



## A STUDY ON EMPLOYMENT OPPORTUNITIES FOR THE PWDS (PERSONS WITH DISABILITIES)

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### ABSTRACT

The civil, political, social, economic, and cultural rights of people with disabilities must be exercised on an equal footing with those of everyone else. Physical, mental, and emotional disabilities can all affect a person's ability to carry out daily tasks and interact with others. Disabilities, disorders, and illnesses of this type can be long-term or short-term in nature. It's not uncommon for people with disabilities to suffer from poor societal perceptions and a lack of social support. To actually make a difference, we need to improve their abilities because social value is typically given to persons who are regarded to be knowledgeable and skillful. In order to meet the challenges of the 21st century, citizens of a society must harness the most potent energy in the world—human talent—and use it to overcome pessimism and materialistic concerns. Taking this into account, this research aims to better understand the difficulties faced by people with disabilities in obtaining employment, and to give recommendations on how to help them become more self-sufficient economically. Social prejudice and ignorance lead to discrimination towards people with impairments. Due to a lack of access to critical services, individuals may not have as many opportunities as other people. This study aims to shed light on the difficulties faced by people with disabilities in India when it comes to finding employment.

### 1. INTRODUCTION

More than a quarter of India's population (21.9%) has a disability, and the bulk of these people live in rural areas, where they account for seventy-five percent of the total population (65.5 percent). In light of the national government's adoption of progressive disability legislation over the previous two decades, it is especially important to know how PwDs are employed differently. Until the 1992 Rehabilitation Council of India Act, India's disability legislation was focused on mental health issues and the management of human capital within the disability rehabilitation industry. In South Asia, India was the first country to sign the Declaration on the Full Participation & Equality of Disabled people in the Asian and Pacific region. The 1995 Persons with Disabilities (Equal Opportunities, Protection of Rights, and Full Participation) Act was the product of this effort.

The Act was widely regarded as one of the region's most comprehensive pieces of disability-related legislation. In terms of employment, it included provisions on equal treatment for men and women working in the construction industry and in public sector jobs. Legislative recognition was given to a 3% employment reservation policy in government and the public educational institutions. A 1% reservation is needed for all three types of disabilities: locomotor, visual, and auditory. In addition, persons registered with the Special Labour Exchange programme (a national employment agency) for more than 2 years without finding work are eligible for an unemployment benefit.

People can use this system to apply for jobs at companies that match their skills by accessing the system's job listings. Disabled people can now find out if they have been hired by a company through a mechanism we've developed. Touch, speech recognition, and voice instructions are all part of this technology. The user is given a login id, personal information, and a resume based on criteria used by the user. The user can then apply to the positions that match their criteria.

### 2. REVIEW OF LITERATURE

According to Luecking (2011), a review of the literature on employers' responses to people with disabilities, employers' willingness to hire people with disabilities is based on personal positive experiences with employees with disabilities, in combination with agency staff who introduce employment as meeting employers' needs and provide appropriate supports for employees with disabilities as well as their employers. Campaigns aimed at raising employers' understanding of disabilities or promoting employment for people with disabilities are scathingly criticised in the piece. According to the paper, employers find the handicap employment system difficult to navigate. After this critique, the paper goes into detail about how project search might be used to perform tailored employment development activities. As a job developer, you'll need to identify an industry in which the person with a disability would like to work, locate potential employers, and build a job for the disabled individuals that satisfies their operational demands. Employer and employee needs are properly matched in this process to create new jobs when none previously existed. Despite being regarded a success, it's not obvious how often new employment may be created in the workforce.

Using interviews involving persons with intellectual disabilities, family families, job coaches, and others, Timmons et al (2011) were able to identify the characteristics that influence people with developmental disabilities to choose community work. Additionally, this study indicated that the individuals and systems that work with the person with just an intellectual disability had a significant impact on their capacity to work in the community and their willingness to work. People with impairments were encouraged to work by their families, who emphasised the significance of doing so. There has to be a greater link between teachers as well as the employment system for people with IDD, according to a recent study. People

with disabilities and job developers were compared and discovered that the philosophy of an agency had a major impact on where and when people worked, regardless of their own preferences. Prior to being placed in community employment, people with disabilities were frequently required to work in sheltered workshops or construction crews that met specific job readiness criteria. For a few of the disabled workers, this was an opportunity to waste time before moving on to "serious" labour. In contrast, agencies that focused on community employment saw a significant increase in the number of people transitioning into full-time, competitive jobs. It was discovered in the research that job designers were the primary source of work for persons with disabilities, showing that the caliber of job developers matters a great deal when it comes to employment outcomes. Coworkers' capacity to build social relationships influenced both their ability to keep their jobs and their readiness to leave their homes in order to find work elsewhere.

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### **3. OBJECTIVE OF THE STUDY:**

- To understand the difficulties faced by the PwDs (persons with disabilities) to avail for jobs.
- To provide a solution for the issues or difficulties so that they can search the jobs and apply for the same.

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### **4. RESEARCH METHODOLOGY:**

A research methodology is a set of strategies that are used to acquire, compile, and evaluate data during the research process. Tools used to collect data in a given research project are defined below. There are a variety of methods for conducting research, such as surveys, questionnaires, and interviews. Methodologies used in research serve a variety of purposes. There are a lot of people involved in the research process, therefore this is relevant. Researchers use research methodologies in order to accurately describe the nature of their work. It explains and clarifies the principles in greater detail. Further investigation will involve the use of certain methods. Furthermore, how success is measured is another issue. Using research technique, we can illustrate how to effectively convey study findings to a wider audience. Theories should always be re-examined to ensure that they are still relevant. Research methodology is used to test a certain theory and its implementation in accordance with a set of academic guidelines. This is required to ensure that every research adheres to the norms of the field in which it is being conducted. Researchers use a wide range of methods to conduct both basic research and applied investigation. The work or research that has never been done before is included in basic research. Applied research, on the other hand, is based on previous work. A research design is a set of methods and processes that are used to gather and analyse data on the variables that are the focus of the study. The research problem, hypotheses, independent and dependent variables, experimental design, and if relevant, the data collection techniques and a statistical analysis plan can also be established in the design of a study, which specifies the study type. Descriptive Research is used in the study. It is a sort of market research that describes the functional features of an existing product. As a means of describing the features of the population or phenomenon under investigation, it is known as a case study. As opposed to the "why" of a topic, this approach concentrates on the "what" instead. Instead of trying to figure out "why" an event occurs, descriptive research seeks to describe the characteristics of a particular demographic group.

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### **5. DATA COLLECTION METHODS:**

Fundamental data, also known as raw data, refers to information that has been acquired directly from its original source, either under controlled or uncontrolled conditions. In this way, all of the data is original and acquired for a specific purpose. Statistical analysis of any kind has never been performed on them before. The information gathered can also be made public. In order to obtain primary data, investigators, questionnaires, and telephonic investigation are used. People with disabilities and their loved ones in the city of Chennai were asked to complete a questionnaire for this study. This study on work opportunities for people with disabilities relied on primary data collecting. There were around 100 responses to the questionnaire. Data that has previously been gathered from primary sources and made available to other researchers for their own research is referred to as secondary data. It is data that has already been obtained in the past. In this study, disabled people in India from the 2011 census were examined in terms of many parameters, including their population size, age range, and level of education.

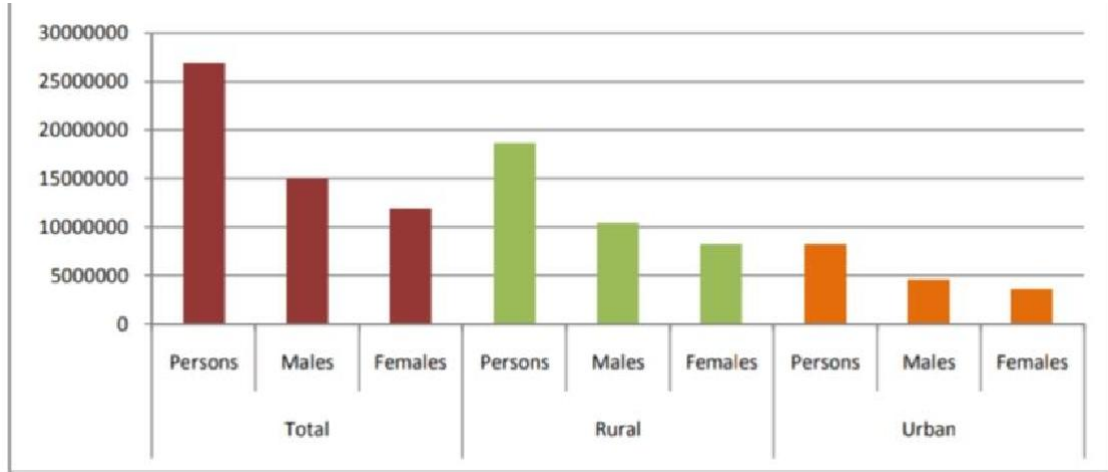
#### **SAMPLING PLAN:**

In order to conduct the research, a proper sampling plan has to be devised, including how to categories the survey, the sample size, and how to select respondents. People above the age of 18 are the focus of this study. Students, PwDs (people with disabilities), and their associates are the sampling units. The number of individuals chosen for our study is 100, which means that the group of people included in our study is a representative sample of the general community. As a researcher, you are responsible for making sure that the people you select for a study represent the larger group from which they came. A non-probability sampling method was used in this survey. Using this method, it is impossible to know how many people will be selected for a sample. Non-probability sampling, on the other hand, does not rely on random selection, but rather relies on the researcher's subjective judgement. Convenience The sampling approach utilized in the research is called sampling. Researchers use a non-probability sampling strategy in which a sample is drawn from a large group of people who are easy to reach or from a readily accessible pool of potential participants.

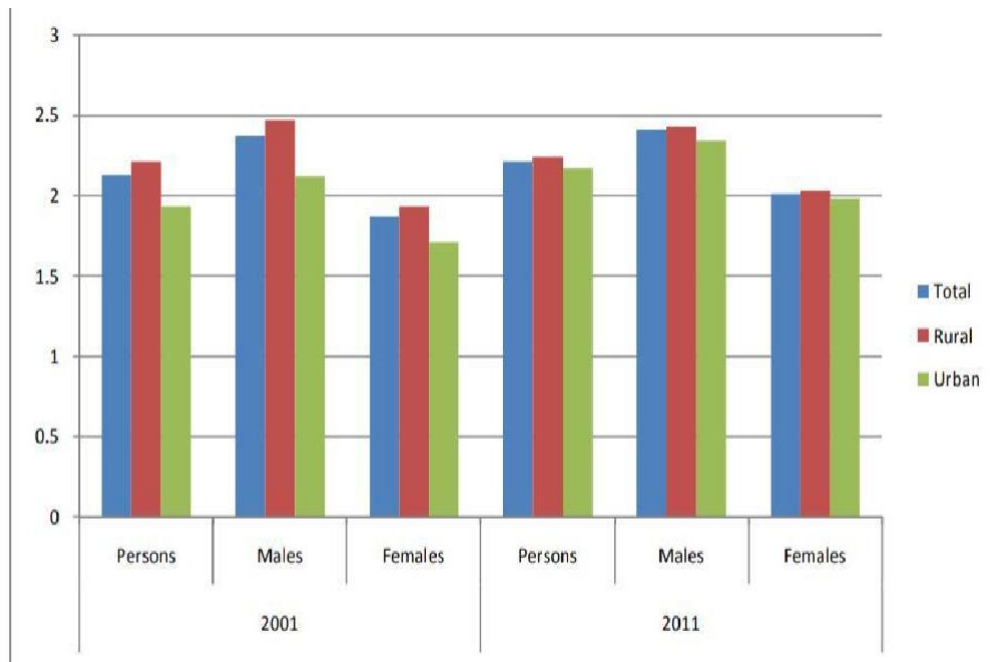
#### **MODE OF DATA COLLECTION:**

After a research problem is specified and a study plan is framed, data collection can commence. G-Form was used to collect the information. We could only use the G-Form and the 2011 census data on disability in India to conduct the survey and gather the questionnaire responses in accordance with the COVID-19 Protocols. Data for this study was gathered through distributing a G-Form Questionnaire and data from 2011 impaired people in India. As a result, there were two sections to the survey. In order to get a sense of the demographics of the respondent, the first section asked about personal information. In the second section of the survey, respondents were asked to rate statements on a scale of 1 to 5 (from 1 indicating strong disagreement to 5 indicating strong agreement), which is a form of Likert scaling. There were also a few multiple-choice questions in this section. In total, there were 15 questions on the survey. Respondents' views and thoughts were reflected in the questions' wording.

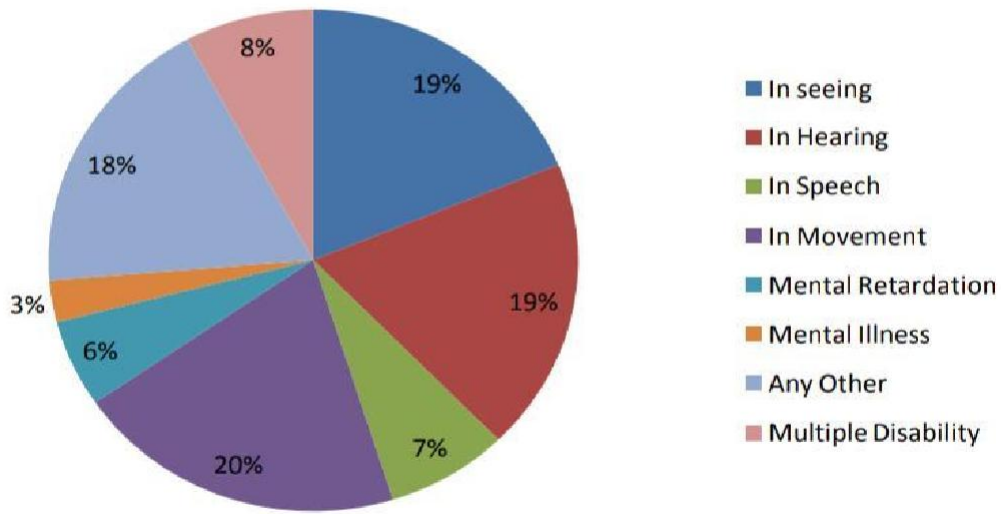
Population, India 2011			Disabled persons, , India 2011		
Persons	Males	Females	Persons	Males	Females
121.08 Cr	62.32 Cr	58.76Cr	2.68 Cr	1.5 Cr	1.18 Cr



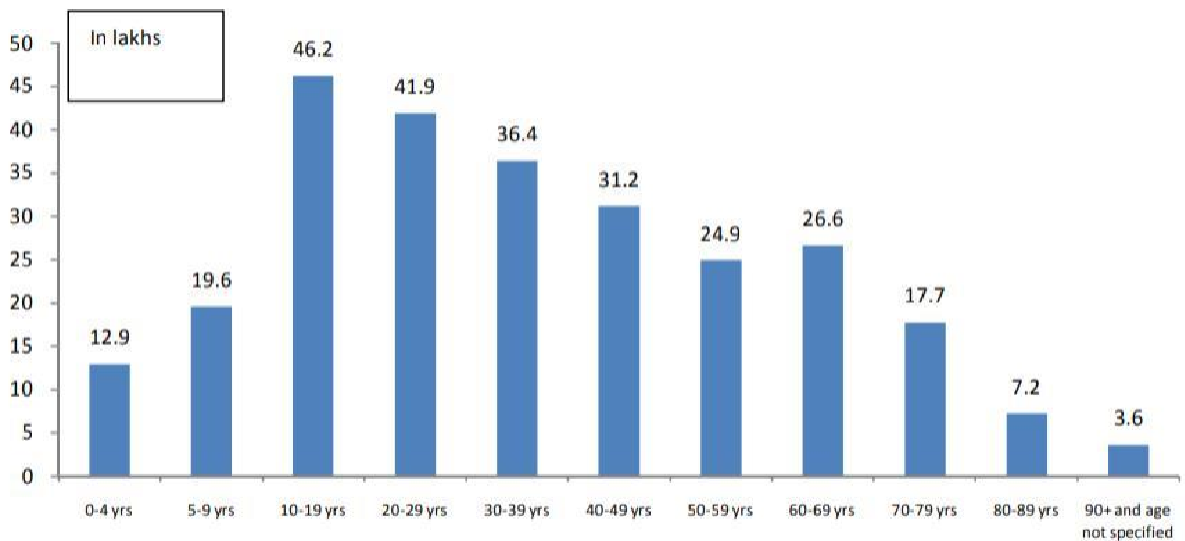
**FIG 1.1: Disabled Population in India**



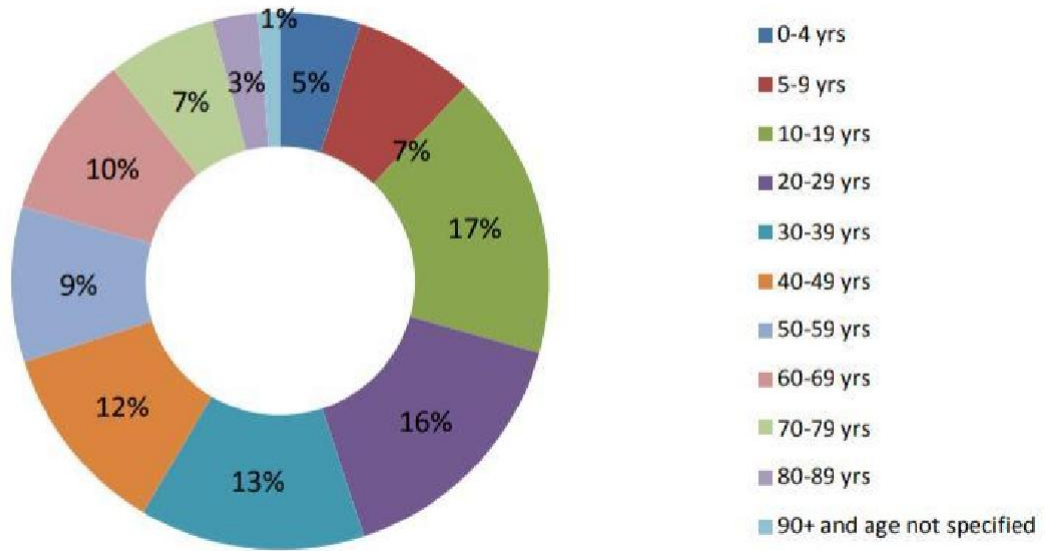
**Fig1.2:Percentage of disabled to concerned total population in India – Census 2001&2011**



**Fig 1.3 : Disabled population by type of disability in India –Census 2011**

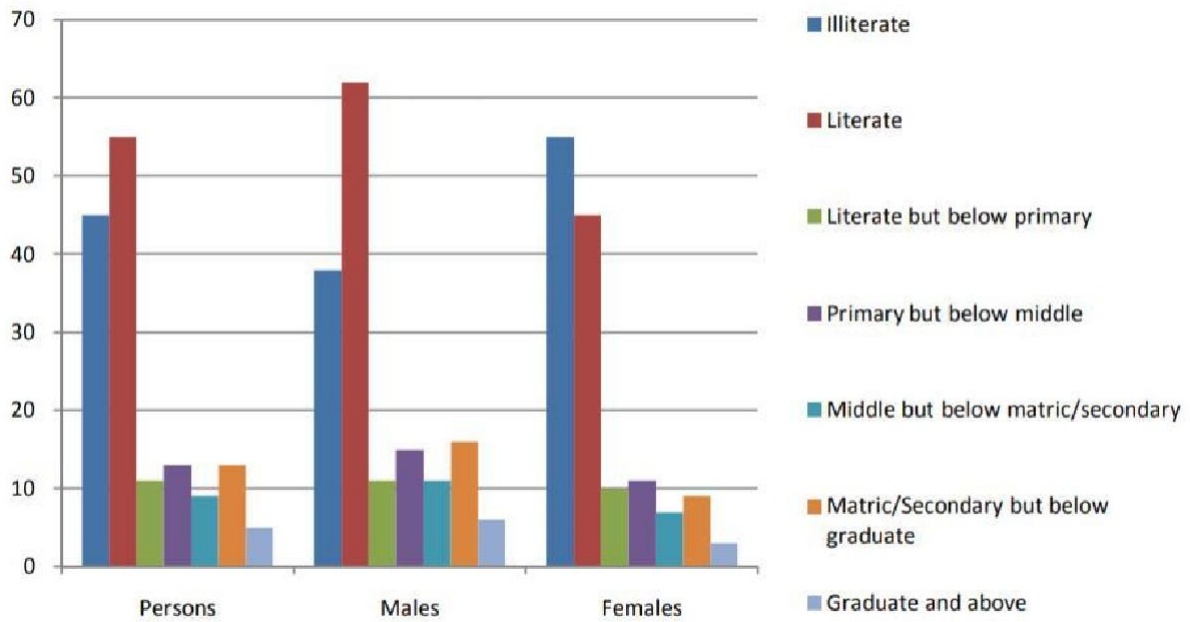


**Fig 1.4: Disabled population by age group in India – Census 2011**



**Fig 1.5:Percentage distribution of disabled population by age group in India – Census2011**

**Fig 1.6: Literacy status of disabled population by gender in India – Census 2011**



**Fig 1.7: Educational status of disabled persons(%) in India – Census 2011**

**Fig 1.8: Distribution of disabled persons (in %) by work status in India – Census,2011**

These are the data that are collected from the disabled person in india data , by which we have can an idea about population , education ,work status of the differently abled people in India .

The recent data on the census was found as the 2021 Census have not been conducted by the government because of the COVID-19 Pandemic .

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## 6. FINDING

The study's participants come from a wide range of backgrounds, including women, men, and persons with impairments. Survey participants' responses were analysed to see if they were associated with the predictor variables. What we learned from our investigation: A limited number of systems made it possible to learn more specifics about a job opening. People with disabilities (PwDs) may not have been aware of the government's various helpful programmes. To learn about a job opportunity and apply for it, a person who is blind or visually impaired needs help from other individuals or the system. The number of people who are aware of the UDID card is minimal. It is also observed that regardless of gender, the responders are highly skilled employees, and the vast majority of them have a college degree (From Fig1.6). 36% had a job, while 64% were unemployed, according to the report (From Fig1.8 ). Female employment rates for people with disabilities in urban areas were higher than male employment rates in urban areas (From Fig 1.8). In rural areas, men were more likely than women to find work as people with disabilities.

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## 7. CONCLUSION

People with disabilities have a wide range of career options, and this study aims to find out what they are. People with disabilities can achieve even greater success in life if they are given the right support and encouragement to pursue a formal education. The research also reveals the challenges they faced in locating employment openings, despite the fact that their qualifications matched those of the openings. People with disabilities could benefit from a website or mobile app that helps them find out about the job opportunities that exist in the market.

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