

EMPLOYMENT OPPORTUNITIES FOR THE DISABLED

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ABSTRACT

Every individual intends to make a living; in some cases, they are dependent upon others such as their family members, fathers, mothers, spouses, siblings and so forth. In some cases, people who are low income groups or have some problems such as inability to work are dependent upon other charitable organizations such as non-government organizations, churches, food banks and so forth. In this research paper, the researcher emphasizes upon the fact that disabled people also intend to look for employment opportunities, jobs to make themselves professional and to earn a living. The main areas that have been highlighted in this research paper are the reasons for hiring people with disabilities, integrating job opportunities for people with disabilities, aspects to be taken under consideration when providing employment to disabled persons, strategies to implement when recruiting people with disabilities, attributes encountered at work for persons with disabilities and barriers encountered in work. Disabled persons are engaged in employment, but they do face obstacles sometimes during the course of their work. Proper equipment, devices and mechanisms are required for the disabled people when they are engaged in jobs. When disabled persons are provided with appropriate training they become aware and knowledgeable regarding their job duties and are able to attain employment.

Keywords: *Persons, Disabilities, Employment, Job, Organization, Recruitment, Barriers, Attributes*

INTRODUCTION

Disabled persons encompass more than 600 million people on a global scale. While many disabled persons are productively engaged in employment and completely included in the community; as a group, disabled persons experience inconsistent poverty and rigorous unemployment. There has been lack of worldwide data regarding their numbers and conditions; it is only one portion of verification supporting the prejudice and elimination they often experience. In accordance with the National data, it provides the confirmation about the fact that people with disabilities, and especially women, are less likely to have access to education, training and employment of any kind. When they are engaged in employment, disabled persons are more liable to be underemployed, to earn less money, experience less job security and have fewer opportunities for progression. In other words, disabled persons, and especially disabled women, are less likely to find decent work. It is not unexpected then that an approximate of 20 per cent of world's poor are persons with disabilities (Employment and Disabled Persons, n.d.).

It is difficult to measure how severe the problem is, since typically only the high income countries gather consistent data and labor force participation rates when it comes to disabled persons and, in these countries, disabled persons are more likely to have access to the services and experiences that lead to decent work. Yet, even in high-income countries, the figures still illustrate the barriers disabled persons face (Employment and Disabled Persons, n.d.).

REASONS FOR HIRING PEOPLE WITH DISABILITIES

There have been the following reasons for hiring people with disabilities: (Employment of Persons with Disabilities, 2007).

1. Persons with disabilities would like to have a job because even they want to live a dignified and an industrious life.
2. Employment provides not only income but also enables an individual to become social and communicative in nature.
3. Providing systems and facilities for the people with disabilities is not considered to be the responsibility of a small minority but it is everybody's duty to provide assistance to the disabled people.
4. Different work groups build up better resolutions to industry and production challenges.
5. Many companies have found that by employing persons with disabilities, they have been better able to serve their customers with disabilities. This allows the business to develop greater suppleness, builds standing and reaches out to a considerable market.

INTEGRATING JOB OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

When integrating job opportunities for people with disabilities, it is vital to conduct an analysis of the disabled people, their demographic information, characteristics, requirements and so forth: (King, 2011).

1. Assessment of the demographics of the individuals with disabilities.
2. Measurement of the educational qualifications, skills, experiential assets and aptitudes of the unemployed and underemployed individuals with different kinds of disabilities.
3. Identification of the features, traits and aspects of the workplace, employment status and profession sectors in which people with disabilities are involved.
4. Comprehensive data analysis of the aptitude channel for people with disabilities, including the degree to which they are being trained in high-development regions.
5. Asset recording of the region's disability resources, including those already dedicated to judgment, preparation, job placement, and support for people with diverse disabilities.

6. Development of a space and requirements investigation to verify what sources are necessitated to increase the number of people with disabilities that can be comprised as members of the economic region's prospective workforce group.
7. A survey should be conducted for the employers in order to identify the impediments that arise during the course of resources and the devices required, and recommended universal or structural changes concerning the people with disabilities.

ASPECTS TO BE TAKEN UNDER CONSIDERATION WHEN PROVIDING EMPLOYMENT TO DISABLED PERSONS

When securing a job at a workplace, there are certain features that need to be taken under consideration: (Komarnicki, 2013).

1. Soft Skills and Basic Training – Individuals are required to possess soft skills and the required training so that they have all the information that is needed in order to perform the job duties well.
2. Access to Education and difficulties encountered during the period of transition from secondary to post-secondary education or to the workplace – Educational qualifications are essential for an individual to possess in order to have a decent job, such as at least he/she should be a high school or a college graduate.
3. Social and Employment Related Stigma - Social stigma is a severe problem with a serious and long lasting impact on persons who are being treated with discrimination and unfairness. It is well documented that some disabilities can bring about more severe discrimination than other types of disability. For example, witnesses told the Committee that contrasted with persons with physical disabilities, persons with mental illness and/or psychiatric disabilities as well as persons with intellectual disabilities is more likely to experience social and employment related stigma. These persons are discriminated against and are treated differently as compared to other people, especially in case of employment settings where knowledge and expertise is required to accomplish the required job duties.
4. Negative Attitudes and Misconceptions of Employers – Normally there are tests and interviews that are conducted for acquiring a job, people with disabilities are also required to take the test or the interview or in some cases both. The main purpose of these tests and interviews is to judge the capability levels of the candidates; the employers do depict negative attitudes towards people with disabilities and may not select them; they have false misconceptions that people with disabilities will encounter problems and will not be able to achieve the desired goals and objectives of the organization.
5. Different Types of Disabilities and Accommodations – There are different types of disabilities such as learning disabilities, speech problems, visual impairment, hearing

impairment and so forth. People with different types of disabilities require various kinds of tools, instruments, devices, adjustments and accommodations, the employers and the organizations also have to taken these aspects into consideration when employing people with disabilities.

6. Access and Portability of Disability related Supports - It should be taken into account that the subject of access to disability supports such as, mobility aids, devices and assistive technologies, and programs and services that make possible the incorporation of persons with disabilities into society is fundamentally under provincial and territorial jurisdiction and structures part of their authorization in relation to health care, education and community services.
7. Housing and Transportation – In an office, it is important for the employers as well as the employees to reach on time, therefore, the housing, location and the means of transportation of the individuals should also be taken into account. Where they reside, number of family members, how will they commute to the office from home and return back, what kind of accommodation do they possess and so forth. These are some of the questions that are required to get answered when providing employment to the disabled persons.
8. Community Capacity – It is essential that the society and the social order should make provisions for the integration of people with disabilities into the labor market. The community capacity is required to have a better understanding of what examinations and services are required to lead to a better match between job seekers with disabilities and the employers.

STRATEGIES TO IMPLEMENT WHEN RECRUITING PEOPLE WITH DISABILITIES

There are certain strategies that are required to get implemented when recruiting people with disabilities; the following are the specific steps that employers implement: (Recruiting, Hiring, Retaining and Promoting People with Disabilities, 2015).

1. Conducted Targeted Outreach - Flourishing recruitment attempts can be created through association with community-based partners that have correlations with competent candidates. These partners include nonprofit organizations, national and local disability organizations, and federally funded state and local employment programs for people with disabilities such as: Vocational Rehabilitation, Employment Networks, Vocational Rehabilitation and Employment, American Job Centers and Centers for Independent Living.
2. Form Community Linkages or Partnerships – Community linkages are stated to be continuing associations that make possible an employer's capability to expand the

personnel, belonging to different categories, religions, castes, races, ethnicities and cultural backgrounds.

3. Post Job Announcements in Targeted Spaces - Reorganization of positions on job boards designed for people with disabilities, in disability-related publications, and with disability organizations will augment the variety of the group of aspirants. Examples of national job boards for people with disabilities include: workforce recruitment program and the talent acquisition portal.
4. Start an Internship Program – Internship programs for people with disabilities are considered to be effectual, and a cost effective recruitment strategy. It is stated that businesses and organizations that have internship programs for people with disabilities were four and a half times more expected to hire a person with disability as compared to those businesses and organizations where this kind of internship program is not present. This has been stated in the ‘Research Brief on Disability Recruitment and Hiring’. An internship program makes individuals with disabilities more aware, knowledgeable and informed about the job position and the duties that they will be accomplishing.

ATTRIBUTES ENCOUNTERED AT WORK FOR PERSONS WITH DISABILITIES

When people with disabilities are engaged in employment, there are certain attributes that they face and in accordance with those attributes they have certain requirements that are stated as follows: (Persons with a Disability, 2012).

1. Difficulty in Completing Work Duties – People with disabilities face difficulties in completion of work duties, some people face little difficulty, some moderate and some extreme difficulties in completing their work duties. On the other hand, it is also a fact that some people do not face any difficulties at all in implementing and completing their work duties. People who are above 65 years of age, they report that they do not experience any difficulties in completion of work duties as compared to those aged between 16 to 64. Men and women were equally likely to report difficulties in performance of job duties.
2. Requesting Changes in the Workplace - Employed persons with a disability were more expected to have requested a change in their present working conditions to do their job duties in an enhanced manner than were those with no disability. Such changes included innovative or adapted apparatus, physical changes in the working environment, strategy changes in the working environment, changes in work duties, job arrangement, or schedule; changes in communication or information sharing; changes to observe the religious beliefs, norms and values, accommodations for family or personal responsibilities, training and other changes.

3. Commute – Persons with disabilities used different methods for commuting to the workplace; some took a ride with a friend or a family member, some used their own vehicle, some took a bus or a train or public transport to reach the workplace or some of the persons who lived nearby walked down to their office. Therefore, commuting to work involved different methods.
4. Work at Home – Persons with disabilities found home based jobs and it was considered as part of their work duties. Older workers aged 65 and above were more likely to work at home as compared to people aged between 16 to 64; men and women with a disability were equally likely to work at home; persons who had higher educational qualifications were more likely to work at home, for example college graduates were more likely to work at home three times than those people without a high school diploma.
5. Flexible Working Hours – Persons with disabilities require flexible working hours, so that they do not feel bound or under pressure to begin work by a specific time and end work by a specific time. Flexible working hours were common for the older people aged 65 years and above, college graduates more likely had flexible working hours and these were equally for men and women and there were no gender based discrimination regarding the flexibility of hours.
6. Temporary Jobs – Persons with disabilities may hold temporary jobs, these jobs remain till the completion of the project or for a limited time period. People who were not high school graduates, they were more likely to hold temporary jobs.

BARRIERS ENCOUNTERED IN WORK

People with disabilities cannot achieve appropriate employment if they do not have access to education, training and employment services and other social and development understandings that enable them to attain employability skillfulness.

The barriers within an employment setting that disabled persons face include: (Employment and Disabled Persons, n.d.).

1. Apprehensions, stereotypes and prejudice about disability at all levels of society, including among employers.
2. Lack of efficient legislation or policy support to concentrate on their rights to complete contribution in society and the workplace.
3. Lack of information about people with disabilities, which can render them unnoticed and forgotten.
4. Lack of access to assistive mechanisms, technology, accommodations, support services and information.
5. Unapproachable structures and communication and transportation systems.
6. Psychosocial issues that can arise from years of social segregation.

When barriers are decreased and opportunities open up, disabled persons consistently express their capability to contribute, succeed and have a say within the workplace and the economy.

DISCUSSION

There is a large population of people throughout the world that belong to the disabled category; disability is of different kinds such as being visually impaired, having speech problems, having learning disabilities, hearing disabilities and so forth. Large numbers of disabled people are living under the conditions of poverty and unemployment; they are not highly educated and lead a very simple life. Disabled people also intend to live a dignified life and would like to accomplish something, hence for this reason they may become high school graduates or have a college degree but they also long to find employment, whether it is permanent, or long-term or temporary or short-term. Disabled persons do get engaged in jobs and earn a living, for example, jobs relating to the field of education such as research, teaching, writing, jobs relating to the medical field, jobs in other offices and agencies are hiring disabled people who are educated and well qualified. On the basis of the research conducted in this area, the researcher found that an employee was visually impaired and she used to work in a travel agency; booking the tickets, maintaining financial records, communicating with the customers, identifying the itineraries comprised her job duties.

When providing employment to disabled persons, there are certain aspects to be taken under consideration, such as providing them training, developing their soft skills, their accommodation, transportation, housing and so forth. There are four strategies to implement when recruiting people with disabilities such as conducting targeting outreach, forming linkages and partnerships, job announcements and internship programs. The disabled people, in order to become successful in their jobs are required to be dedicated, hard-working, knowledgeable and enthusiastic; they are required to possess the skills and adequate information. It is observed that disabled people are quite successful in their jobs and even stay for a long term. In some cases, the employment may be short term whereas in other cases, it is long term. Employment enables disabled persons to live a dignified and a professional life.

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