CHAPTER X

PHYSICALLY HANDICAPPED PERSONS

DEFINITION:

Physically Handicapped means a person who, on account of injury, disease or congenital deformity, is substantially handicapped in obtaining or keeping employment or in understanding work in his own account of a kind, which apart from the injury, disease or deformity, would be suited to his age, experience or qualifications.

To ensure unity in practice, the following definitions are prescribed:-

The blind: (a) Total absence of light
   (b) Visual acuity not exceeding 3/60 or 10/200 snellen in the better eye with correcting lenses.

The deaf: The deaf are those in whom the sense of hearing is non-functional for the ordinary purpose of life.

The Orthopaedically Handicapped:

Who have a physical defect or deformity which causes interference with the normal functioning of the bones, muscles and joints.

Functional Capacity:

Means the ability to perform certain physical functions, eg., to walk, run, lift, push, see, hear, etc.
The Scheme for placement:

A scheme has been drawn up for the placement of physically handicapped persons and will function as a part of National employment service.

Object of the Scheme:

The object of the scheme is to ensure that however much a physical handicap might limit a persons choice of occupation, it does not, of itself, constitute a bar to his economic development. The aim is to assist such a person to undertake the most skilled work of which he is capable and to secure is satisfactory settlement.

Persons covered by the scheme:

In addition to satisfying the definition given in para one a physically handicapped person must fulfil the following eligibility conditions:-

(a) He must be of working age.
(b) He must be capable of employment, with or without training, and have reasonable prospects of obtaining and keeping employment, and
(c) He must be desirous of entering in the employment.

Initially the scheme is limited to the blind, the deaf and the orthopaedically handicapped who :

(a) recommended by a recognised institution for the handicapped.
(b) are studying or have studied in normal education and training institutions, or
(c) have had industrial, commercial or job experience.

Co-operation with sponsoring institutions:

The employment officer for handicapped should establish a good relationship with the staff at each institution in his area. In order to maintain his relationship he should, visit each establishment at least once a year, even though there may be no case requiring immediate interview, if he is unable to secure the required co-operation or encounters any other difficulty in this connection, details should be reported to the state director of employment.

Initial interview with Handicapped persons:

The initial interview should be private and may be held either in the institution, or at the employment office, as convenient. This first contact with the handicapped persons is of vital importance because it is the first step on the road to suitable employment. The employment officer should, therefore aim at developing to the utmost specialist technique which are necessary in dealing with the handicapped.

Vacancy and Submission:

Vacancies specially for handicapped persons, which are notified by the employer direct to the employment officer Handicapped should be recorded in order cards X-2 in accordance with the normal employment exchange procedure. If within a
reasonable time, it is not possible to fulfil the vacancies, the position should be explained to the employer and if he is not prepared to wait until suitable handicapped persons become available, the vacancies should be transferred to the appropriate employment exchange.

**Placement records:**

Placement records e.g., Live register, Dead registers, record of registrations, live order register, dead order register, vacancy order register etc. should be maintained in the normal manner. Index cards of applicants placed should be filed separately in the dead register, however for the purpose of follow up. Their cards should not be destroyed until the follow up action is completed.

**Follow up:**

The main purpose of follow up is to ensure that the placing has been satisfactory, and if not, to give the employment officer for the handicapped the opportunity of arranging any adjustment which may be necessary, or trying some other form of settlement. In addition, it helps, to make the handicapped person feel that interest in his welfare does not cease on his starting work.

**Advisory Committee:**

An advisory committee should be set up in respect of each employment officer Handicapped, in consultation with Government of India.
The State Bector of Employment should be the Chairman and employment officer of handicapped the member secretary.

The function of the committee will be to advise the state director of employment and the employment officer on problems effecting the employment of the handicapped in the state.

The Committee should meet preferably once in six months or at least once a year and meetings should be arranged by the secretary in consultation with the chairman.

**Board of experts:**

The board of experts should function as a panel of the advisory committee. It should consist of a general physician (Government) an aphthalmologist, an orthopaedic surgeon and an ear, nose and throat specialist, a Neurophysician, two representatives of employers and workers peoples organisation respectively and two social workers. The medical members should be appointed by the state director of employment in consultation with the government of India, and the non medical members should be drawn from the advisory committee and elected by the Committee at its first meeting. The board will concerned only with the case work, its function being to examine and advise about the employment capacity or eligibility for registration of applicants referred by the Employment Officer Handicapped.

**Reports and returns:**

The employment officer for handicapped should render the undermentioned reports and returns to the D.G.E. and 

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T, copies being endorsed to the state director of employment.

**Monthly Narrative report:**

The report should consist of two sections. The first section should relate to the activities of Employment Officer Handicapped and the second to the activities of normal exchange in the state regarding registration and placement of handicapped persons.

**P.H. Statements - 1:**

Monthly statistical summary of work performed in respect of physically Handicapped persons.

**P.H. Statements - 2:**

Quarterly return in respect of follow up work done on placements.

**P.H. Statements - 3:**

Returns in respect of works performed by the board of experts.

In Aligarh district employment exchange, there are 4 (four) Handicapped persons registered from a long time and 9 (nine) persons got employment through this exchange.

Because the employment exchange for handicapped persons is in Dehradun, and that employment exchange deals only with the work of handicapped persons, so the other employment exchanges of the state are not very much responsible for the work. Though they are performing this too, to some extent. But it is of a negligible importance.

'The End'