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Workplace Dilemma: Parents Having Disabled Children

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Abstract

In this paper, we shall look at the dilemmas ²parents of children with disabilities face at ²their workplaces. Most ²parents having children with disabilities are faced with a dilemma of whether to inform the boss or not. Research has proposed that more than a third of these parents fear discrimination at workplaces, and most of them end up being fired because of work interruptions that originate from the issues of their disabled children. However, some employees have shown responsibility for these parents and their children, support which every other employee and coworkers should emulate.

Introduction

The purpose of this paper is to analyze how parents of disabled children experience dilemmas in their workplaces and propose ways to overcome these dilemmas. Parents face devastating outcomes to have disabled children while they were waiting to have a healthy child. Studies have realized that parents having disabled children face stress with most of them experiencing stress and other psychological disorders such as depression and anxiety. The stress brought about by having disabled disrupts the parents' social relations and even affect the family negatively. This study is important because it analyzes the challenges parents of disabled children face, and further encourages these parents to perceive positive outcomes from their peer support, who offer them support. The study involved thirty parents, 25 fathers and five mothers who had children with disabilities (Gopalan & Sieng, 2015, p. 1258).

Statement of problem

The problem under investigation is the ² challenges faced by parents who have children with disability and way out to support them. The major concern is fear of discrimination among these parents in workplaces especially where they are entitled to some duties and responsibilities.

Research questions:

- i. ⁴ Describe the level of anxiety, depression, and stress among parents with disabled children?
- ii. Identify and explain the relationship between work dilemmas and the ⁶ depression, anxiety and stress levels among parents having disabled children?
- iii. Explain effective programs can be applied to provide important support for ³ parents having disabled children?
- iv. Explain the impact of these programs on parents having disabled children?

Research background:

Several challenges are faced by parents with disabled children especially when bringing them up. As argued by (Gopalan & Sieng, 2015, p.1258) these parents experience stress and other psychological disorders including depression and anxiety. With these challenges such parents are faced with dilemmas in disclosure of the care responsibilities they have, in workplaces in fear of discrimination. Communication is therefore important. However, tends to be difficult for ² parents having children with disabilities. They are encouraged to seek support from peers to enable them to have a work-life and work-family balance, reduced psychological and physical disorder,

reduced isolation and discrimination at workplaces and the society in general and emotional stability.

Definition of Terms:

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Work-family balance: Is the individual's perception of the extent of positive relations at work and family an individual has.

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Work-family conflict: Refers to the incompatibilities individual experiences between the demands of work and family responsibilities, causing the execution of both responsibilities challenging.

Work-life balance: Is the division of a person's time and focus on life issues and work activities.

Work-life conflict: Is a challenge that negatively affects the productivity of employees, which causes physical, health and psychological issues.

Disability: A disability is a mental or physical condition that limits an individual's sense and actions.

Research methodology:

Several research methods such as quantitative and qualitative studies sound better for this paper. Besides, half-structured interviews on the focus groups such as parents, doctors, allied health professionals and even co-workers of parents having disabled children will be employed.

The study can also use socio-demographic data sheets to collect information based on the social-demographic details of parents with disabled children. For the study on the levels of stress, anxiety

and depression parents having disabled children experience, an exploratory qualitative study is applicable, (Shilling, *et al*, 201, p.524).

Work plan and schedule:

This research involves interviews, quantitative and qualitative analysis of the dilemma parents having disabled children face at their workplaces. Since these parents can be employed at any facility like schools, hospitals, companies or any other casual employment, the study shall take place at least one at a healthcare center, children care unit, a company setting and an education facility. The study shall take an hour at every station, taking only a day to collect the data. It shall then take two days to analyze the data and come up with a report.

Dilemma on whether to disclose the child's disability or not to.

Most employees having children with disabilities face a dilemma of whether to tell their employer about their children with special needs or not. Most of the parents fear discrimination in the workplace, which may anyway be for a good reason. According to research by The Boston Globe, almost one-third of parents having children disabilities get fired as a result of work interruptions which originate from the issues of their children. Most of these parents are more likely to face poverty hence making the dilemma more intense for them. (Sharkey, *et al*, 2016, p.738).

The dilemma in coping with the different strategies

Despite the dilemmas that parents experienced with bringing up their disabled kids, parents have to adapt systems for dealing with their issues. Adapting procedures, for example, and working environment support was described by parents as giving significance and reason for their lives and helped them to adjust to their new life. Regardless of the issues that parents experienced with bringing up their kids with disability, parents have adapting techniques for dealing with their issues. Adapting methodologies, for example, their work environment support is related by parents as giving significance and reason to their lives, and helped them to adjust to their new existence of dealing with their impaired kids.

The dilemma with work flexibilities

Children with disabilities require regular attention from their parents or parents. However, all families face the truth that care work is underestimated, that there are genuine monetary expenses to considering family, and that more noteworthy work environment adaptability is required. This reality influences the low-pay single parent who needs to pick between being a decent mother or a decent worker. It influences the unionized dad who works the late move with the goal that one parent can generally be home with the children. It influences the expert lady who is viewed as less dedicated to her profession after she has a youngster or once she has an older relative to think about. These are not private issues to be fathomed exclusively, yet rather matters of open concern requiring foundational arrangements.

How to conquer workplace dilemmas for parents having children with disability

Working environment frameworks programs:

Workplace frameworks programs follow a frameworks approach in that they most generally center on parents' inward factors, for example, stress, despondency, or adapting, given the supposition that adjustments in those factors will influence the nature of parenting. These incorporate social parent preparing, adapting aptitudes intercessions, and subjective conduct treatment, which is found to have to affect diminishing mental trouble among moms and fathers of youngsters with formative inabilities.

Instructional programs:

An enormous writing reports the viability of projects intended to educate parents in actualizing approaches that advance the abilities of their kids with inabilities. the workers can help the sad parents obtain these programs, that have taught parents in advancing the perusing abilities of their little youngsters with handicaps have in the like manner recorded beneficial outcomes, (Shilling, *et al*, 2015, p. 524).

Interactional projects:

Interactional projects are intended to advance positive social associations among parents and small kids with disabilities. In these mediations, parents are instructed on how to set up play circumstances that urge collaboration and to react in especially promising manners.

Positive conduct support:

For parents of small kids with incapacities, their kid's conduct frequently presents difficulties, brings about negative parent-youngster communication, and makes incredible worry for the parents. An assortment of approaches can be created grinding away places to elevate child-rearing practices identified with conducting the board. One such methodology—positive conduct

intercession and backing is a multicomponent program including issue conduct anticipation procedures and expanding levels of social mediation consequently they can open up and be assisted.

Conclusion:

Parents having children with disabilities need moral and physical support at their workplaces. Having someone they can disclose their caregiving responsibilities they have back at home for their disabled children can help them relieve the burden they carry at home and be able to perform at workplaces. Disclosing to the boss about their disabled children can assist the parents in case they have physical or psychological issues, since the employer understands their situation and hence can find a way to accommodate their changing emotions in the workplace (Şimşek, *et al*, 2015, p.163).

This study implies that employees need to expand legislation addressing discrimination for parents having children with disabilities. Employees need to protect their workers against any discrimination based on family roles, especially for the parents having children with disabilities. They also need to work on work flexibilities or part-time support, to encourage parents to have children with disabilities offer better support and necessary attention to their children. This study shows that parents apply an expansive scope of procedures to help the cooperation of their disabled children. They experience numerous difficulties, particularly because of limitations in the social and physical conditions even in their workplaces. In any case, this audit likewise shows that little is thought about the necessities of parents in encouraging support. Further examination concerning the necessities of parents is justified to comprehend if and to what degree they wish to be bolstered in empowering their participation in a day by day life.

The future of the dilemma ² of parents having children with disabilities lies in the basic gaps in the early interventions of the disability. There are several research gaps in the area of intercessions for parents of kids with disabilities, for example, usage of mediations in regular

habitats and backing for a kid and family changes. Even if an essential component of early intercession programs financed through IDEA as an element required by the government is that they should happen in characteristic settings, and even though IDEA supports the formation of a change plan for kids moving from early mediation to preschool, the board of trustees found that next to zero such exploratory research has been led, nor do these holes seem to illuminate headings for future program improvement and research (Brown & Clark, 2017,p.856).

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