

Women with Disabilities: Opportunities and Challenges At work place: A Study on selected companies in Bangalore

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Abstract: This study used data from the Survey on employees with disability in Bangalore to examine differences in work experiences between women and men aged 20 to 54 with a disability. These experiences capture the barriers that persons with disabilities reported encountering in their jobs, workplaces, and the labour market. Women with disabilities were more likely than men with disabilities to change the amount of their work, begin working from home, and take a leave of absence because of their condition. A higher proportion of women than men with disabilities required workplace accommodations, but there were no significant sex differences on whether these accommodations were available. Perceptions of labour discrimination were generally similar between men and women with disabilities, with one notable difference. Fewer women than men with disabilities, particularly those with more severe disabilities, reported being refused a job interview because of their condition.

Keywords: Women with Disabilities, Employment, Persons with Disabilities

Introduction:

Employment is considered as an important aspect for all human being for achieving economic independence. It provides purpose for existence and attaining meaningful fulfilment. Employment provide income opportunities and ensure financial stability. It is the main income stream for majority of people, and the source of other important financial benefits as well. When we talk of today's modern-day age, a person's work is primary source of income for him or her and the family he or she supports. The work determines a person social status as well as provide linkages for social connection. This is equally true for disabled person who would aspire to be independent and exercise their choices. In spite of all the progress we see the employment rate of disabled person is extremely low in relation to non-disabled person which is primarily due to disability being complex phenomenon, understood differently in different context – as impairments, activity limitations, and/or restrictions on participation which arise as a result of interactions between an individual (who has a health condition) and his or her context (e.g. environmental and/or personal factors) as per World Health Organization.

However disability continued to be remained defined by nationwide exerciselike the Census where disability is primarily defined limitation or a inability to perform activities in a certain manner or in so called normal range of motion . Other important reasons for low employment rates apart from other mentioned above are the result of many factors - including work limitations owing to disability, lower levels of education and experience considering educational institutions are not accessible for persons with disabilities, discrimination by employers in hiring or provision of accommodations, difficulty continuing employment after the onset of a disability due to injury , and lack of accessible environment necessary to support services. For this reason, a critical objective of those interested in the economic independence of persons with disabilities and their full participation in market work must study inclusion practices of the employers.

In the discourse of this study which is based in Bangalore the study is trying to engage in a discourse about inclusion practices within organization, career advancement opportunities and accessible environment in reference to the public and private corporate for Women with disabilities.

Rationale for and Purpose of the Study:

There are certain barriers to employment for persons with disabilities. But beyond employment persons with disabilities who are already employed in an organization faces certain challenges for their successful integration in the work environment . Our study focuses on those organization who have already employed persons with disabilities. This study has focused on the HRM practices of the organization with respect to the job inclusion.

There is urgent need to pay adequate attention to various dimension of disability like gender along with accessibility , acceptability, reasonable accommodation to improve work performance and image of the organization.

Previous research has also shown that women with disabilities who are employed are more likely to have part-time jobs and earn less than others (Brown and Moloney 2018; Pettinicchio and Maroto 2017). In 2016, among employed persons with less severe disabilities, more than double the proportion of women than men had part-time jobs (Morris et al. 2018). The sex difference in part-time employment among persons with more severe disabilities was modest. Similarly, there was a large difference in median income between women and men with less severe disabilities (Rs 12,080 versus 23,710 in 2018), while the income gap was larger between women and men with more severe disabilities .

RQ1 How much is employment participation of women with disabilities in the workplace?

RQ2 Do gender differences exist in regards to the amount and types of accommodations requested? Are women more likely than men to request expensive accommodations? Are men more likely than women to experience positive accommodation outcomes? Methodology

Data for the evaluation were collected using a structured survey that contained both open and close-ended questions, which are posed to employees with disabilities in selected organization both Public Corporate and Private Corporate. The purpose of the survey was to collect satisfaction data from employees as well as information regarding the accommodation process. Interviews lasted about 20 minutes. The survey instrument used a variety of question formats (Likert scales, forced-choice lists, and open-ended questions). The evaluators were unable to access certain information, which were not included on the instrument, such as assistance received, disability type, accessibility

The sample consists of 311 employees representing. Of the participants, 33% were female and 67% Male. While much of the literature on employment for people with disabilities discusses the hiring process, the majority of callers responded that the reason for contacting was to discuss on-the-job accommodations in order to retain employment.

In order to continue to assess if accommodation differences exist between men and women, it is also important to consider demographic characteristics associated with employment attainment and success.

Women N=113	Men N=198
Age=39.1 (46-55) 25.1 (36-45) 20.7 (56-65)	Age=31.9 (46-55) 29.7 (36-45) 18.4 (56-65)
Education HS=33.6 AD=17.8 College = 26.7 Graduate = 19.6	Education HS 38.4 AD 19.1 College 25.1 Graduate 14.7

Results

This paper seeks to explore if differences existed between men's and women's accommodation requests, decisions, costs, and satisfaction with with selected complanies . The data were analyzed using Chi Square for nominal versus nominal or ordinal variables, and ANOVAs for continuous variables (i.e., costs) to compare against the nominal variable of gender.

Accommodation decisions. It was assumed that women would be less likely to have an accommodation granted than would men. For the purpose of this article, accommodation decisions refer to whether or not an accommodation was made, if the decision is pending, or if the implementation is pending. Accommodation solution refers to the type of accommodation an individual reported receiving. When asked if an accommodation had been made after the interaction with the company she working women reported "yes" (20.1%), "implementation pending" (4.4%), "decision pending" (14.2%) and "no" 33.3% of the time. Conversely, men reported "yes" (16.1%), "implementation pending" (5.4%), "decision pending" (17.7%) and "no" (31.5%). It appears that women are slightly more likely to be accommodated, although one must remember that the number of men who had not requested an accommodation was higher.

Cross-tabulations were run with a Chi Square. No significant differences were found between men and women.

Reasons for not requesting accommodations vary by group. In the open-ended "other" responses, men more commonly reported not requesting an accommodation, while women more commonly reported being fearful of retaliatory actions or not understanding the process.

Accommodation solutions. Were the accommodations requested by women and men significantly different? Chi Squares yielded no significant difference in accommodations requested by women and men: buying a product or piece of equipment; modifying a product or piece of equipment; modifying a worksite; changing the work schedule; moving the employee to another job; changing a workplace policy; and educating co-workers.

Types of accommodations granted were also considered to determine whether or not differences between men and women were present, but these turned out to be similar for both groups. Women reported buying a piece of equipment, modifying the worksite, and making changes to the work schedule as common accommodations. Men reported the same exact types of accommodations with the addition of moving the employee to another job.

Accommodation Effectiveness. Did women find the accommodations to be less effective than men? 26.9% (35) of women compared to 13.5% (7) of men reporting the granted accommodation to be ineffective compared to 73.1% (95) of women and 86.5% (45) of men reporting the accommodation to be effective ($\chi^2 = 3.792$, df = 1, p = .036). Therefore, women were less satisfied with the accommodations than were men.

Accommodation Costs. It was assumed that the cost of accommodations would be less expensive for female compared to male employees. ANOVAs showed no significant differences of both one-time costs and annual costs spent on accommodations for men and women.

Accommodation Assistance. Are male employees more likely to have their accommodations paid for by the employer than female employees? Chi Square analysis revealed no significant difference on the gender of the employee and whether or not the employer paid for the accommodation. Women (87.9%, n=51) compared to men (84.0%, n=21) had their accommodations paid for by their employer.

Overall Satisfaction. It was assumed that women and men would perceive similar service satisfaction. Chi Square showed no significant difference between women and men when considering the ease of contacting JAN (99% found it easy), the courtesy shown by the receptionist and consultant (99% thought both were courteous), or whether the consultant understood her/his needs (96-98%).

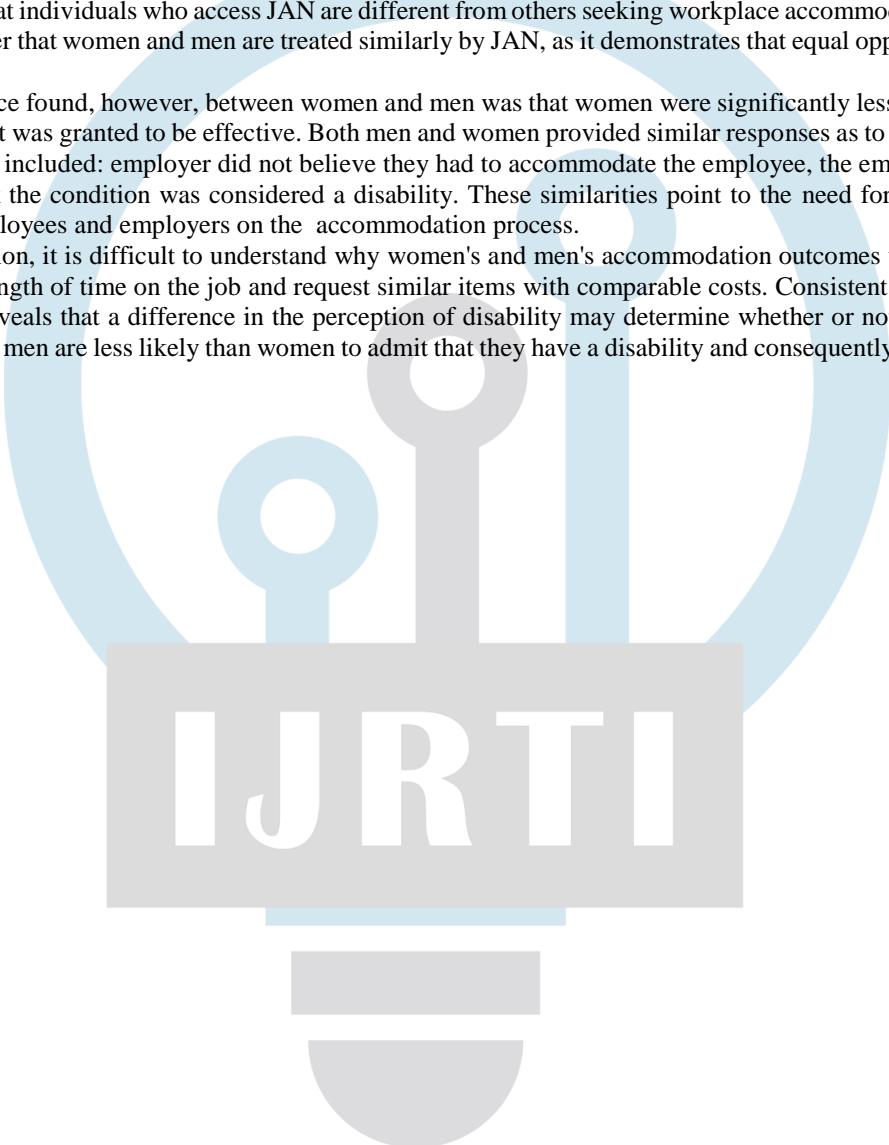
Another indicator of satisfaction relates to whether participants plan to use the JAN service again. No significant difference could be found between women and men reporting that they planned to utilize this service in the future (96.4%, n = 762 of women; 97.8%, n = 345 of men). While there was no significant difference between women 36.5% (288) and men 31.5% (115) who had already referred someone else to JAN ($\chi^2 = 2.691$, df = 1, p = .057), significantly more women reported being likely to refer individuals in the future (98.2%, n = 695 vs. 95.7%, n=312; $\chi^2 = 5.305$, df = 1, p=.021).

Discussion

The results show few differences between men's and women's accommodation request types, whether or not accommodations were granted, the costs of requested accommodations, and satisfaction with JAN. It is important to understand that the data analyzed herein are the only systematic collection of individuals who chose to use JAN services and also chose to participate in this research project. It is possible that individuals who access JAN are different from others seeking workplace accommodations. The researchers were pleased to discover that women and men are treated similarly by JAN, as it demonstrates that equal opportunity is an important value of this service.

One important difference found, however, between women and men was that women were significantly less likely than men to find the accommodation that was granted to be effective. Both men and women provided similar responses as to why an accommodation was not granted. These included: employer did not believe they had to accommodate the employee, the employee was fired, or the employer did not think the condition was considered a disability. These similarities point to the need for continued training and education for both employees and employers on the accommodation process.

Based on this information, it is difficult to understand why women's and men's accommodation outcomes vary. They have similar education levels and length of time on the job and request similar items with comparable costs. Consistent with previous research, the open-ended data reveals that a difference in the perception of disability may determine whether or not a request is made. For example, it may be that men are less likely than women to admit that they have a disability and consequently need accommodations.



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