

# **AN IN-DEPTH LOOK AT THE SOCIETAL ISSUES THAT AFFECT PERSONS WITH DISABILITY**

**Amandeep Kaur<sup>1</sup>, Arpana Bansal<sup>2</sup>**  
<sup>1,2</sup>Guru Kashi University, Talwandi Sabo

## **ABSTRACT**

As of July 2011, the International Labour Organization estimated that there were around 600 million persons in the globe who were considered handicapped. As a result, countries throughout the world are doing everything they can to help these people find and keep jobs. A total of 531,962 Indians are registered as having a disability in various categories, and 8% of them are employed in the private sector. The purpose of this study is to highlight the many difficulties that handicapped workers in India confront on the job and to provide a few solutions to these problems. Surveys, interviews, and observations, as well as secondary sources, were used to gather the data (library research). Disabled people continue to face discrimination in the workplace, according to this report. Challenges in this study include an inaccessible setting, a dearth of applicable assistive equipment, and a lack of positive attitudes about impairments. People with disabilities may have better results and more opportunity to be empowered at work as a result of this study's findings. Future researchers will benefit from this study's findings, which might lead to new research that will aid this vulnerable population.

Keywords: Disabled people, Empowerment, Challenges

## **I. Introduction**

At some time, everyone will suffer from some kind of disability at some point in their lives. As of July 2019, the International Labour Organization (ILO) predicts that there will be around 600 million individuals globally who are considered handicapped. As a result, countries throughout the world are doing everything they can to help these people find and keep jobs. As a result, countries throughout the world are doing everything they can to help these people find and keep jobs. Employment offers a means of earning a living, establishing social and political position, and for handicapped persons, it is essential (Jeanes, *et al.* 2019). Often, people with disabilities are able and eager workers who can contribute to the betterment of their communities and society as a whole. For as much as handicapped person's value employment, they nonetheless face several obstacles in their quest for a job. As a result of companies' unfavourable views regarding employing handicapped persons and a lack of desire to hire them, studies show that disabled individuals encounter job difficulties.

## **II. Research Objectives**

- Recognize the difficulties that handicapped individuals encounter in the workplace.
- Propose solutions to improve the well-being and productivity of handicapped workers in India, with a focus on the workplace.
- Assess the effectiveness of current policies in assisting handicapped employees in the workplace.

### **III. Research Questions**

This study's research questions are as follows:

- When it comes to the employment, what are the problems that handicapped individuals face?
- What are the ways in which handicapped persons may be empowered in India, especially at work, and how can they be more satisfied and productive?
- To what extent are present workplace regulations helpful in aiding handicapped people?

### **IV. Research Method**

The study was carried out at ten (10) private firms in five (5) distinct sectors and self-employed in various types of industries in the Klang Valley region of India (Rodrigues, *et al.* 2019). It was possible to collect 40 of the 50 surveys that were delivered to the people who had been identified. Additionally, data was acquired through in-person interviews with a small number of participants who volunteered to speak with researchers about the difficulties they experienced in the job. In addition to primary sources, the researcher also used secondary sources including library research and journal articles to compile her results.

### **V. Reasons Employers are Reluctant to Hire Disabled People**

Employers' reluctance to work with handicapped individuals has been the subject of past study. Hiring handicapped persons entails significant financial, productivity, and skill (or up-skilling) ramifications for most businesses (Dorfman, 2019). A new employee, they believe, will need adjustments to the workplace. In addition, companies are afraid of being trapped with a worker who can't be fired or penalised because of the risk of a lawsuit, and they don't know how to deal with workers with disabilities and their accommodation needs. In addition, there are fears that a person with a handicap will not perform as well as a non-disabled employee, difficulties in assessing an applicant's capacity to do job activities, and a lack of job candidates with disabilities.

### **VI. Challenges faced by Disabled People at Workplace in India**

There are several hurdles to working for people with impairments, which can lead to a reduced labour force participation and a greater percentage of unemployment, as well as lower pay. The findings demonstrate that impaired people in India experience a variety of problems at work, both directly and indirectly. Disabled workers confront the greatest hurdle because of a lack of knowledge of their demands. According to 28 of the 40 responders, this is the case (Owuor, *et al.* 2018). They indicated that the majority of employers were unaware of and unconcerned about the special demands of their disabled employees. Employees with disabilities were unable to move around their workplaces due to the lack of accessibility in the workplace's physical environment. However, only a small percentage of those polled said that their companies had set aside a parking space and a restroom just for employees with disabilities. In addition, the researcher's interview revealed that employees with impairments have difficulties in their interactions with co-workers and superiors. According to them, bosses and co-workers often find it difficult to comprehend their wants and demands (De Souza, & Brittain, 2022). It is not uncommon for co-workers to object to include a handicapped person on their team if they believe that including that person will cause an undue delay in completing a project. Human resources professionals may be forced to step in and mediate disputes when these kinds of issues arise, and businesses

may need to devote time and resources to reminding all workers of the negative repercussions of workplace bias. In addition, a small number of respondents said that persons with disabilities, particularly those who are deaf or hard of hearing, are frequently misunderstood by those who are able-bodied. People with disabilities find it challenging to interact and share information with their co-workers, while also having a hard time understanding and responding quickly when their co-workers do the same thing. Interpersonal communication conflicts between impaired and non-disabled personnel also contribute to low productivity and discontent among the former (Zuurmond, *et al.* 2019). An additional issue for a handicapped employee at work is a lack of knowledge of what they are supposed to be doing. Few people who were questioned by the researcher also agreed with this remark. They blamed their failure on a misunderstanding of the duties they were given, believing they were outside the scope of their responsibilities. Consequently, individuals felt marginalised and undervalued as a result of this. They had low morale and motivation as a result of these views.

Working in an environment where co-workers and bosses have negative attitudes and preconceptions about handicapped people is difficult for many people. Respondents were unanimous in their agreement with this remark, and they described how they felt when they initially joined the company a few years ago. It has been shown that persons with impairments are typically perceived as socially distant by the general community, according to a number of studies. In the workplace, this sense of a social distance can lead to a prejudiced opinion of the skills of employees with disabilities in a way that people with disabilities are viewed as powerless and lacking in potential. To put it another way, those who perceive that their disability-related co-worker is causing them to work longer, harder, and more often are more likely to have negative opinions toward employees with disabilities in general. It is also a problem for handicapped employees in India to suffer discrimination. Anecdotal evidence from interviews with non-disabled and disabled workers shows that this phenomena is closely linked to a person's position and authority. In spite of the fact that the duty assigned to them does not fall within the scope of their job duties, non-disabled employees such as supervisors or managers like giving orders and instructions to handicapped employees. Disabled workers, on the other hand, can seldom say "NO" to their bosses (Duque, *et al.* 2020). Disabled employees and their co-workers face a number of obstacles to their effective re-integration into the workforce, including attitudes, stereotypes, and workplace discrimination. This includes lengthy work hours, a high level of stress at work, and the impact of these circumstances on personal lives. Workers with disabilities face a wide range of obstacles at work, but these are the most common ones. There are many others, such as supervisor or leadership concerns, conflict at work, or the environment and culture of the firm. Since persons with disabilities continue to confront several employment impediments, there is an ongoing demand for high-quality research examining these issues and identifying significant prognostic variables for those seeking long-term disability benefits.

## **VII. Limitation of Study**

There are still flaws in this study even if it was effective to some degree and meticulously planned, the researcher admits. Due to a time and expense limitation, this study was limited to only a tiny portion of the general population (10 organizations, divided into 5 categories and with 30 respondents only). For this reason, future studies should include a greater number of participants at various levels in order to more accurately generalise the findings. Secondly, this study was done exclusively in private organisations, thus future studies

should include public, private, and NGO sectors(Sweet, *et al.* 2020). Only individuals who volunteered to be questioned were able to provide statistics, since several respondents remained reluctant to speak out or even admit that they had been discriminated against in their workplaces for fear of losing their jobs or being disbelieved by others. The respondents were primarily from the Klang Valley, particularly Selangor, hence the data obtained were likewise restricted. In the future, the researcher should seek out respondents from diverse states and sectors to learn more about the difficulties that impaired people encounter on the job. Finally, the researcher focuses solely on the company's impaired workers. In the future, it is possible to do study on the difficulties experienced by companies when trying to accommodate their impaired employees.

### **VIII. Conclusion**

As a result of this research, it can be concluded that there are many impaired employees who face several difficulties. No significant progress has been made in promoting employment inclusion for those living with impairments, despite several public policy and legislative efforts. We have a responsibility to aid those who are capable of working to achieve their goal. More has to be done to lower the financial, public image, and perceived difficulties of these obstacles. We must tear down the obstacles to employment and reinforce this critical avenue to social involvement and belonging. Employing people with disabilities as a means out of poverty would not only benefit the people with disabilities, but it will also benefit the businesses that employ them and our society as a whole(Allan, *et al.* 2018). It is obvious that the Indian government's commitment to the handicapped people should be demonstrated by enforcing the Persons with Disabilities Act 2008. To eliminate the external barriers and problems experienced by individuals with disabilities, an updated law that completely protects and promotes their rights should be implemented. As a result, it is recommended that this act be changed and altered in order to maximise enforcement efficacy(Brown, &Pappous, 2018). Punitive measures should be put in place to ensure that people with disabilities are treated with respect and decency. The Council for Persons with Disabilities should be given the power to examine complaints made by people with disabilities, and a commission or tribunal should be set up to deal with the issues raised. To gain a deeper understanding of the topics highlighted, further research should include interviews with the appropriate authorities. The research objectives were met through interviews and questionnaires, and it was discovered that impaired workers experience a number of working obstacles. Few ideas were also presented for resolving the problems faced by disabled individuals and how firms might accommodate such employees in their workplace.

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