

Educational Policy and Employment Opportunity of People with Disabilities in India - A Study

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Abstract

The transformation from agriculture to industrial business has led to radical socio-economic shifts, while the related employment issues have taken place. Certain problems have been illustrated by a critical view of attain the education, employability, patterns and political outlook for people with disabilities. While paradigms in their employment facilities have changed dramatically, a number of shortages and obstacles make a more concentrated and systematic effort to achieve maximum benefits essential for them. Hence the government taking more steps for these people those who struggling for primary education and their employment opportunity. The educational policies is the supportive stone of their employment opportunity of differently abled people and this lack of education is the informal influence of them become a self-employer in the environment for their survival. This study indicates the educational policy of differently abled people and various ministries allocated for the educated and uneducated person with disability employment opportunities in India.

Keywords: Employability, Challenging, Skill development, Economical growth, Differently abled people

Introduction

The country's fast-changing socio-economic environment and its effect on urban development, industrialization and economic modernization has resulted in growing trends in rural-urban divergence in the search for livelihoods leading to strain upon the restricted educational settings, responsible for serious problems of overpopulation, rising poor citizens, unemployment, inequality, poverty, and so on. The underprivileged are all subject to the growing incidence of social deviation and maladjustment. In view of this, a variety of steps have been taken by the National Human Rights Commission (NHRC) to protect the rights of the differently abled people.

There are 2.68 crore (2.21 percent) according to the 2011 Population Census in India, with disability. The actual number of disabled persons is however far greater than the estimates seen in the census report, the estimates range from 5 percent to 15 percent of the population. Only About 26 percent of the total population comprises as working population as disabled. Among the working people with impairment, 78 percent are males. Women with disabilities are more unemployed. The employment issue of differently abled people cannot get the primary education properly, it will affect their employment opportunity. Hence this issues happened around the world.

Even the government of India allotted the special education center for providing free education, but it is not enough. Most of the uneducated differently abled people started their own business- earning money with a daily basis for the reason is uneducated come un employment in either private and public sector. So they became a self-employer. The government facilitate them by various schemes like SHG, entrepreneurship programme, employment generation schemes and so on.

Objectives of the Study

1. To study the existing employment opportunities of differently abled people in India.
2. To study the significance of employment opportunities for people with impairment in India.
3. To study the educational level of the people with disability in India.

Methodology

This Paper is purely based on descriptive in nature. The data were collected from selective e-journals, magazines, newspaper, official website and so on. Hence it is secondary data source.

Education Level of the People with Disability in India

India is the largest democracy in the world. India has a number of challenges for ensuring access to education for over 200 million (20 cr) children between the ages 6 to 13 years. According to the 2011 National Census, 1.05 percent of school-going children have one.

A disability problem (2.13 million = 21 Lakhs 30 Thousand), of which 28 percent (5 Lakhs 88 Thousand) do not have access to school. In particular, 44 percent of children with disabilities do not have access to school with complex and multiple forms of activity limitations and difficulties in functioning.

Table 1: Educational Status of Differently Abled People in India-Census Report (2011)

Percentage distribution of Disabled Population by Literacy status, Educational level among Literates and Sex, 2001-2011						
Literacy status/Educational level	2001			2011		
	Persons	Males	Females	Persons	Males	Females
Percentage to disabled population						
Illiterate	50.7	41.9	62.7	45.5	37.6	55.4
Literate	49.3	58.1	37.3	54.5	62.4	44.6
Percentage to Total Literates						
Literate but below primary	26.5	25	29.9	19.4	18.3	21.5
Primary but below middle	26.4	25.6	28.1	24.3	23.5	25.8
Middle but below matric /secondary	16	16.6	14.8	16.7	17.3	15.8
Matric/Secondary but below graduate	20	21.5	16.9	23.6	24.9	21.2
Graduate and above	6	6.6	4.6	8.5	9	7.7

Secondary Data source: Data were deprived from disability affairs website

The Registrar General of India (RGI) has releases Census 2011 data on the disabled population by educational level and sex. Of the total population with disabilities, 2.68 crores in the 2011 census, 1.46 crores (54.5 percent) are literate and the remaining 1.22 crores (45.5 percent) are illiterate. A decade ago, 49.3 percent of the people with disabilities were literate, the remaining 50.7 percent were illiterate. The level of education in each state is organized into percentages and shown in Table 1. The overall

disabled population the educational standards of people with disabilities vary widely across India in census (2001 and 2011). For the 2001-2011 census, the comparative scenario of the disabled population by literacy status, educational level between literates and sex shows that not only the percentage of literates has improved, but also the number of males and females literates, in the decade 2001-2011. Due to the lack of friendly communication and the unwelcome approach of many schools, disabled children do not

want to go to school on a regular basis. Even special school subjects are not trained to provide essential education and communication training for children with disabilities. This is one of the reason for these differently abled people are lacking education in India.

Employment in the Government and Public Sector for Graduate PWD

The government of India are subdivided by number of ministries which will facilitate the people in various manner and for employ in the public sector to graduates disabled people, the public sector undertakings (PSUs) have been taking this responsibility. In fact, Mumbai was founded in 1959 as the first special exchange for employment opportunities. More than three decades ago, in 1977, India's government initiated a policy of 3 percent employment reservation for people with disabilities. The reservation, however, was for lower jobs only (C and D categories). The reservation was also extended to higher-ranking jobs (Categories A and B) in 1995, when the Disability Act was enacted.

Despite the 3 percent reservation in jobs, the battle with the authorities to seek the inclusion of people with disabilities in the workforce is ongoing. In 2003, when two persons with disabilities eligible on merit for the Indian Administrative Service (IAS) were relegated to the Indian Information Service (IIS), the National Center for Promotion of Employment for Disabled People (NCPEDP) and the Disabled Rights Group (DRG) launched an anti-discrimination drive, which led then Prime Minister to intervene and resolve the problem. As a result, more services, including high-level services such as IAS, IPS and IFS, have been opened up for people with disabilities.

By November 2010, the Government of India had filled just 1017 vacancies out of 7628 vacancies. At Question Time during the Parliament's Budget Session in May 2016, the Government acknowledged that it had not been able to make three percent of the quota as per the policy, which, after a special recruitment drive from May 2015 to April 2016, was just marginally higher than one per cent, with the Department of Personnel and Training advise with these help of 14,267 vacancies found.

For disabled people, several jobs remain 'unidentified.' Therefore, this oppressive approach is denying employment to many eligible individuals with disabilities in government. Troubling is the fact that white-collar occupations are based on physical demands, such as bending, lifting, walking, pushing and pulling, etc. and not on work abilities and functions. Employment with One Arm (OA), Both Arms (BA), One Rule (OL), Both Legs (BL), Hard of Hearing (HH), Blind (B), Low-Vision (LV) etc. are defined based on physical needs.

Many organizations doubt whether there is enough demand for an accessible community for disabled people. Access to the employment is essential for an inclusive workforce to be developed. It is therefore necessary for the Government to work towards the establishment for people with disabilities of a barrier-free working environment. In March 2016, the Government launched, under the Accessible India Initiative, a set of guidelines for companies to determine how accommodating they are for disabled workers in a 'holistic' way of creating space for people with disabilities and encouraging sector to be more inclusive. This include items such as a barrier-free infrastructure, regulations on human capital such as a minimum recruitment percentage should be provided for disabled people. But a lack of binding guidelines could make any talk and action of this promising move.

Government Amendments for Employment of PWD

For more than one reason, the Disability Act of 1995 was revolutionary. The Act acknowledged explicitly, and made many guidelines for the need for the economic empowerment of people with disabilities. Some of the most important aspects are:

Reservation in Higher Educational Institutions

Section 32: Identification of positions that may be reserved for persons with disabilities-Appropriate governments shall identify positions in establishments that may be reserved for persons with disabilities; at periodic intervals not exceeding three years, review the list of positions identified and update the list taking into account technological developments.

Identification of Posts for Reservation

Section 33: Post Reservation - Every appropriate government shall designate at any institution a percentage of vacancies not less than three per cent for persons or groups of persons with disabilities, of which one per cent is reserved for persons with a) blindness or low vision; b) hearing impairment; c) locomotive disability or cerebral palsy, in a post specified for each disability.

Poverty Alleviation Schemes - Accessibility

Section 40: Vacancies to be reserved for poverty alleviation schemes – ‘In all poverty alleviation schemes, the relevant governments and local authorities shall allocate not less than 3 percent for the benefit of persons with disabilities.

Incentives to Employers in Private and Public Sector

Section 41: Incentives for employers to ensure that 5 per cent of the workforce is made up of persons with disabilities - The relevant governments and local authorities shall, within the limits of their economic ability and growth, provide incentives for employers in both the public and private sectors to ensure that at least 5 per cent of their workforce is made up of persons with disabilities.

Promotion

Section 47: (1) No institution shall waive or reduce the rank of an employee who has acquired a disability during his or her service; (2) No promotion shall be denied to an individual solely on the basis of his or her disability.

The Act also provided for non-discrimination, relaxation, affirmative action, accessibility, etc. in different clauses. There has been a long-standing call from the disability sector to expand work reservations for people with intellectual conditions, psychosocial disabilities and multiple disabilities, which the New Bill on Disability has included.

Employment Opportunity for PWD

The pool of educated and uneducated people with disabilities is wide and increasing with a rise in population and medical advancements, too. With Indian government programs such as Sarva Shiksha

Abhyan, which focuses on education system, the number of trained people with disabilities is growing. In addition, with technical advancements and assistive technologies, this human capital pool can be adapted to the needs of the industry. This then opens up an opportunity for this target market to contribute to the economy of India.

The Ministries responsible for Employment at the Central level are

1. Ministry of Labour and Employment,
2. Ministry of Personnel, Public Grievances and Pensions,
3. Ministry of Housing and Urban Poverty Alleviation,
4. Ministry of Commerce and Industry,
5. Ministry of Micro, Small and Medium Enterprises;
6. Ministry of Rural Development.

Here also went through Ministry of Human Resource Development, as vocational, higher and technical education falls under them and the Ministry of Social Justice and Empowerment, which is the nodal Ministry for disability. The government of India has taken a plenty step for making them employable one by serving numerous schemes and programmes.

1. Directorate General of Employment and Training (DGET)
2. Department of Personnel and Training
3. Department of Administrative Reforms and Public Grievances
4. Department of Pensions and Pensioner's Welfare
5. The Urban Self Employment Programme (USEP) and
6. The Urban Wage Employment Programme (UWEP).
7. Providing NHFDC loan facilities and providing vocational training programme and so on.

These will make them 40 percent health condition of people with disability can utilize the government loan and made themselves by self-employment. The government can also providing the hand-holding support. This will make them feel better.

1. **The Ministry of Personnel, Public Grievances and Pensions** is the central government's coordination agency in staff matters particularly

on recruitment, training, career growth, welfare and post-retirement issues. The Ministry is also working towards this Promoting sensitive, human-oriented and modern administration.

2. **National Skill Development Corporation:** Under the National Skills Mission of the Prime Minister's Council on Skills development, NSDC and the sector Councils have been instrumental in designing suitable policies, mechanisms and promoting skills development initiatives for the disabilities in India. They are providing different various courses like skill development programme, vocational training with attractive scholarship to the disability.
3. **Ministry of Labour Employment:** The Directorate-General for Employment and Training (DGET) shall serve as the executive arm of the Ministry and shall be responsible for Vocational skills programs. These shall include:
 - (i) National Council Vocational Training
 - (ii) Industrial Training Institute provides free courses
 - (iii) 3552 Industrial training centers managed by private team and funded by government.
 - (iv) 947 employment exchanges considered as a placement centers and special center 43 initiated by this ministries.

The 10th or 8th passed or failed candidates can also get these benefits from the government.

4. **Ministry of Rural development:** The Ministry promotes self-employment and employment schemes for rural and tribal youth. National Rural livelihood in its newly launched and 15 percent of the overall budget is dedicated to skills and placement. The schemes planned would build on the previous special SGSY (Swarnjayanthi Gram Swarozgar Yojana) schemes. The SGSY is implemented by the District Rural Development Agencies (DRDAs) with the active participation of the Panchayat Raj Institutions (PRIs), the Line Departments and NGOs.
5. **Ministry of Urban Development:** The Ministry of Urban Employment is the apex authority at the national level to formulate policies, sponsor and support programmes, coordinate the activities of central ministries, state governments and nodal authorities and track all urban employment,

poverty and housing problems in the country The urban counterpart of the SJSRY (Swarnjayanti Shahari Rojgar Yojana) SJSRY has the Urban Self-Employment Program (USEP) and the Urban Wage Employment Programme (UWEP). The ministry of HRD, Social Justice empowerment and so on department will help them to give good morale support for their survival.

Conclusion

The government takes the biggest challenge remains to bring about an attitude change in public perception towards Divyangjan. Therefore, awareness generation is essential to change the way of thinking not just of the public, but of disabled people, so that they can increase confidence in themselves. It is necessary to combine the culture of standards and requirements in designing by the state governments and the local authorities. Planning and implementation of the environment for disabled people to be barrier-free.

The International Labor Organization (ILO) 2011 study 'Persons with Disabilities and the Indian Labor Market: Issues and Opportunities' reports that 73.6 per cent of people with disabilities in India are currently outside the labor force. Those with mental disorders, disabled women and those in rural areas are the most marginalized. Looking at the micro stage, it may seem like some progress has been made. There is increased recognition among businesses and people with disabilities. Pressure has been placed on the Government to enact the Disability Act, 1995. In contrast, 72 percent of people with intellectual disability remain unemployed. Only 36.3 percent of the disabled population (which turns out to be about 98 lakhs) are employed. Of these, about 71 lakh are men and 27 lakh are women. In india 41 percent of person with disabilities were never married. It seems that how they are struggling to lead their life in the environment. Ignoring the potential of disabled people can cost any nation very high. In case of India, leaving persons with disabilities out of economy translates into a loss of about 5-7 percent of GDP. And there are a limited schools are providing basic education for these disabled people. This is the reason for disabled people are lacking the education. So the government should focus for

providing educational services to the children with disabilities and make them to educate. So they can get employment opportunity in either public and private sector. Government of India has separated their work from various department even they cannot focus fully to the disability. Still they are deprived from education, unemployment, leading normal life, pension facilities, basic need and so on. It is really a pathetic situation facing in all around the world. Most of the NGOs, Public sector, private sector also ready to serve this nation. First thing is need to provide education. The government mandatory improves the educational facilities and give free courses for special education teachers to provide free school in all the villages and town in India. Then only the disability will get employed in any sector.

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