

An Exploratory Study of the Factors Affecting Integration and retention of Workers with Intellectual Disability in Formal Work Setup.

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Context

Since UN Convention on Rights of persons with disabilities recognizes equal rights of the disabled to gain living by working in an environment that is open, inclusive and accessible to persons with disabilities, there is a need for researchers and employers to understand the problems faced by workers with ID, strategies implemented by employers for the integration and retention of the mentally challenged workers in the formal work set-up

Method

Three industrial units were selected for study. Structured Interview schedules were administered to 36 workers with ID, 36 normal workers and 3 employers and 3 remedial staff in these units in open employment in Pune city.

Results

We found that mentally challenged workers were seen working with equal productivity in open employment. They had also worked for a long period of time. With awareness creation about conditions of mental retardation, normal workers' acceptance of workers with Intellectual Disability as coworkers in open employment was reported as very positive.

Conclusion

Mentally challenged workers can integrate and work with equal productivity with normal workers for long years if an inclusive environment which is free of exploitation and abuse is created for them.

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