A STUDY ON UNEMPLOYMENT MENACE AMONG DISABLED

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Abstract

Disabled persons are more likely to be unemployed when compared with those without disabilities. This descriptive research tries to analyze the profile of disabled persons in Karaikal and Puducherry and find out the reasons for disabled being unemployed. Results of the study reveal that a quarter of disabled have remained unemployed for a very long period despite their willingness to work due to lack of qualifications, proper career guidance, inadequate support from banks to start business ventures and other people discouraging them from finding a job.

Keywords:

Disabled persons, Integrated and special schools, Sanguine Group, Deterred Group, Viability Shorn-of Cluster

1. INTRODUCTION

Persons with disabilities are likely to be unemployed twice the number of those without disabilities. For instance, the US labour market statistics of 2013 reveal that unemployment rate among disabled was 13.2% while the rate among others was 7.1%. The employment-population ratio for persons with a disability was less than half that of those with no disability. Government has been the major provider of employment for disabled while self-employment has been the next better option for them. At all levels of education, persons with a disability were much less likely to be employed than their counterparts with no disability. Disabled are denied opportunities to work in management, professional and related jobs. Large proportions of the disabled remain out of labor market. For instance, during 2013 in the US, about 8 in 10 disabled were not in labor force compared with about 3 in 10 persons with no disability. The plight is more miserable in developing countries like India. Hence, the researcher has made an attempt to explore the various reasons for prevalent of unemployment among disabled from their own view point.

2. OBJECTIVES OF THE STUDY

1) To trace the profile of disabled remaining unemployed in Karaikal and Puducherry.
2) To analyze the reasons for disabled remaining unemployed.

3. METHODOLOGY

The proposed study is descriptive in nature, based on primary data, collected by administering a well structured interview schedule to 202 disabled remaining unemployed. Sample frame for the study is Karaikal and Puducherry while the sample population consists of unemployed disabled persons. The sample size for the study is 202 while Convenience sampling technique

has been used to draw sample units. The data collected has been represented in tabular and diagrammatic forms and analyzed using SPSS 21, employing the statistical tools of Mean, Analysis of Variance, Factor Analysis, Cluster Analysis and Correspondence Analysis.

4. DATA ANALYSIS AND INTERPRETATION

4.1 DEMOGRAPHIC PROFILE OF UNEMPLOYED DISABLED PERSONS

35.6% are aged 25-40, 23.3% are aged less than 25, 29.2% are aged 40-50 and 11.9% are aged above 50; 20.3% are illiterates, 46.0% have schooling as their qualifications, 26.2% are Graduates, 6.9% are Post Graduates and a solitary person possess Technical qualification; 20.3% of the disabled have underwent no education at all, 58.4% have attended Integrated schools and 21.3% have completed their schooling in Special schools; 38.6% are Orthopaedically Handicapped, 35.6% are Visually Handicapped, 14.4% are Deaf and Dumb and 11.4% are Mentally Retarded; 61.9% are married, 36.1% are unmarried and 2.0% are separated; 73.3% are males while 26.7% are females; 9.4% are not receiving disability pension while 90.6% are receiving the pension; 25.2% have remained unemployed for a period of less than one year after considering themselves employable, 25.7% for 1-3 years, 22.3% for 3-5 years, 15.8% for 5-10 years and 10.9% for more than 10 years.

4.2 NATURE OF SCHOOLING UNDERWENT BY DISABLED

The nature of schooling underwent by the unemployed disabled has been explored using Correspondence Analysis and the results have been portrayed in Fig.1.
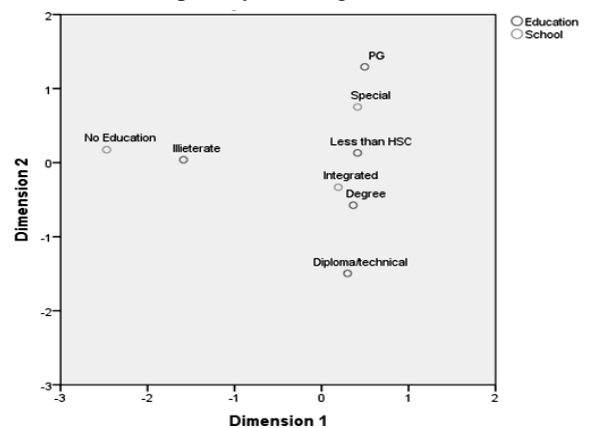

Fig.1. Nature of Schooling Underwent by Unemployed Disabled

It can be inferred from Fig.1 that Post Graduates have got their education through Special Schools while those educated

upto HSE and Degree have underwent their schooling through integrated schools.

4.3 REASONS FOR DISABLED REMAINING UNEMPLOYED

Some 17 statements were identified as issues related to disabled not able to find a gainful source of employment and they were required to indicate their level of agreement to these statements in Likert's five point scale. The mean values in respect of these 17 statements have been displayed in Table.1.

Table.1. Reasons for Disabled Remaining Unemployed

Statement	Mean	Statement	Mean
I wished to work	3.37	No Family help	2.54
adviced not to work	3.20	Barrier-filled environment	2.47
Lack of qualifications	3.05	public perception on impairments	2.53
No career guidance	3.09	Interviewers focus on disability	2.56
Optimistic of getting employment	2.95	interviewers Negative Attitude	2.53
Frightening societal attitude	2.80	employers Negative Attitudes	2.55
No backing for entrepreneurship	2.75	No Bank Assistance for starting business	3.05
Non-availability of rehabilitation institutions	2.59	Impossible eligibility criteria of rehabilitation schemes	2.73
Poor public transport	2.68		

It can be inferred from Table.1 that the disabled remaining unemployed want to work but they have been advised not to work. Furthermore, lack of necessary educational qualifications and lack of proper career guidance have deterred them from getting a reasonable employment.

4.4 FACTOR ANALYSIS

Reasons for the disabled remaining unemployed have been assessed using the 17 statements. The responses have been obtained in respect of the 17 statements. However, an analysis of these 17 statements individually may be tedious and hence, Factor Analysis has been employed to factorize these statements into manageable number of constructs. Before proceeding on with Factor Analysis, suitability of the data has to be verified and KMO Test has to be conducted. The results of KMO Test have been displayed in Table.2.

Table.2. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.551
Bartlett's Test of Sphericity	Approx.Chi-Square	293.725
	Df	136
	Sig.	0.000

The Kaiser-Meyer-Olkin Measure of Sampling Adequacy value of 0.551 suggests that the data available is sufficient for conducting Factor Analysis and the fact that value of

significance being less than 0.05 further reiterates this point. Hence, Factor Analysis can be conducted.

The next issue of identifying the number of factors is to be done judiciously and the thumb rule in this regard is that the Eigen values should exceed unity. Further, the factor loadings in respect of all the statements included in each factor should exceed the threshold limit of 0.4. These details along with the results of Rotated Component Matrix conveying the number of factors formed and statements included under each factor is portrayed in Table.3.

Table.3. Rotated Component Matrix

Statement	Factor Loading	Eigen value	% Variance
Public Transport	0.753	1.579	9.288
Family Contribution	0.587		
Lack Of Awareness	0.478		
Wished to Work	0.803	1.532	9.010
Negative Attitudes	0.739		
Inability to Find Decent Job	0.466		
Focusing On Impairments	0.796	1.439	8.463
Improper Career Guidance	0.523		
Barrier Filled Environment	0.793	1.307	7.686
Excessive Focus On Disability	0.467		
Engage in Entrepreneurship	0.439		
Weak Rehabilitation Schemes	0.734	1.298	7.634
Lack Of Expectations	0.445		
Insufficient Support to Start Business	0.734	1.294	7.611
Poor Training Institutions	0.651		
Optimistic of Getting Employment	0.823	1.242	7.305
Adviced Not to work	0.776	1.233	7.252

It can be inferred from Table.3, that eight factors can be formed from the 17 statements used to analyze the reasons for disabled remaining unemployed. These eight factors explain 64.251% of variance, implying that these eight factors can be used as a representative for the 17 statements. Furthermore, factor loadings of all the statements exceed the 0.4 mark, suggesting that all the statements aptly fit into the factors.

The first factor comprising of three statements namely, Poor public transport is a serious impediment for disabled to earn their own living, Family has contributed nothing for me to find a paid employment or self-employment and employers' lack of disability awareness and negative and stereotypical attitudes towards disability drove me from finding employment has been named as "Deleterious Factor" while the second factor encompassing three statements of I wish to work, Negative attitudes displayed by society towards disabled persons frighten me and drive me away from applying for employment and I did not possess any qualifications needed to find a decent job has been labeled as "Pushed Factor". The third factor encircling two statements of I never received any form of career guidance and Interviewers' focus on disability rather than skills and abilities deprived me chance of finding a paid employment has been branded as "Direction Factor" while the fourth factor embracing three statements of I did not have any backing to engage in entrepreneurship if not be an employee, Barrier-filled environment

is a major impediment for me to find a paid employment and Interviewers' focus on disability rather than skills and abilities deprived me chance of finding a paid employment has been christened as "Environment Factor". The fifth factor involving two statements of All disabled rehabilitation schemes have eligibility criteria, which are impossible for me to satisfy and interviewers' lack of expectations from disabled persons deprived me of job opportunities has been baptized as "Unfeasability Factor" the sixth factor entailing two statements of I could not find any rehabilitation institution to impart necessary training for me and Banks never rendered me a helping hand to start a decent business has been titled as "Flawed Succor Factor". The seventh factor incorporating the solitary statement of I am optimistic of getting employment with assistance from a disability employment advisor/Agency has been christened as "Optimistic Factor" while the eight factor containing another solitary statement of I was advised not to work has been termed as "Demotivated Factor".

4.5 SEGMENTATION OF UNEMPLOYED DISABLED

The next step is to segment the unemployed disabled into groups using Cluster Analysis on the basis of the eight factors formed using Factor Analysis. The first step in this endeavor is to arrive at the Final Cluster Centers which has been portrayed in Table.4.

Table.4. Final Cluster Centers

Factor	Deterred Group	Sanguine Group	Viability Shorn-off Group	F	P
Deleterious Factor	3.00	2.13	2.77	19.615	0.000
Push Factor	3.28	3.26	2.70	8.677	0.000
Direction Factor	3.45	2.53	2.62	17.519	0.000
Environment Factor	2.65	2.48	2.66	7.668	0.005
Unfeasibility Factor	2.76	2.25	2.96	11.698	0.000
Flawed Succor Factor	3.13	2.74	2.65	5.468	0.000
Optimistic Factor	2.27	4.06	2.26	68.967	0.001
Demotivated Factor	4.36	3.60	1.81	166.039	0.000
Composition	56	77	69		

It can be inferred from Table.4 that three clusters have been formed using the eight factors. Based on the highest mean values in respect of the eight factors for the three clusters, they are branded as "Deterred Group", "Sanguine Group" and "Viability Shorn-of Group". It can further be inferred from the table that the significance values arrived at using ANOVA in respect of all the factors is less than the threshold limit of 0.05, suggesting that all the eight factors contribute significantly to the cauterization of the respondents. The F values suggest that Demotivated factor has made the largest contribution to the segmentation process.

It can further be inferred from the table that larger number of disabled constitute the Sanguine Group (77) followed by the Viability Shorn-of Group (69) and finally, the Deterred Group (56).

4.6 PROFILE-WISE COMPOSITION OF EACH CLUSTER

The split-up of composition of each of the cluster based on the demographic profile of the respondents has been displayed in Table.5, which suggests that majority of disabled aged less than 25 and those aged 25-40 occupy the Viability Shorn-of Group while majority of disabled aged 40-50 and More than 50 occupy the Sanguine Group. Majority of married disabled occupy the Viability Shorn-of Group while equal number of unmarried and separated disabled constitute the Viability Shorn-off and Sanguine Groups. The table further highlights that equal number of Orthopaedically Handicapped persons constitute the Viability Shorn-off and Sanguine Groups while majority of Visually Handicapped persons constitute the Deterred Group. Majority of Deaf and Dumb constitute the Sanguine Group while majority of Mentally Retarded constitute the Viability Shorn-of Group. The table further portrays that majority of illiterate disabled constitute the Sanguine Group while equal number of disabled with education of Post Graduation constitute the Sanguine and Viability Shorn-of Groups. Majority of disabled possessing Degree qualifications constitute the Viability Shorn-of Group while almost equal number of disabled educated upto HSE constitute all the three groups. The table further suggests that majority of female disabled constitute the Sanguine Group while almost identical number of male disabled constitute the Sanguine and Viability Shorn-of Groups.

Table.5. Profile-wise Composition of the Clusters

Group		Deterred Group	Sanguine Group	Viability Shorn-of		Total
Age	Less than 25	12	15	20		47
	25-40	25	19	28		72
	40-50	15	29	15		59
	>50	4	14	6		24
Gender	Male	47	51	50		148
	Female	9	26	19		54
Education	Illiterate	8	22	11		41
	Less than HSC	32	31	30		93
	Degree	12	19	22		53

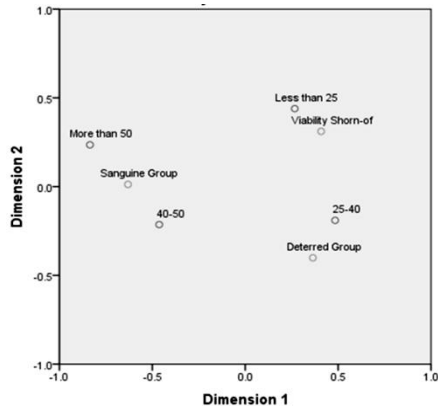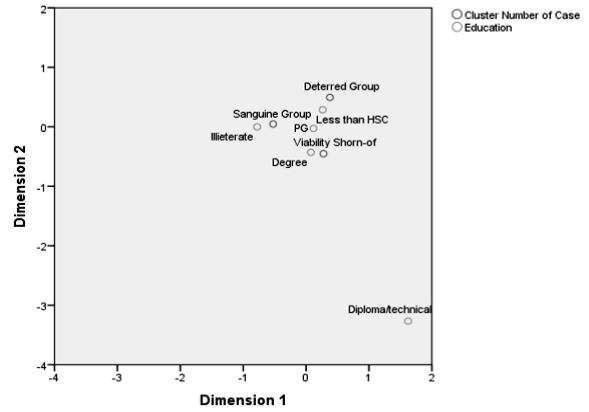|	PG	4	5	5	14
	Technical	0	0	1	1
Disability	VH	29	25	18	72
	OH	15	31	32	78
	D&D	4	16	9	29
	MR	8	5	10	23
Marital Status	Married	40	47	38	125
	Unmarried	16	28	29	73
	Divorced/Separated	0	2	2	4

Fig.2. Age

Fig.3. Education

Fig.4. Nature of Schooling
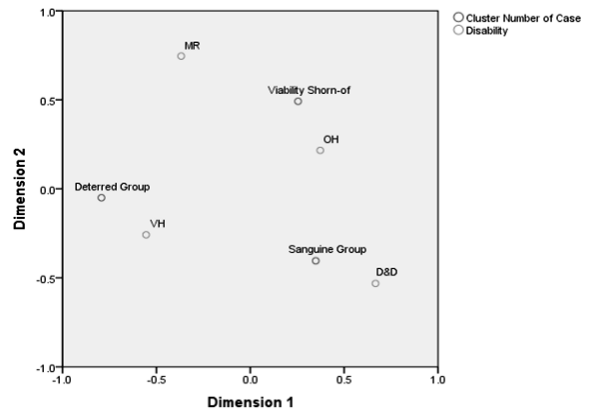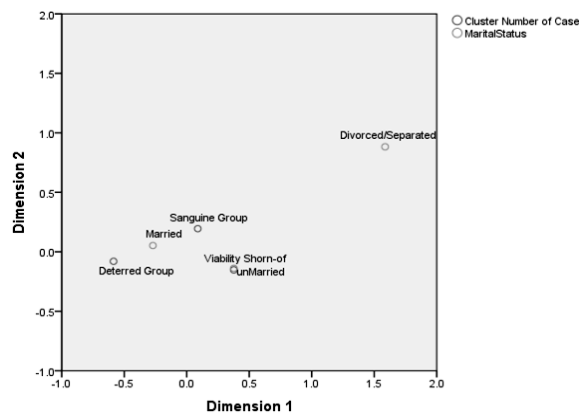

Fig.5. Nature of Disability

Fig.6. Marital Status

4.7 NATURE OF ASSOCIATION BETWEEN DEMOGRAPHIC PROFILE OF THE DISABLED AND THE CLUSTERS

The nature of Association between Demographic Profile of The Disabled and The three Clusters formed has been explored using Correspondence Analysis and the results have been portrayed in the following figures.

The Figs.2-6 suggest that Unmarried unemployed disabled, the Mentally Retarded and Orthopaedically Handicapped, those who have completed their schooling through Integrated schools, graduate and post-graduate disabled and those aged less than 25 are associated with Viability Shorn-Of Cluster, while Married, Visually Handicapped, those who have completed their schooling through Special schools, those educated upto HSE, those aged 25-40 are associated with Deterred Group and the Married, Deaf and Dumb, those who have no schooling, Illiterates and those aged 40-50 & More Than 50 years are associated with Sanguine Group.

5. CONCLUSION

It can be observed from the study that more than one-quarter of the disabled are remaining unemployed for long period and bulk of them are receiving disability pension. Government attitude towards disabled of providing pension and not job or preparing them for job is the main reason for this miserable plight of the disabled.

Further, the disabled have expressed their willingness to work but lack of adequate qualifications, lack of proper career guidance, indifferent attitude of banks in providing assistance to disabled persons and people advising them not to go for help is deterring them from managing to find a decent employment. Hence, sincere and consorted effort from the Government and society is the need of the hour to find a solution to this serious problem. Vocational education must be imparted to all disabled children compulsorily. As disabled persons constitute a significant part of our population and their economic contribution will go a long way in uplifting the nation's GDP, efforts towards involving them in the main stream has to be immediately geared up.

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