



A LITERATURE SURVEY ON INCLUSION OF DIFFERENTLY ABLED INDIVIDUALS IN INDIA

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Abstract: An inclusive workplace provides a platform to everyone, irrespective of their type of disability whether visible or invisible. It values their employees for the strengths they have in their area of expertise. An inclusive workplace values all employees for their strengths. It offers employees with disabilities — whether visible or invisible — an equal opportunity to succeed, to learn, to be compensated fairly, and to advance. True inclusion is about embracing difference. This paper focuses on understanding the literature studies at different timeframes. The studies published during 2013- 2023 are reviewed and summarized and its findings are reported in this study.

Index Terms - Inclusiveness, Disabled Persons, differently abled

I. INTRODUCTION

The establishment of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 occurred on January 1st, 1996. The legislation was implemented with the aim of ensuring that individuals with disabilities are afforded equal chances as their non-disabled counterparts, while also safeguarding their rights and facilitating their active engagement in desired activities without encountering any obstacles. According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act of 1995, it is recommended that individuals with disabilities be provided with equal opportunities in all domains. The scope of this initiative extends beyond work, encompassing the promotion of equal chances in employment, daily livelihoods, and several other facets of handicapped individuals' lives. Individuals with disabilities are fundamentally human beings. Every individual with a handicap possesses the entitlement to secure a means of subsistence, provide for and safeguard themselves and their family, improve their abilities, achieve professional success, and engage in many other activities. The term "full participation" may encompass the potential degree to which individuals with disabilities might freely engage in various social contexts. It can encompass work, social gatherings, or daily tasks. The legislation delineates many categories of disability, including but not limited to blindness, low vision, leprosy-induced hearing loss, poor motor skills, intellectual disability, mental disease, and cerebral palsy. The legislation also encompasses the area of disability prevention and early identification. The Rights of Persons with Disabilities Act, 2016, is a legislative outcome resulting from the United Nations Convention on the Rights of Persons with Disabilities and its associated topics. In recent years, there has been a growing focus and endeavour towards the integration of individuals with disabilities into the Indian labour market. Although there have been notable advancements, there remains a considerable amount of work to be accomplished in guaranteeing equitable job prospects and accessibility for those with disabilities. Several attempts and advancements in this area encompass: The enactment of the Rights of Persons with Disabilities Act, 2016, has been significant in safeguarding the legal rights and protection of individuals with disabilities within the Indian context. The legislation requires the provision of equal job chances and forbids any kind of bias in the recruiting procedures. The Indian government has implemented several programmes, including the 'Accessible India Campaign' (Sugamya Bharat Abhiyan), with the aim of enhancing the accessibility of public infrastructure and transportation for those with disabilities.

Furthermore, initiatives such as the 'National Action Plan for the Inclusion of Persons with Disabilities' have been implemented with the aim of fostering their integration into the labour market. A growing number of Indian firms are acknowledging the advantages of hiring individuals with disabilities and are adopting inclusive policies and procedures. Certain organisations have established distinct positions and prospects that are specifically designed to cater to the abilities and competencies of individuals with impairments. Numerous skill development programmes have been implemented with the aim of offering targeted training and education to individuals with disabilities, therefore augmenting their employability and equipping them for the labour market. Numerous advocacy organisations, non-governmental organisations (NGOs), and activists are actively engaged in efforts to enhance public consciousness of the rights and capacities of those with disabilities. The objective of these endeavours is to alter societal perspectives, diminish social disapproval, and foster a work climate that is more encompassing. Notwithstanding these favourable advancements, there are ongoing issues that remain, encompassing attitudinal obstacles, insufficient infrastructural accessibility, and poor employment prospects. It is imperative for the government, corporate sector, and civil society to maintain their collaboration and adopt sustainable policies that prioritise the rights and well-being of individuals with disabilities in order to foster a more inclusive workforce. This entails not just generating additional job prospects but also cultivating an all-encompassing and easily reachable atmosphere that enables persons with disabilities to actively engage in the labour market and make valuable contributions to the nation's progress.

II. RESEARCH METHODS

This study is based on literature review. To identify the relevant literature, key word- Inclusion of differently abled individuals- was used. The research articles and papers published between 2013 and 2023 were considered. 124 papers are available in this period. However, only those papers were selected for review whose full text PDFs were available in the database. Total 58 such papers were identified. Out of these 58 papers; 15 unique studies were identified and selected for the review.

III. LITERATURE REVIEW

Kulkarni & Kote (2013) explains the role of Disability Training and Placement Agencies in increasing the disability employment. Agencies perform several functions, with some being more prominent than others: Partner, Marketer, Trainer, and Facilitator. Two factors play major role in deciding the functions of these agencies- immediacy of impact on candidate placement and degree of employer involvement. With low immediacy of impact and low involvement, the role was termed as facilitator. With High immediacy of impact and low involvement of the employer, it was Trainer. With low immediacy of impact and some involvement of the employer, it became Trainer. When the immediacy of impact and involvement of the employer both are high the function becomes marketer. *Kulkarni and Rodrigues (2014)* analyzed the annual reports of selected Indian companies to understand and evaluate the engagement with disability. They used the annual reports to comprehend how big, profitable Indian organizations deal with the issue of differently abled, both in internal and external environment of their organizational boundaries, and how they record on these interactions in their annual reports. When it comes to disability-related challenges, Indian enterprises mostly focus either internally or externally. Disability was only more salient adversely in specific settings, and the external institutional environment had a significant impact on organizational engagement with disabilities. Engagement with disabilities was primarily motivated, by and large, by the stakeholder group that the organization was most accountable to. *Subramanian et al (2016)* suggests some means to enhance the economic independence of differently abled individuals by analyzing the issues and challenges faced by them. Some suggestions given to improve the employment are proper vocational training, increasing public awareness, developing more positive attitude in employers by doing publicity of the successful cases of disability employment, Reducing Physical Barrier at workplace and for housing, customized transportation. *Kulkarni et al (2016)* conducted a comparative analysis of the integration of impaired individuals in the workplaces of Germany and India. The survey revealed that employers adhered to three fundamental principles: the significance of leveraging diversity, promoting internal engagement with many stakeholders, and actively collaborating with the external environment to enhance internal human resource skills. The participants furthermore saw two interconnected and mutually reinforcing initiatives that included the whole lifespan of the employee: facilities for employment flexibility and programmes for integration. Perceived external stakeholder support and availability of talent varied across different countries. *Chhabra (2018)* compares policies aimed to influence the employment of disabled people for Norway and India. Study shows that in both Norway and India, the employment of differently abled people is considerably lower than those without disability. Norway has established strong policies and continuing to do so to improve the conditions of the differently able. India lacked the policies in early years' post-independence but in recent years there has been policies framed for differently abled individuals. *According to Mathew and Walarine (2018)*, it is imperative to successfully harness the dynamic

and creative abilities of young engineering students in order to enhance the quality of life for those with disabilities. There is a need to increase the availability of field testing opportunities for assistive devices designed for individuals with disabilities. Active steps should be taken by authorities, teachers, and students to facilitate the implementation of such a reform in the foreseeable future. The incorporation of technical education and the advancement of assistive technology are crucial elements in empowering persons with disabilities. *Dr. S. Rajamohan and E. Saranya Devi (2019)* evaluates the NHFDC'S schemes for differently abled people in India. The National Handicapped Finance and Development Corporation (NHFDC) promotes economic and development activities for differently abled individuals through providing different schemes. *Joshi and Thomas (2019)* describe the barriers in employment for persons with disability as physiological and educational. The physiological barriers are typically the health conditions which can be by birth or acquired. The educational barriers can be lack of vocational training or poor levels of schooling. The study done by *Johnstone et al (2019)* found that individuals with impairments face difficulties in living autonomously and generating income due to excessive protection from their families. Discussions in this case did not include any social commentary of employment, settings, or financial possibilities that are not available. Instead, participants identified the primary obstacle to achieving independence as the safeguards offered by their family. Simultaneously, policies were elucidated as a societal factor that hinders the ability of individuals with disabilities to have autonomous and typical experiences. The implementation of disability regulations in public areas and the workplace was not effectively carried out, notwithstanding its apparent attractiveness. The study conducted by *Kunnath and Mathew (2019)* identified many key themes that need addressing, including accessibility, classroom functions, test accommodations, communication, social attitude, and job obstacles. The findings indicate deficiencies in strategic planning, the execution of disability policies, insufficient societal awareness about disabilities, and limited access to resources within a developing nation. According to reports, the presence of support networks offered by friends inside college settings highlights the resilience of individuals in the face of insufficient disability accommodation facilities. The issue of inadequate policies and services for those with disabilities is a significant concern in emerging nations such as India. *Murwaningsih and Wedjajati (2021)* assert that familial support plays a pivotal role in facilitating the integration of individuals with disabilities into social groups. They further argue that the prompt adaptation of individuals with disabilities contributes to their acceptance within the community. Additionally, the provision of opportunities and facilities by villages serves to facilitate the inclusion of individuals with disabilities in various community activities. According to *Devi and Rajamohan (2021)*, educational policies play a crucial role in facilitating job opportunities for individuals with disabilities. They argue that the absence of formal schooling serves as an informal factor that leads them to become self-employed in order to ensure their survival within their respective environments. The government's primary objective is to foster a shift in public perception about Divyangjan. Hence, it is essential to foster knowledge in order to alter the mindset of both the general public and those with disabilities, thereby enabling them to enhance their self-assurance. The amalgamation of standards and regulations in design necessitates the collaboration of state governments and municipal authorities. Designing and executing an environment that is accessible and free from obstacles for those with disabilities. In a research undertaken by *Swarup (2021)*, the focus was on examining the employment procedures within the Indian private sector in relation to individuals with disabilities. The survey revealed a progressive growth of disability employment in India, which is contingent upon the type of the organisation. The achievement of effective recruitment of persons with disabilities is contingent upon the alignment of employment roles with particular impairments and the implementation of inclusive initiatives. Companies encounter difficulties in effectively managing individuals with disabilities, namely in addressing performance concerns and operational affairs. *Paulin's (2022)* study underscores the absence of inclusivity for individuals with disabilities in the Indian Higher Education system. It emphasises the necessity of a shift in mindset, the transformation of different facets of education, the guarantee of equal opportunities for all, and the significance of a genuinely inclusive society backed by education systems and policymakers. *Vasilakopoulou (2022)* highlights the favourable effects of inclusive education on the process of socialisation, the promotion of diversity acceptance, and the establishment of a congenial atmosphere for students, irrespective of their individual learning capacities.

IV. FINDINGS

Several significant themes and conclusions emerge from the various research findings. The job landscape presents notable impediments for those with disabilities, encompassing physiological and educational barriers, with attitudinal issues stemming from employers and society. Policy Disparities: There are differences in disability employment policies and their execution across nations such as Norway and India, with Norway having more well-established policies compared to India. The function of support systems is vital in supporting employment through the provision of training, collaboration with employers, and serving as facilitators or marketers. Disability Training and Placement Agencies play a critical role in this process. The level of

corporate participation with disability problems in India exhibits variation, as certain companies' priorities internal efforts towards disability inclusion, while others opt for external engagement or selective engagement in response to stakeholder pressure. The role of education: Education policies and practices have a substantial influence on the job prospects of persons with disabilities, underscoring the necessity for inclusive education systems and vocational training. Community Support: The provision of assistance from families, communities, and social networks plays a crucial role in facilitating the integration and self-sufficiency of individuals with disabilities. Inclusive practices play a crucial role in achieving favorable employment outcomes. These practices encompass several strategies, including the alignment of job roles with individual disability, the integration of assistive technologies, and the provision of job flexibility. Barriers to Independence: The independence of persons with disabilities is impeded by familial overprotection and society attitudes, hence requiring policy modifications and shifts in societal perspectives. In general, the results emphasize the significance of implementing comprehensive legislative frameworks, creating supportive settings, promoting inclusive education, and actively involving diverse stakeholders in order to enhance the economic autonomy and job prospects for persons with disabilities.

V. CONCLUSION

Studies on promoting economic independence and job prospects for differently abled people are reviewed. Vocational training, public awareness, and decreasing physical impediments can improve job chances. Economic help for disabled people is assessed. Disability Training and Placement Agencies and physiological and educational hurdles to work are discussed. Analysis of Indian corporations' annual reports on disability shows internal and external impacts. Family and community support for inclusion in Indian higher education is stressed. Engineering skills for assistive technology and educational integration are stressed. The benefits of inclusive education on socialization and acceptance are promoted. Employment chances and social attitudes are affected by educational policy. Private sector disability management challenges and Germany-India workplace inclusion similarities are addressed. Also mentioned are familial overprotection barriers to impaired independence and the necessity for governmental and cultural adjustments.

VI. REFERENCES

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