

Why office for
national statistics,
people with long-term



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Why are people with disabilities not able to work most jobs? According to The Office for National Statistics, People with long-term mental illness, rates of employment are low. Eight percent of people with long-term disabilities of working age in Great Britain have a mental health difficulty as their main problem, and in this group 18% were in employment in 2000.

This figure is significantly lower than that for people with long-term disabilities but no mental health difficulty, of whom 52% were employed in 2000. 182 (6). There are many reasons why employers should hire PWD's "People With Disabilities". First, PWDs represent an available trained labor supply.

Second, there are economic incentives that make hiring PWDs an effective cost-based decision. Third, the Americans with Disabilities Act and other legislation prohibit discrimination against qualified PWDs. The employment of PWD's is still very far behind the hiring of people without disabilities. The number of people gazing for jobs, increased but employment have not gone up. How can we resolve this ? There are important benefits to hiring a person with a disability, reasons that go beyond simple economics. More people with disabilities would have the sense of pride and dignity that comes with earning a paycheck.

People with disabilities bring new ideas and talent to the workforce.

According to Lisa Schur a professor at Rutgers University, " Non-standard workers with disabilities receive lower pay and fewer benefits due both to the types of job they hold, and disability gaps within job types." 20

(6). Pushes for greater diversity can often overlook disabilities. A factor can

be the complexity of the disability, which ranges from mental and physical disabilities. Why are workers with disabilities twice as likely as non-disabled workers to be in contingent with part-time jobs? Lisa Schur states, “ that disability income program earnings limits and employers discrimination play relatively minor roles, where as the primary explanation is health problems that make traditional full-time jobs difficult or impossible for many people with disabilities.

” 42(4). Businesses find ways not to hire people with disabilities, because they are frightened. But rarely admit the real reasons that keep them from hiring people with disabilities.

The fear of additional supervision. Employers dislike bringing in extra people it costs them more money. Rather than pay one worker the employer would have to pay two, only so the task can get done. According to the Bureau of Labor Statistics, while the employment rate for people without disabilities was 65.

3% in 2012, only 17% of people who have disabilities were hired.

Disadvantages to hiring people who are disabled, is speed and productivity. Disabilities sometimes mean that an employer is not able to work at a pace comparable to other employees. For example, it may take longer for someone with a physical disability to move equipment, while someone with a mental disability may take longer to read and interpret documents. This sometimes makes a difference in jobs where the ability to keep pace affects other actions.

It is not necessarily a disadvantage in other companies, such as an art restoration business where the quality, not the speed, of each project is more important. Advantages are tax benefits, legal issues, improved company image, and larger talent pool. Businesses searching to reduce tax burden hire disabled workers who offer important tax benefits.

Hiring disabled workers can help prevent certain legal problems for the businesses. One of the major challenges people with disabilities face is the challenge in their professional training and development. Disability may limit learning abilities of individuals that prevent them from obtaining the target education and making a successful career. For example, many students with learning disabilities, such as ASD, have difficulties with learning that prevent them from successful learning. In such a situation, they cannot complete their education just like other students do, while the lack of education limits their career opportunities consistently. On the other hand, many researchers (Mansell, 2003) point out that students with disabilities may be as successful as other students, while some students may be even more successful than the average student in certain subjects. In such a situation, disability may be a substantial obstacle on the way to the professional development of individuals and to their career.