



## EMPOWERING ADULTS WITH DISABILITIES AND THEIR FAMILIES THROUGH VOCATIONAL TRAINING.

Dr. Behzad Maqbool<sup>1</sup>, Mr. Durgesh Kumar

*Ast. Professor, Amity University, Noida.*

### Abstract

As per census of 2011 updated in 2016 the total disabled population in India is 26.8 million and among persons with disabilities of age 15 years and above, 36 per cent of disabled persons in India are employed, of which 90 per cent are in the unorganized sector. Employment is not a luxury it is a necessity. People at every ability level can learn and work. Challenge is to find appropriate vocational activity and work. Work opportunity is critical for their emotional wellbeing and mental health. Most behaviour problems arise from lack of meaningful engagement with work and society. Employment fulfils several human needs and helps in living a productive & dignified life. It is a matter of Right for each and every person. Ignorance and misplaced attitudes are the biggest barrier in their employment and training. Training in vocational and work-related skills will enable persons with disabilities to enjoy an opportunity for learning and developing new and existing skills. Which will lead them towards economic independence, self-reliance and productive living.

**Key words:** *vocational training, skill India, employment agencies, persons with disabilities.*

### Introduction

Work opportunity is critical to persons with disabilities for emotional well-being and mental health. The most problematic behaviour patterns arise from lack of meaningful engagement with work and society. It is the employment that fulfils several human needs of typically developing persons and helps in living a productive & dignified life, a matter of Right for each and every person. Ignorance and misplaced attitudes are the biggest barrier in their employment and training of persons with disabilities. It is the employment that facilitates opportunities for learning and developing new and existing skills among all people. Alongside



this it develops and maintains a structured routine in life with a leading role, builds self-esteem, self-reliance, and makes a person economically independent.

### **Background of Disability and Employment Law**

The Person with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 was promulgated to protect human rights of persons with disabilities. Chapter VI of the act deals with employment and guaranteed the right to work. Under section 33, PwD act established provision for employment reservation of 3 percent in Government establishment and Public sector for positions that are both directly selected or through promotion. Division for 3 percent encompasses 1 percent for each, persons with blindness or low vision, hearing impairment, and locomotor or cerebral palsy.

The Rights of Person with Disabilities (RPwD) Act, 2016 replaces The Person with Disabilities Act 1995. RPwD Act is a disability legislation passed by the Indian Government to carry out its obligation as promised to the United National Convention on the Rights of Person with Disabilities (UNCRPD), which India endorsed in 2007. Chapter IV of the act cope with Skill Development and Employment for persons with disabilities. It ensures 4 percent reservation in job sector in Government establishment and Public sector, which is segregated as 1 percent for persons with blindness or low vision, 1 percent for persons with hearing impairment, 1 percent for persons with locomotor or cerebral palsy and remaining 1 percent for persons with intellectual disability, specific learning disability and autism spectrum disorder.

In order to strive the objectives of PwD act 1995, seven National Institute (IN) specializing in different types of disabilities and eight Composite Regional Centres (CRC) to promote research and conduct training to facilitate delivery of services to persons with disabilities were established by the Government of India. Sensitization of schools and teachers were emphasized along with providing training and developing skills of persons with disabilities.

Despite the ratification of the United Nations Convention on the Rights of People with Disability (UNCRPD), persons with disabilities still face many challenges in India from getting



education in barrier free environment to developing specific skills through vocational training to receiving appropriate wages in suitable employment.

With respect to total population of persons with disabilities (India's 2011 census reported that 26.8 million people, 1.50 crore male and 1.18 crore female were disabled), 99 lakh persons with disabilities who comes under employable age group were unemployed or are marginal workers. Regardless of implementation of laws and legislation, basic needs of major population of persons with disabilities continues to remain unfulfilled. Accomplishment of basic needs such as mastering in functional and vocational skills, employable skills and gaining employment, supports independent living and functioning of persons with disabilities. To bring enhancement in field of training specific skills to persons with disabilities and providing job opportunity to them, Government of India came up with a campaign – Skill India.

➤ **Skill India**

On 15 July 2015 Prime Minister Narendra Modi launched Skill India campaign to train over 40 crore people in India in different skills by 2022. Various skill development schemes are initiated under this campaign. It incorporates National Skill Development Mission, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Rural India Skill, National Policy for Skill Development and Entrepreneurship, 2015 and Skill Loan Scheme.

National Skill Development Corporation

National Skill Development Mission

**Modes of Employment for Persons with Disabilities.**

Employment is substantial for independent living, even for persons with disabilities. Mode of employment advert to the ways or settings that can serve as a platform to provide employment to persons with disabilities. At present time six mode of employments are trending, they named as



- **Inclusive Employment**

Inclusive employment is a setting in which person with disabilities work together with their neurotypical colleagues in the competitive environment. It ensures same benefits and career opportunities to person with disability as their non-disabled colleagues and provide access to the same work along with the adaptations.

For instance, at courier packaging company, persons with disabilities will receive same wages and have to complete same task as other employees. And they will be provided with necessary adaptations to work effectively, like person with intellectual disability will have a chart positioned in front of them indicating step by step pictorial representation to wrap a box. Person with hemiplegic cerebral palsy will get stable tape dispenser to use tape with one hand.

- **Competitive Employment**

Competitive employment is also termed as Open Employment. In competitive employment person with disability perform same tasks as others in same working condition. Although initially they receive low wages as they might require extra support for performance. But after they have learnt the task, wages are expected to be raised. It lacks in equipping work place with accommodation and modification to support easy and effective functioning in persons with disabilities.

For instance, in competitive setting, at courier packaging company, person with intellectual disability will not receive pictorial chart to use. Person with hemiplegic cerebral palsy will not get stable tape dispenser if others are not getting it, as same working condition is provided.

- **Supported Employment**

Supported employment assist person with disabilities to obtain competitive job, get trained for specific skills and maintain employment in an integrated setting with the help of skilled trainer. It is a salaried employment. It also provides necessary support required to ensure effective contribution and success in the workplace.



For instance, at warehouse a person with disability get training to maintain record of stock available at warehouse. Such supported employment provide opportunity to a person with disability to apply for competitive employment by making him eligible with trained specific skills necessitated for stock record maintenance.

- **Sheltered Employment**

Sheltered employment is an approach which provide occupational services and training to person with disabilities to develop work-related skills. It is a long-term remunerative employment as it ensures non-competitive job. Shelter implies a safe and protected environment where they receive necessary adaptation to support learning of skills and behaviours in supervision of trained job coach.

For instance, at candle manufacturing company, a person with disability will get training to learn candle making from skilled trainer and will receive payment for their labour. Along with specific work-related skills, occupational services are also furnished which include modification of environment to support independent functioning; example, infrastructure and furniture of the working place, equipment that are used to yield product.

- **Group Employment**

Group employment is also recognised as revised version of sheltered employment. It is regulated by the group of parents or family members having person with disabilities or by service providing agency. Person with disabilities are assemble together in small groups to engage in productive activities. They are trained in vocational skills to actively participate in commercial activities arranged for them by the group of parents and family members or service providing agency. Along with providing remuneration, it supports self-esteem in person with disabilities by enhancing social and communication skill.

For instance, a group of parents having child with disability can form a self-help group for their children to make them independent by starting a low budget business of envelope manufacturing. Parents or skilled trainer habituate persons with disability with raw material and vocational training. And profit remain from the sales is distributed amongst the person with disability and authoritative figure.



- **Self-Employment**

Self-employment is also labelled as self-directed employment. In literal terms, it is a state of working for oneself rather than as employer. In this approach, person with disabilities are main authoritative person who make decisions for his business related to what to do, how to do, strategies to follow, from where to get raw material, how much time should be spend, how much money investment is required. It can be a full time or part time employment. National Handicapped Finance and Development Corporation (NHFDC) provide economic and financial support to person with disabilities to engage in self-employment.

For instance, a person with disability commences xerox shop with the help of funding from NHFDC. He is main authoritative person and will determine the timing of shop, money to charge for xerox page, paper quality to use et cetera.

#### **Key Barriers to Labour Market Participation for Persons with Disabilities**

- Underestimation of capacities
- low levels of education/skills (due to lack of training opportunities)
- attitudes/ behavior of co-workers
- lack of access
- lack of workplace supports
- Social stigma, isolation, neglect & ridicule
- Ill-equipped public space
- Physical and environmental barriers
- Cultural rejection
- Social attitude
- Poor quality of vocational training

#### **Suggestions**

- Need to increase reservation percentage as supply of skilled PwDs is high but demand in public sector is low.
- Strengthening of political and administrative will power can change the shape of statistical data in employment sector for persons with disabilities.



- Substantial changes in legislation
- Effectiveness of laws and legislation for empowering persons with disabilities
- Quality of vocational training to be enhanced
- Appropriate use of latest technology in training persons with disabilities
- Opportunities for full participation

**People at every ability level can learn and work. Challenge is to find appropriate vocational activity and work...**

## **References**

The Rights of Persons with Disabilities Act, 2016, Gazette of India (Extra-Ordinary); 28 December. 2016, accessed on 07. 12. 2019, retrieved from <http://www.disabilityaffairs.gov.in>.