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Disability in Workplaces

I have not met an employee with a disability but have explored the topic. The research was done on Britain's disabled workers and found that workers with conditions are less likely to be considered for employment than others, which forces some to hide the issues from the bosses. The study also noted that many organizations felt inadequate in needing resources to take care of disabled workers. Another research was conducted by ¹ Equality and Human Rights Commission (EHRC) and discovered that those workers with mental health illnesses are usually paid about 42% lesser than other workers (Eltringham, 2016). Based on the studies, it is noted that people with disabilities rarely secure jobs, and when they do, the salaries offered are lower than the rest.

Workers with disabilities face several challenges in workplaces, the leading one being reduced confidence by bosses. Most organizations do not feel ready to hire people requiring extra accommodation at work. Specifically, most see it expensive, and though workers with disabilities offer quality work, maintaining them is high. Others insist these people are likely to raise discrimination issues, which would destroy the company's reputation or lead to legal implications. Also, they experience less pay, based on the idea they spend most of the time away from work. The issue faces people with mental conditions who are paid 42% lesser than the rest. The Equality and Human Rights Commission insists that illnesses like depression and panic attacks would affect organizations' operations, and thus workers affected should attend clinics regularly (Eltringham, 2016). It implies they would not report to the organizations as others leading to lower pay.

Some organizations have special accommodations for employees with disabilities. One of the actions taken is investing in assistive technology, where tools like Braille displays, speech recognition, and unique screen reader equipment are introduced. The technological tools support the employees in meeting the needed tasks regardless of their conditions. Others

ensure the organizational structure takes care of all workers. For example, where stairs are built, lifts, escalators, and flat surfaces are included where workers using wheelchairs are accommodated. In addition, outside support would be sought, train the disabled employees like in moving among other activities.

Reference

Eltringham, M. (2016, August 11th). Disabled Workers Continue to Face Barriers in the Workplace. <https://workplaceinsight.net/disabled-workers-continue-face-barriers-workplace/>

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