CHAPTER 6

SUMMARY, FINDINGS, RECOMMENDATIONS / SUGGESTIONS, ADDITION TO THE EXISTING BODY OF THE KNOWLEDGE AND ETHICAL CONSIDERATIONS

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CHAPTER 6

SUMMARY, FINDINGS, RECOMMENDATIONS / SUGGESTIONS, ADDITION TO THE EXISTING BODY OF THE KNOWLEDGE AND ETHICAL CONSIDERATIONS

“Persons with Disability have the heart and will to work even when they are incapacitated; they need support for their empowerment”.

Vikram Gokhale

6.1 Introduction

6.1.1 Disability in a person is a concern of humanity. In the recent years, world over, positive steps are being taken to take care of PWDs. In India, the steps taken in 1995 by way of issuing The Gazette Of India, published on 01 Jan 1996 – “The persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995”, and all the subsequent steps taken by the Government have had a positive effect in caring for the weak persons.

6.1.2 The subject of disability is vast. With over 10% persons with disability in the world our attention to take care of this problem has to be much more than what it is today. The study on this subject would be wide ranging but the researcher had decided to study only the physically challenged persons around Pune. The Objectives and Hypothesis for the study have been as follows –

Objectives

(i) To Study Physically Challenged not rehabilitated and those rehabilitated with types of jobs.

(ii) To identify Reasons for Non Rehabilitation of Physically Challenged.

(iii) To identify subjects, methods and facilities for Vocational Rehabilitation of Physically Challenged.
To study measures by which it will be possible for the Government and the Industry to accept more Physically Challenged.

**Hypothesis**

H1  Training Institutions to train Physically Challenged are not adequate in Numbers

H2  Physically challenged are willing and motivated to work and join the main stream.

H3  Civil Government / Corporate Offices are not contributing adequately to effect Vocational Rehabilitation of Physically Challenged.

H4  Training Institutions to train Physically Challenged do not have adequate facilities to train the Numbers.

6.1.3 It was an exploratory and descriptive study. Survey method was used to collect data based on a questionnaire that was tested on a pilot sample of 37 respondents. There were 408 respondents as against 381 required for analysis. The data was collected on a Likert scale measure by the researcher. The quantitative data was collected and tabulated using MS Excel and subjected to data analysis using 17.0 version of SPSS. The data was initially analysed for its basic statistical measures like mean, median, standard deviation, standard error of mean, skewness and kurtosis. All this indicated that the data is by and large normal. The data was then checked for its reliability using the Cronbach’s alfa test. All Hypothesis, H1 to H4, were then checked using Binomial tests, Point by Serial Co-relation and Normality Tests by Kolmogorov – Smirnovo Test (as non parametric data) as per applicability.

**6.2 Findings**

The findings of the study have been based on

1. Objectives of the Study
2. Inferential Statistics by Hypothesis Testing
3. Descriptive data analysis and
4. Observations and experience while conducting research
6.2.1 Findings Based on Objective (i) - To Study Physically Challenged not rehabilitated and those rehabilitated with types of jobs

(a) There is no proper record and census of persons with disabilities. All those PWDs who approach the concerned doors have received some relief and others not. A number of government organizations have been formed to support the PWDs but these are working as a sympathetic organization and not to spell out and achieve a mandate. The study on the subject of PWDs and their vocational rehabilitation is felt necessary. Persons rehabilitated are in small numbers and these are employed because of compulsions of the Government to employ which is not mandatory to the private sector.

(b) Training for physically handicapped finishes at the age of 16 years extended to 18 years. They study only up to the class 10th. Some are not able to even complete their 10th class. Thereafter no organization to give them rehabilitation training or skill training, PWDs are on their own. Children of affluent families manage to study further and those not able to study, stay at home as dependent on parents and society. The Government needs to monitor the progress of physically challenged persons much more than it is being done today.

6.2.2 Findings Based on Objective (ii)- To identify Reasons for Non Rehabilitation of Physically Challenged.

(a) The government is doing its best towards the rehabilitation of the PWDs - as is said. The exact figures are not known of the PWDs in offices and the planning process thus is in complete. Our all India figured of PWDs is 2.3 % when the world average is between 10 and 12 %. There is a need to look at the magnitude of the problem more accurately.

(b) There are no training centers for physically challenged in Pune District except one. It is a private institution with a capacity of 30 and it gets a little financial assistance from the Government. Any Institution to train
needs to be a progressive institution with ample opportunities for PWDs to train and compete with others. There is a need to have more number of Institutes to train and provide vocational training to physically challenged after 10\textsuperscript{th} class education with trained teachers for the purpose. The present institutions do not continue training beyond 10\textsuperscript{th} class. The Physically Challenged can work and perform well in any organization if trained more systematically.

(c) There is a lack of ‘skill training centre(s)’ in Pune for the Physically Challenged. The Skills which need to be honed must be identified and proper training organized for the Physically Challenged.

6.2.3 Findings Based on Objective (iii). To identify subjects, methods and facilities for Vocational Rehabilitation of Physically Challenged.

(a) A PWD and particularly a physically challenged person has preferred to do soft jobs and nothing nearer to anything physical.

(b) The preferred and ideal jobs that can be done by the physically challenged have been identified by way of visits to institutions and opinions through the questionnaire.

(c) Works needing more physical strength and movement like the works on lathe, works related to welding, vehicle machinery repair work, plumbing, sports and fitter work are not in the preferred list. Works requiring less physical movement, related more to routine work, skilled and semi-skilled works like computer related, clerical, secretarial, work as a personal assistant or a receptionist, management related, electrical repairs and banking are jobs more preferred by the PWDs.

6.2.4 Findings Based on Objective (iv). To study measures by which it will be possible for the Government and the Industry to accept more Physically Challenged.
(a) In the world of competition the best will survive. There is a need to train our physically challenged so that they fit into the industry. We must train the trainers in special skills to train the weak.

(b) Training centers must be identified close to their place of stay so that persons affected join the training willingly.

(c) Enforce compulsion to employ 3% PWDs in private sector like the Government sector. Implement this rule. Consider reservations for employment of PWDs up to 8% in a phased manner in Government and private sectors.

(d) Provide incentives, financial assistance and scholarships to PWDs for undertaking vocational rehabilitation or training to the PWDs

(e) The nation must work on empowerment of the persons with disability.

6.2.5 Findings based on Inferential Data Analysis – Hypothesis Testing -
(Findings based on Inferential Statistics by Hypothesis Testing)

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Hypothesis Test applicable</th>
<th>Variable</th>
<th>P value</th>
<th>Rule</th>
<th>Accepted</th>
<th>Remark</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Validity Expert opinion/Pilot run</td>
<td>-</td>
<td>-</td>
<td>Measure the parameter which is supposed to be measured</td>
<td>Done</td>
<td>Several improvements and tested.</td>
</tr>
<tr>
<td>2</td>
<td>Reliability Cronbach’s coefficient alpha</td>
<td>Alpha value</td>
<td>0.846, 0.826, 0.815, 0.935, 0.868, &amp; 0.732</td>
<td>Alpha ≥0.70 is good and further higher value indicates that there is further high reliability of the measuring tool (Questionnaire)</td>
<td>All the values are greater than 0.70, Cronbach alpha values are accepted.</td>
<td>Measures internal consistency of the questionnaire</td>
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<td>Sr. No.</td>
<td>Hypothesis</td>
<td>Test applicable</td>
<td>Variable</td>
<td>P value</td>
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<tr>
<td>3</td>
<td>H1: Training Institutions to train Physically Challenged are not adequate in Numbers.</td>
<td>Binomial test</td>
<td>Number of Training Institute</td>
<td>The p value, denoted by Exact Sig. (1-tailed) is .000. tested for 60%</td>
<td>We accept given hypothesis if the p value is p &lt; .05 if this chance is smaller than 5% (p &lt; .05).</td>
<td>The proportion of yes is not .60 in the population but probably (much) lower.</td>
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<td>4</td>
<td>H2: Physically challenged are willing and motivated to work and join the main stream. (Independently, willingness of the physically challenged to work has been proved beyond doubt.)</td>
<td>Point-Biserial Correlation (one dichotomous variable and other is continuous variable)</td>
<td>Motivation to work and acceptance in society</td>
<td>( r_{gm} ) is (-.016) &amp; ( P=.773 )</td>
<td>P value ( p &lt; .05 ) than there is significance and correlation coefficient Between -1 to +1</td>
<td>( p&gt;.05 ) &amp; ( r ) is near to zero so there is no correlation and there is no statistical significance.</td>
</tr>
<tr>
<td>5</td>
<td>H3: Civil Government / Corporate Offices are not contributing adequately to affect Vocational Rehabilitation of Physically Challenged. To be accepted by 3 sub hypothesis.</td>
<td>Test of Normality and One-Sample Kolmogorov-Smirnov Test (Non normal Population sample)</td>
<td>Governmental scheme</td>
<td>( P = .000 )</td>
<td>( p ) value ( &lt; .05 )</td>
<td>There is the statistical significance as p value is (&lt; .05 ) so hypothesis accepted and there is agreement that government facilities are not that attractive.</td>
</tr>
<tr>
<td>6</td>
<td>Hypothesis 3a: Government schemes are not that attractive.</td>
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</tr>
<tr>
<td>Sr. No.</td>
<td>Hypothesis</td>
<td>Test applicable</td>
<td>Variable</td>
<td>P value</td>
<td>Rule</td>
<td>Accepted</td>
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<td>7</td>
<td>Hypothesis 3b: Vocational training awareness is still lacking.</td>
<td>Test of Normality &amp; One-Sample Kolmogorov-Smirnov Test (Non normal Population sample)</td>
<td>Vocational training awareness</td>
<td>P=.000</td>
<td>p value &lt; .05</td>
<td>There is statistical significance as p value &lt; .05 so hypothesis is accepted and there is agreement of the fact that vocational training awareness is still lacking.</td>
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<td>8</td>
<td>Hypothesis H3c: Vocational training facilities are having location constraints.</td>
<td>Test of Normality &amp; One-Sample Kolmogorov-Smirnov Test (Non normal Population sample)</td>
<td>Location Constraints</td>
<td>P=.000</td>
<td>p value &lt; .05</td>
<td>There is the statistical significance as p value &lt; .05 so hypothesis is accepted and there is agreement on the fact that vocational training facilities have location constraints.</td>
</tr>
<tr>
<td>9</td>
<td>H4: Training Institutions to train Physically Challenged do not have adequate facilities to train the Numbers.</td>
<td>Test of Normality &amp; One-Sample Kolmogorov-Smirnov Test (Non normal Population sample)</td>
<td>Feedback Training Institute Adequacy</td>
<td>P =.003</td>
<td>p value &lt; .05</td>
<td>There is the statistical significance as p value is &lt; .05 so hypothesis accepted and there is agreement that Training Institute to train the Physically Challenged do not have adequate facilities to train.</td>
</tr>
</tbody>
</table>
Summary of Hypothesis Testing

H1 – Accepted
H2 – Not Accepted
H3 – Accepted as H3 (a), H3 (b) and H3 (c) are all accepted.
H4 – Accepted

6.2.6 Findings based on Descriptive data analysis

6.2.6.1 Results in Gender skewness in the nature of sample.

The population of male and female persons with disability is 51% and 49% respectively. In the data captured of the respondents the population examined is about 85% and 15% male and female respectively. This should not be there as the ratio should be nearing 50% of either as the population statistics say so. It can be well concluded that the female population who have a disability are still at the background and taking time to come forward and avail opportunities being made available to them. The female population with disability requires more attention.

6.2.6.2 The mix of the population is important.

As per the data analysis 60% of the respondents are with disability or well connected to the persons with disability. Even the balance respondents though not directly associated with PWDs were educated, of a mix of all age groups, of different and elite professions like teaching, training, doctors, professional in private sector, students to be future leaders and so on. For this study the mix was ideal to depict a society in which the weak persons are to live and progress.

6.2.6.3 Reasons of Disability are missing for 39.2% of the respondents.

In the questionnaire the respondents were asked as to how the disability occurred to them or to those PWDs with whom they were associated. 39.2% did not respond to the question though the answers were simple. There is a need to know more and more on the subject of disability and
not be shy of talking about it so that all could take corrective steps against the problems associated with disability.

6.2.6.4 Large number of the respondents in the sample size had access to the rehabilitation facilities (42% sample had gone for Vocational Rehabilitation).

It was felt that getting to know people with any disabilities was difficult and challenging although PWDs in Pune are in large numbers. This is because no organisation is really looking after them systematically. Not all persons register with training organisations dealing with PWDs. The reason is also that the PWDs do not get the required support of the society. PWDs are still suppressed in society and do not get a chance to communicate their difficulties. The PWDs thus lack self confidence to communicate and certainly need further support from all to improve. Only means to get them to speak or respond on the current support system were the special places where they are training or working towards their own rehabilitation. 42.6% of the respondents were PWDs located in special institutions with about 4% persons on wheel chairs.

6.2.6.5 Myth on awareness regarding special institutes for vocational rehabilitation Training

As per the data collected, 37% respondents claim that they know of vocational training institutes for PWDs but could not support their claim with the next open ended question asking them to name a few rehabilitation training institutes. The awareness on the subject is not satisfactory and also there are no institutes for rehabilitation of the elderly people with disabilities. There are over 80 schools existing in and around Pune which are for weak children to guide and educate them till they are of 18 years of age. Thereafter there are no support systems or training institutes for them or for the new cases of physically handicapped persons which occur due to natural process, medical reasons or accidents on everyday basis.
6.2.6.6 Work preference of physically challenged persons

There are certain works needing more physical strength and movement like the works on lathe, work related to welding, vehicle machinery repair work, plumbing, sports and fitter work. All these works are not preferred for training by PWDs and persons associated with PWDs. Work requiring less physical movement, related more to routine work, skilled and semi-skilled works like computer related, clerical, secretarial, work as a personal assistant or a receptionist, management related, electrical repairs and banking are more preferred jobs by the PWDs.

6.2.6.7 Awareness on the initiatives taken by the Government related to special reservation and facilities available for the PWDs.

There is a total lack of awareness amongst all categories of persons about initiatives taken by the Government related to special reservations and facilities available to the PWDs. Details of all such facilities were put forward to the respondents and they conveyed that they were totally ignorant of those schemes. Out of eight (8) schemes mentioned, the respondents only showed awareness of certain governmental reservations given to PWDs under reserved categories. There is a need to increase awareness of all, even a common person, with respect to what is being done for the physically challenged.

6.2.6.8 Reasons for persons not going for vocational rehabilitation are many and need to be taken care of.

According to the research conducted respondents confirmed that de motivational reasons of PWDs for not going for vocational rehabilitation training are like persons being unaware about the facilities where training can be conducted, some of these facilities are only available in district places and not near villages, because of their physical state they are shy and not motivated, PWDs need the support of their families and the society which does not come so easily, they do not have any education and so become introvert in nature, they are not comfortable to go and work in a group. They also claim that most of the works offered to them are associated with physical
work which they may not be able to take on. There is a need to take care of all these de motivating factors.

6.2.6.9 Willingness to work of PWDs

82.6% of the respondents have confirmed that if given a chance for training they will train themselves and work to take on assignments. There is a need to have rehabilitation schools to train a large number of persons in Pune district with physical disability and give them subsequent employment. The PWDs and even those associated with them exhibited that they were fully motivated to take on serious training and work thereafter.

6.2.6.10 Certain Motivational factors, if taken care, can attract the people with disabilities to go for vocational rehabilitation training.

Respondents have opined that if following is done, PWDs will be motivated to a greater extent to go for vocational training, i.e. PWDs to be given governmental scholarship, special schemes be announced for them and made attractive, make them aware that they would become independent financially as they are convinced that good training will lead them to better job practice, PWDs be helped to overcome their personal limitations, they be motivated by their family members and society and made aware that they will be able to join the society since they will become more acceptable and feel equal. PWDs need to be convinced that they would have a better social and financial status with future ability to grow after training. Training facilities need to be made available to them as close to their place of stay as possible. There is a need to motivate our PWDs on all these accounts.

6.2.6.11 Feedback on current support and functioning of State and Government Agencies that needs further improvement.

PWDs and persons associated with physically challenged opined that there is much to do for the Centre and State to look after the PWDs. NGOs are doing their best but they too could contribute more. Reservations in Government jobs are not sufficient for PWDs, equality to PWDs by private
organisations is really not satisfactory, training institutions do not have the right facilities to train and today money is a constraint to get rehabilitated. PWDs understand the importance of Rehabilitation to bring in equality in all.

6.2.7 Findings based on Observations and experience while conducting research

6.2.7.1 Training Facilities for PWDs. There are a large number of government recognised schools to train the weak children up to the class 10th or till they grow till the age of 18 years in and around Pune, but there are no special schools beyond this limit of age for the weak persons. On leaving school, some do well as they have the guidance and resource to go ahead but a large number of them are not able to progress their skills and even take an employment for many reasons. A number of normal persons sustain injuries or have severe illness after 18 years and carry disabilities for life time. They, as PWDs, find no organisation to join and improve their life. There is a need for the Government to have special rehabilitation schools for such persons. The state of a PWD needs to be monitored from the time identified as a PWD till he dies – if it can be done so.

6.2.7.2 Awareness People are not aware of ‘Disability’ as a subject. What it is, how it affects the individual, family and society, what can be done for PWDs and so on is not known to all. Government organisations dealing with this subject and what has and is being done by them are not known to a large population. There is a need to increase awareness on this subject of all. Each one has to contribute by motivating the weak persons to work.

6.2.7.3 Accurate Census of Persons with Disability. We have our norms to define disability – a major criterion is that only the ailments have to be one of the seven recognized and the percentage disability must be 40%. We must have a list of such persons available with the Government so that service to these
persons can be planned and given to them. We should not wait for the next census for this and it should be done at the earliest.

6.2.7.4 Reservations for Jobs. Jobs in India are so very difficult to get for a normal person. Reservation up to 3% vacancies do not seem to be sufficient for well trained PWDs. Firstly, the Government needs to consider enhancement of this figure to 8%. Next, the regulation for compulsorily employing PWDs must be made obligatory for private companies too. Also, there is a need to check whether these policies laid down are being followed by all. From the statistics collected, in the working age group of 20 to 60 years 7.88% of India’s population is in the category of PWDs, If compulsory employment for all is pitched at 8% in all private and government offices we would do much better to look after all our persons with disability. 8% reservation is followed in the USA. The increase in reservations could be done in a phased manner.

6.2.7.5 Persons with Disability – figures. In India, with a population of over 1.23 billion, there are a large number of PWDs to count and take care. We are considering only 2.2% of our population with disability as against world average of more than 10% - the problem in India is much bigger than being looked at today. The number of PWDs is increasing every year and the overall increase in 10 years has been 22.4% ie almost 2.2% each year. We need to cater for the growing population of the PWDs.

6.2.7.6 Human Resource and Management Implications. Number of Males are more than the Females in the category of PWDs. There are more number of PWDs in Rural areas than the Urban areas but this ratio changes when the PWDs in hearing and seeing categories are only considered. In the age groups of over 70 years the PWDs are about 45% and the remainder up to the age 70 years the number of PWDs is considerable which works out to 55% of the total PWDs. All this has Human Resource and Management implications.
6.3 Recommendations / Suggestions

6.3.1 Special database of PWDs must be generated for use of public and NGOs. These details will be helpful for the person who needs help. It will then be possible to access these people with ease, talk to them and understand their difficulties so that they are provided the required help.

6.3.2 Large women with disabilities in cities and villages are behind curtain and need support and exposure. In the above analysis we have seen that the population of the female with disabilities is marginally less compared to male with disabilities i.e. it has not been possible to reach females with disability. There is a need to identify the female population, reach them and see if their requirements are met with respect to giving them better vocational training facilities.

6.3.3 Need to open more special training centers to give vocational rehabilitation training with better facilities. There are virtually no training centers for PWDs as they should be. The industry would need a trained PWD so that he/she could be employed. There is a need to look into this aspect. The 80 and more schools in Pune for PWDs are for children up to the age of 18 years but there is no proper school for persons of age more than 18 years. The only one school in the District of Pune is not good enough. Facilities to effect correct training to PWDs (physically challenged) is essential.

6.3.4 More emphasis needs to be given on providing opportunities and facilities to give training on semi-skilled, routine or even high skilled type jobs which require less physical movement. In the analysis it was observed that choice of career opportunities or job preference on which the people with disabilities showed interest were for jobs requiring less physical involvement and simple but of a routine type. Works requiring less physical movement, related more to routine work, skilled and semi-skilled works like computer related works, clerical, secretarial, personal assistant, receptionist, management related works, electric repair and works in banks, cashier type
works were more preferred and much interest was shown on them by PWDs and persons associated with them. PWDs need to get trained on the right jobs which they can then peruse.

6.3.5 **Awareness program related to PWDs must be more effective and frequent.** Awareness programmes all over needs to be enhanced. The society and all people must know of our PWDs – how they live, educate, work and spend their precious time. This will help people to understand them better and hasten the rehabilitation process. The Government and NGOs are doing their best and their policies also need to be aired with a view to increase awareness of all on the subject of disability.

6.3.6 **Training facilities must be provided near to the locality.** People with disabilities are dependent on family and society for monetary and non-monetary support. They cannot travel long for training and would be demotivated to train themselves if the distances to travel for training is more. The location of training facilities needs to be planned correctly.

6.3.7 **Counseling centers must be available near villages and it should be available on the toll free numbers / digital media.** Of the respondents (PWDs) 82.6% confirmed that if given a chance they will go for vocational rehabilitation training. There is 100% motivation in them. They need to be guided in all ways. Local counseling centers or toll free number service will be really helpful; these numbers also must be advertised through all traditional / modern digital media.

6.3.8 **Motivation and support from society and associated members is essential to the PWDs.** People with disability are generally introvert, with less confidence, demotivated and not comfortable in a group. They are less educated or not educated at all. PWDs need support of their family, friends and the society in which they live. The PWDs would need motivation and this
support needs to be given to them by all those who are going to be associated with them.

6.3.9 **Private organization must encourage and support people with disability by innovative schemes to get them employed for work.** Private sector is one of the largest employers of manpower. They must encourage people with disabilities to work using innovative methods. If they also get involved in the training and placement of the PWDs the scenario will change for better as more and more affected persons will get the required social and financial status.

6.3.10 **Monetary support.** No training can be without expenditure to the trainee. PWDs are always dependent on others for finances as they do not have the required financial independence. The Government must ensure that adequate financial support is given to PWDs so that they are able to go through the planned vocational training.

6.3.11 **Central and State governments need to do more for the PWDs.** Governmental schemes need to be attractive, they must increase awareness of the subject to PWDs and also to every common man, create training centers to train the challenged persons with proper facilities for training and many such requirements. Central and State Governments need to do more and work on many requirements for the PWDs.

6.3.12 **Need to have more focus on fulfilling the basic needs of PWDs – applying the Maslow’s hierarchy rule of motivation.** In hypothesis 2 it was proved that there is no correlation between willingness to work and to join the main stream of the society. Probably the PWDs are yet not thinking of the societal need and initially they are interested in fulfilling their basic need first that is of food, security, identity for them and so on. Joining the main stream of the society may come about later.
6.4 **Addition to the Existing Body of the Knowledge**

6.4.1 **Disability Study a Must for all.** Any person can suffer from Disability and there is a need to have a proper awareness of the subject by all. The Researcher feels that he has gained a lot of knowledge on the subject by way of this study and will be able to contribute further to the subject.

6.4.2 **Need to have a Proper Data for Planning.** Planning of any subject can be done by having proper data. Need to identify correct figures of PWDs in all areas for effective rehabilitation.

6.4.3 **Need to Empower the Disabled.** There is a need to empower the persons with disability like we have paid attention to the women empowerment. Needs of the PWDs must be identified and we must work on them.

6.4.4 **PWDs can Achieve.** There are a large number of PWDs who are topers and doing so well in life. PWDs have the additional sixth sense. They need guidance and support to excel and be a total part of us.

6.4.5 **Needs of PWDs highlighted need to be taken care of.** One has been able to identify a few needs of the PWDs by way of this study. There will be many such requirements of PWDs which would need to be identified. The Researcher has made one beginning and will help not only him but all others who would dwell on this subject.

6.5 **Ethical Considerations**

6.5.1 Many earlier researchers have said that for ethical reasons no study on the PWDs be carried out without their participation. It was possible to visit many institutions where PWDs are being cared for education and rehabilitation. These persons were involved and their views were obtained on the study carried out.
6.5.2 Also, the family members of the PWDs and those who knew them directly or otherwise were also included in the study. The ethical aspect in the study was well taken care of.

6.6 Conclusion

6.6.1 Indian population is facing a large number of challenges like gender disparity, poverty, illiteracy and so on. The Government is making every effort to provide equal opportunity to each individual in the country that has a large population of 1.27 billion. Persons with disabilities must get opportunity to have better and healthier life in society like any other person and that is the need of the day. To meet this requirement, Society and Government play an important role. This study was carried out with objectives and hypothesis in mind. The summary of the study has covered in detail “Findings, Recommendations / Suggestions, Addition to the Existing body of the knowledge and Ethical Considerations ”. Limitations of the study and Scope for further study have been covered in Appendices B and C.

6.6.2 The Government has taken considerable steps for the weak persons like schools for them, RCI (Rehabilitation Council of India) recognized teachers for the schools, facilities in large number of Hospitals all over to carry out surgery on the persons with disability, listing places from where implements for assistance to the weak persons can be obtained, publications on regular bases on subjects related to disability by a number of organizations / institutions and so on. There are also a large number of institutions at the national level and at the state level to facilitate the weak persons. All this is very good but the final aim of ‘vocational rehabilitation of the physically challenged’ is the most important. A PWD must be made to stand on his feet and not left to his fate.

6.6.3 It has been proved that disability brings in poverty and the two have direct relations to each other. Cases of persons with disability have to be taken care of immediately. All essentials of rehabilitation schools with the required
facilities, skill based training with best teachers, appropriate employment of PWD after rehabilitation training will go a long way to look after and improve the state of our motivated PWDs and particularly the Physically Challenged.