 2022 <sup>[43]</sup>, has responded positively to the persistent and unwavering advocacy for the greater involvement of PWDs in the electoral process. Accordingly, under the Electoral Act, a voter with visual impairment, who is unable to distinguish between symbols is entitled to be assisted at the polling unit by a person of his choice. Such person, is permitted to accompany the PWD into the voting compartment and assist him in making his mark on the ballot <sup>[44]</sup>.

This development, in our view, is another step in the right direction. However there is still more to be done. The structure of political parties should be realigned for the purpose of accommodating PWDs to aspire to elective positions <sup>[45]</sup>.

### **Disability legislation and the quest for a more inclusive society: Exploring the prospects of disability awareness**

Disability awareness entails that members of the society are to be mindful of the difficulties and hindrances faced by PWDs. This is essential in promoting effective communication. With proper understanding in this regard, members of society will be in a better position to appreciate the margin between couth and uncouth practices in matters concerning interactions with PWDs <sup>[46]</sup>.

Clearly, meaningful connection with PWDs requires a thorough grasp of the difficulties they confront. Accordingly, those who work closely with PWDs must be aware that the needs and preferences of individuals vary from one person to another. It follows therefore, that some persons with disability may require minimal assistance when compared to others. Hence, where the person offering an assistance is uncertain about the nature or scope of the help required by a person with disability, it is desirable to obtain a clarification <sup>[47]</sup>. In the light of the foregoing, disability awareness is essential in promoting the interest of PWDs and protecting their rights as members of society. In the workplace, disability awareness will enable co-workers to appreciate that, for some types of impairments, environmental circumstances can trigger crisis or other behavioural changes that may appear to cause a relapse. In effect, disability awareness emphasises the importance of treating PWDs with respect.

The annual celebration of the International Day of Disabled Persons, observed on 3<sup>rd</sup> December each year, is one outstanding way that disability awareness is highlighted on a global scale. The primary goal of the initiative is to motivate UN members, civil society groups and non-governmental organisations to take part in activities that raise awareness and promote the rights, as well as the views of PWDs <sup>[48]</sup>.

### **Problematic Issues in the Implementation of Disability Inclusion in Nigeria**

Notwithstanding the progress made so far in the area of disability legislation, there are still numerous challenges to overcome. While s. 2 of DAPDA requires the Federal Ministry of Information to make provision for disability awareness programmes throughout Nigeria, the reality on ground is that this provision is yet to be given the attention it deserves.

Despite the fact that there are tools for gathering information about disability in Nigeria, such as censuses,

surveys and records of vital statistics, it has been contended by some groups that the Nigerian Federation lacks a reliable pool of data on the population of PWDs<sup>[49]</sup>.

The biggest challenge to the inclusion of people with disabilities may be unemployment. The stark reality is that the unemployment rate among people with disabilities remain quite alarming, despite the clear provisions of sections 28 and 29 of the DAPDA which seek to increase opportunity for the recruitment of PWDs on equal footing with other members of society and to ensure that they constitute at least 5% of the personnel in the public sector. No thanks to the general unemployment situation in the country.

In addition, the problem of financing<sup>[50]</sup> and the shortage of teachers trained in inclusive education constitute a drawback towards the process of achieving national development through a more inclusive society. Moreover, there is a compelling need to mitigate the hardships posed by the absence of adequate facilities, including accessible infrastructure.

### Suggestions and conclusion

Flowing from our discussion, this work has revealed that there is need for the Nigerian government to re-evaluate the progress made so far and to take prompt and effective steps to tackle the issues raised.

As it relates to statistics on the prevalence of disability in Nigeria, there is a critical need to ensure the validity of data emanating from official government sources. This is the basis for effective planning. Government therefore, needs to initiate the reforms that will usher in an enhanced mechanism of data collection.

To make inclusive education a reality, the government should brace up to the responsibility of funding and training of teachers.

In the same vein, we contend that the Federal Ministry of Information should strongly encourage disability awareness, which is a crucial element in the attainment of an inclusive society. To prevent politicians from subjecting the programme form of abuse, it is crucial that the government regularly monitors the rate of advancement.

By the same token, government should endeavor to strengthen the enforcement mechanism. On the whole, it is imperative for government institutions and all non-governmental organisations involved the welfare of PWDs to close ranks and jettison the rancorous relationship existing between them. This is the mindset required for dealing with the tasks ahead.

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28. Hereinafter called the ACHPR
29. Hereinafter known as the ACRWC
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31. See ss. 3 - 8 DAPDA
32. *ibid.*, s. 9 -15
33. *ibid.*, S. 17 - 20
34. *ibid.*, s. 21
35. *ibid.*, s. 28 - 30
36. Hereinafter referred to as the NCPD
37. S. 1 (1) and (2) and DAPDA
38. Note that s. 57 of DAPDA defines public building as "a building owned or used by government or government agency or a building available for use of members of the public"
39. Adedotun Aderibigbe, 'Are Nigerian Buildings Accessible?' *Punch* (Lagos, 29 July 2020) <[https://punchng-com.cdn.ampproject.org/v/s/punchng.com/are-nigerian-buildings-accessible/?amp\\_js\\_v=a6&amp\\_gsa=1&amp\\_usqp=mq331AQKKAFAQrABIIACA%3D%3D#aoh=16776015854773&referrer=https%3A%2F%2Fwww.google.com&amp\\_tf=From%20%251%24s&ampshare=https%3A%2F%2Fpunchng.com%2Fare-nigerian-buildings-accessible%2F](https://punchng-com.cdn.ampproject.org/v/s/punchng.com/are-nigerian-buildings-accessible/?amp_js_v=a6&amp_gsa=1&amp_usqp=mq331AQKKAFAQrABIIACA%3D%3D#aoh=16776015854773&referrer=https%3A%2F%2Fwww.google.com&amp_tf=From%20%251%24s&ampshare=https%3A%2F%2Fpunchng.com%2Fare-nigerian-buildings-accessible%2F)> accessed 28 February 2023
40. Adedotun Aderibigbe, *op. cit.*
41. see s. 27 DAPDA
42. Hereinafter referred to as CAMA 2020
43. This Act repeals the Electoral Act No 6, 2020
44. Section 54 (1) of the Electoral Act
45. See the following sources: Abbas Jimoh, '2023: PWDs Seek Help for 12 Members Contesting Elections' *Daily Trust* (Abuja, 2 December 2022) <<https://dailytrust.com/2023-pwds-seek-help-for-12-members-contesting-elections/>> accessed 30 January 2023; Godfrey George, 'Persons with Disabilities Sidelined in Politics, CSOs Lament' *Punch* (Lagos, 26 October 2022) <[https://punchng-com.cdn.ampproject.org/v/s/punchng.com/persons-with-disabilities-sidelined-in-politics-csos-lament/?amp\\_js\\_v=a6&amp\\_gsa=1&amp\\_usqp=mq331AQKKAFAQrABIIACA%3D%3D#aoh=16750772691711&referrer=https%3A%2F%2Fwww.google.com&amp\\_tf=From%20%251%24s&ampshare=https%3A%2F%2Fpunchng.com%2Fpersons-with-disabilities-sidelined-in-politics-csos-lament%2F](https://punchng-com.cdn.ampproject.org/v/s/punchng.com/persons-with-disabilities-sidelined-in-politics-csos-lament/?amp_js_v=a6&amp_gsa=1&amp_usqp=mq331AQKKAFAQrABIIACA%3D%3D#aoh=16750772691711&referrer=https%3A%2F%2Fwww.google.com&amp_tf=From%20%251%24s&ampshare=https%3A%2F%2Fpunchng.com%2Fpersons-with-disabilities-sidelined-in-politics-csos-lament%2F)> accessed 30 January 2023
46. Cleverism, 'Disability Awareness' <<http://www.cleverism.com/skills-and-tools/disability-awareness/>> accessed 24 February 2022
47. *Ibid.*
48. United Nations Department of Economic and Social Affairs, 'International Day of Persons with Disabilities -3 December' <<https://www.un.org/development/desa/disabilities/international-day-of-persons-with-disabilities-3-december.html>> accessed 19 February 2022
49. Rosa Maria Martinez and Varalakshi Vemuru, 'Social Inclusion of Persons with Disabilities in Nigeria: Challenges and Opportunities' (29 September 2020) <<https://blogs.worldbank.org/nasikiliza/social-inclusion-persons-disabilities-nigeria-challenges-and-opportunities#:~:text=While%20there%20is%20not%20a,difficulty%20in%20at%20least%20one>> accessed 28 July 2021; Michael Owoko '2023 Population Census: Matters Arising' *Independent* (Lagos, 18 November 2022) <<https://independent.ng/2023-population-census-matters-arising/>> accessed 17 January 2023
50. UNESCO Digital Library, 'Inclusive Education in Nigeria: Policy Progress Weakened by Financing' <<https://unesdoc.unesco.org/ark:/48223/pf0000373665>> accessed 17 January 2023