

Disable People: Job Opportunity and Facilities Required in the Organization

Dr. Hema P. Bhagwat, Assistant professor, Vaidya Shri M. M. Patel College of education,
Ahmedabad.

ABSTRACT

Person with intellectual, physical, sensory, mental illness, mental retardation and multiple disability are disable people. A disability is a condition that make more difficult for a person to do certain activities. They face difficulties to interact effectively with the people around them.

Disable people are unnecessarily isolated and excluded from full participation in society. Disable peoples are part of the society. It is necessary that they become more independent and involved in the world.

Therefore it is essential to offer job as they have skills and ability. But hence a main problem is that, disable people and their parents don't have proper career guidance. There are different career and employment opportunity available for disability sector.

On the other hand enhancing employment opportunities for disable people is one of the main concern of the disability sector in India. Approximately 2.13% of India's population are disabled in same way.

In 2021, 19.1% of the person with disability were employed up from 17.9% in 2020 (The Bureau of labour statistics reported). The unemployment rate for disable people decline from 2020 to 2021.

Many disable people have sharp intellectual abilities and can be productive employees. If they are placed in appropriate job with some support from the organization. Organisation must create a sound policy and strategy to absorb disable people. To provide job opportunity for this people organizations have to prepare infrastructure in helpful attitude of co-worker.

There are many jobs for disable people eg. Counselor, Call Centre, legal assistant, medical administrations assistant, accounting specialist, pharmacy technician. This paper focus on which step are required for organisation to give job opportunity for disable people and which career and employment opportunity are available in disable sector. First of all we discuss about which steps are required for organisation to give job opportunities for disable people.

Keywords: Job Opportunity, Disable People

INTRODUCTION

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The general population must be educated to understand that often disability is minor and such a person can perform other function quite efficiency. Many disable people have sharp interaction ability and can be productive employees if they are placed in a appropriate job.

Highly motivated disable people have talent, time and desire to accomplish their goal. This drive them to put their best effort. Besides corporate social responsibility for organisations to increase the number of disabled people on their roster.

There are many support system organization needs to make like infrastructure facilities and attitude before recruiting talented but disabled people.

THESE STEPS ARE REQUIRED TO FOLLOW BY THE ORGANIZATION.

Step-1: Understanding disability and the relevant laws pertaining to the same

The “people with disabilities act” passed three years ago states that at least 3% of jobs are filled by disabled individuals in the public sector. The organisation should give initiative that will empower disabled people such as easy browsing for the visually impaired WebAdopt2Me for people with cognitive impairment or low, a disability simulator, Hindi speech recognition and sensei an English assessment tool, IBM & designer etc.

Initiative offered by the government to the private sector for increasing disability employment rates to 5% Employees provident Fund and employees State Insurance for a period of a 3 years in respect of PWDS, employed on or after 1:04:2008 with a monthly salary up to Rs. 2500/-. (<http://www.disabilityindia.com/html,feb1news.htm>)

Step-2: Providing assessment of emotional needs and suitable support

Eg. Titan industries 4% employees are disabled people in 2005 and also integrated them completely into the organization.

Providing safe environment by hand rails on all walking path. Providing emotional and mental caring for the employees as well as for their family also educating co-employees in sign language.

Step-3: Creating awareness within the organization.

Organisation need to run educational programs that focus on appropriate behaviour with disabled people complete a sentence and equality should form the basis of all running programs.

Diversity training is a good place to start orienting the employees to individuals with different needs. It educates the employees about the diversity policy of the organisation which assures all employees of equal treatment in training, remuneration, recruitment, career development and so on.

Step-4 : Improving infrastructure

HR and the facilities manager of the organisation need to consider changes like entry and exit ramps for the wheelchairs, smooth passage inside the building, handrails on all ramps. Doors will open with a switch, parking spots near the entrance.

Providing different equipment like Braille keyboard, ergonomically suitable work stations with specialist, Braille Laptops, signboards. Availability of wheelchairs if necessary and most important things that medical facilities for first aid twenty four by seven.

Steo-5 : Identifying positive suitable for handicap throw job analysis

Organisations have a policy for hiring suitable people for suitable work. This will require a detailed job analysis to be done to study job requirement that can be efficiently performed by disable people.

The employee one appointed should not be discriminated against on any front recruitment, training, promotion, vacation, benefits, job assignment and even layoffs.

Providing gainful employment to disable people and help to become financially independent people of the world is a such a great things. These opportunities help the challenged people to be productive members of the society and the organization.

Cocclusion

There is a need for a disability work oriented policy that is differentiated and less generic in relation to the type of disability. As expected employment opportunities are poorer for the oldest age group and women. So Government and different organization have to rethink about policy and give job opportunity to disable people. This can be a good step toward social work. So let's do it.

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A handwritten signature in blue ink, appearing to read 'Dr. Hema P. Bhagwat', is written over a horizontal line.

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