



# Employment News



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## Beyond Reservations: Employment for People with Disabilities

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The Supreme Court judgement on employment of people with disabilities has created some excitement for the 70-100 million people with disabilities in the country, and rightfully so. But while we celebrate this huge victory, we must not forget to look at the larger picture for people with disabilities in the country that goes much beyond the 3% reservation.

The discourse on employment for people with disabilities is not a new one. It goes back to 1977 when a Government Order mandated 3% reservation for people with disabilities in C and D category jobs. Although a step in the right direction, it had the underlying assumption that people with disabilities were only fit to be peons, gardeners, etc. but should never aspire to be officers. But what is even more surprising is that this went unchallenged for nearly 2 decades! It was only in 1995 that The Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act extended the 3% reservation to all categories (A,B,C, and D), with 1% each for people with visual impairment, hearing impairment and orthopaedic impairment.

By the mid-90s jobs had already started shrinking in the public sector. The 1995 law did not cover the private sector besides the mention in Section 41 that said, "Appropriate Government and local authorities shall, within limits to their economic capacity and development, provide incentives to employers both in public and private sectors to ensure that at least five percent of their work force is composed of persons with disabilities."

In 1999, National Centre for Promotion

of Employment for Disabled People (NCPEDP) undertook a study of the top 100 companies to find out the status of employment for people with disabilities. The results spoke for themselves. Percentage of employees with disabilities in the public sector was 0.54 percent; percentage of employees with disabilities in the private sector was 0.28 percent; and percentage of employees with disabilities in the multinationals was 0.05 percent. Sadly, till today, this continues to be the only comprehensive study on employment for people with disabilities. NCPEDP conducted a similar survey in 2009, and we can say with some authority that trends show that this figure has changed only marginally: in the public sector it averages between 1-2% and in the private sector between 0.5-1%. The Ministry of Social Justice & Employment's documents of 2012 say that based on the information received from 65 Ministries/Departments of the backlog vacancies for persons with disabilities, 6,611 vacancies remain unfilled. The total number of backlog vacancies identified was 7,628 and the number of backlog vacancies filled was only 1,017.

It is in such a scenario that the Supreme Court's judgement has emerged as a game changer. So far, the government was working on 3% reservation in identified posts only. This led to a very skewed data that depicted that a huge percentage of people with disabilities were getting jobs, which in reality was not the case. Now, with the SC saying that 3 percent has to be computed on the total number of vacancies, the vast gap between existing vacancies and people with disabilities

getting employed will be laid bare. Amidst the excitement created by the SC ruling, it is important to also acknowledge the progressive Delhi High Court judgement that led to it. In fact, the High Court had ruled that 3% should be computed against the total workforce and not against vacancies. These finer points are not getting highlighted in the whole discourse but it is important for us to raise them.

We cannot deny that disability is a very low priority in this country and therefore the SC ruling holds such significance. It will now draw the attention as to why people with disabilities are not getting jobs and maybe force policy makers to look at the issue holistically. Only 2% of children with disabilities have access to any kind of education: be it mainstream, special or even home-schooling. An even lesser percentage makes it to colleges and universities. Without education, employment remains a distant dream. Even those who manage to drag and crawl (most of the times literally) to get some kind of higher education are faced with huge barriers of inaccessibility: transport, infrastructure, websites, information and even attitudes. Employment is too complicated an issue to be addressed with a magic wand that says 'reservation'. Without education, employment is not possible and neither education nor employment are possible without accessibility.

Education, employment, accessibility can only be addressed through strong anti-discrimination laws. It will also need to address the private sector, not through reservations, but by making sure that private entities cannot discriminate on the basis of disability. Many countries have found ways to

address this in the private sector, by means of incentives; grants and levies, etc. There is no reason why India cannot do so. The current incentive scheme launched in 2008 for employers from the private sector does not address it much. Under this, the government would pay the employers contribution to provident fund for employees with disabilities earning Rs. 25,000 and above for the first 3 years. No surprises therefore that the scheme with an outlay of Rs. 1800 crores envisioned to create 100,000 jobs per annum has managed to create a 1000 odd jobs in so many years. It does not talk the language of profit and tax breaks that the private sector understands.

Employing people with disabilities makes a strong business case. Many corporate have already proven it. Disability is not about charity. It is not about euphemisms like 'differently-abled' and 'specially-enabled' and the likes. It is about human rights. And, the world's largest democracy has already wasted more than half a century to understand this. Let's not waste any more time.

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### JOB HIGHLIGHTS

#### SAIL

● Steel Authority of India Limited, Kolkata requires 86 Junior Assistants (Trainee)  
**Last Date : 14.12.2013**

#### ONGC

● Oil and Natural Gas Corporation Limited requires 52 Executive and Specialist/Domain Experts.  
**Last Date : 13.12.2013**

#### BRBNMPL

● Bhartiya Reserve Bank Note Mudran Private Limited requires 42 Assistant Managers.  
**Last Date : 09.12.2013**

#### UPSC

● Union Public Service Commission invites applications for various posts.  
**Last Date : 12.12.2013**

### WEB EXCLUSIVES

Following item is available in the **Web Exclusives** section on www.employmentnews.gov.in :

1. Sachin Tendulkar : The Iconic Cricketer.

## Significance of Personality Profiling

Kowal. D.S.

Personality testing or profiling is a field that covers a vast range of tools and tests. Some of these use many questions to measure dozens of variables, others simply identify a person as belonging to a certain category. All these approaches offer the same underlying solution; they identify features of a personality in a way that's intended to be useful in understanding and predicting their behaviour.

**Personality profiling** is a means of measuring an individual's personality in a particular situation. It is not a measure of intelligence or ability - but of behaviour. Profiling provides a snapshot view of the preferred behaviour that comes subconsciously to most people. This is the behaviour with which they are 'comfortable' and can sustain for long periods. The means by which this behaviour is measured is a questionnaire that asks the respondents to choose behaviour most and least like them. The results from this questionnaire provide a personality profile of the respondent. The questionnaire is not a test, but an exercise as there can be no right or wrong answer to psychological type. It is an

evaluation of the individual's habitual or typical way of dealing with the world. A personality profile is a knowledge management tool used to provide an evaluation of an individual's personal attributes, values and life skills in an effort to maximize his or her on job performance and contribution to the organization. Questions in a personality profile test, which are traditionally designed seeks out information about an individual's temperament, decision-making methods, communication style and general attitude towards work and recreation. The information is used to match the right person to the right job, especially when group work is involved. There are two generally accepted categories of personality profile tests, trait and type.

Trait personality profile test, such as 16 PF operate on the assumption that personality is made up of a number of characteristics. The goal of the test is to document an individual's characteristics and match the characteristics to appropriate roles within the organization. Type personality profile tests, such as Myers-Briggs and the Keirsey Temperament Sorter, propose that

people fall into well-defined categories. The goal of the test is to identify the category an individual belongs to, share the information, and build team skills by having team members become aware of the talents associated with each category.

#### The benefits of profiling

Human behaviour is probabilistic not deterministic. Using the profiles may tell us how people will probably respond to their environment. It will also help with the individual's development, choice of job role and their best fit within the environment. It provides a starting point or compass to get the best out of a most expensive and valuable resource.

One of the greatest benefits in using profiling is surely that of development and team working. It provides a useful aid for recruitment when used as part of an overall process, but it is worth noting that twenty five percent of the recruitment process should be underpinned by a psychological profile - the other seventy five percent should be made up of interview, past experience/CV and qualifications.

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It's not hard to imagine the kinds of advantages this sort of profiling can bring. If we have an idea of the kind of motivations and drives that lie under a person's approach to their work, it's possible to:

- Understand what makes a person act in the ways that they do.
- Motivate them to take on new and challenging tasks in their own terms.
- Predict how they're likely to react in different situations.
- Select the best individuals for particular tasks or roles.

**Services Selection Board**

The AC (Assessment Centre) method is used by Services Selection Boards (SSB) which selects officers for Armed Force in India. SSB uses mainly three types of techniques viz. i) Interview, ii) Group tasks and iii) Psychological tests (personality projective tests). The candidates is independently assessed by one interviewing officer, one GTO and one psychologist, each using his own technique and using similar criteria of 15 Officer like qualities.

**General personality profile**

The aim of this paper is to make aware to those candidates and to others who are going to appear at SSB for selection as an officer in Armed Forces, whether a fresher or repeater. The Motto of Armed Forces is "Do You Have in it You", is such an ambiguous phrase that the general youth is not able to understand the meaning of this Motto, especially of "Have". There is nothing wrong in Motto. The problem lies in awareness level about selection procedure and required qualities in personality as an officer in Armed Forces

(Army, Navy and Air Force). Here a general personality profile of successful candidates is presented for you on the basis of personal experience of assessment of candidates as served senior psychologist in Army and Naval Board. A brief overview is presented for starters. There are three techniques and their assessors are known as IO (Interviewing Officer), GTO (Group Testing Officer), and Psychologist. The candidates appearing at SSB have to undergo Stage I (Screening) and Stage II of selection. The candidates from beginning right from day one are assessed by all three assessors. The overall testing schedule is of five days. The Stage I (first day) comprise of Intelligence testing and Picture Perception followed by discussion test. The Stage I is meant for scientifically screening, where candidates who are below threshold level are screen out and rest were given chance to enter Stage II testing (four days). In stage II candidates undergo elaborated testing.

One important kind of regularity in Armed Forces is provided by the characteristics a person possesses because of his special position in the system. Such characteristics stems partly from the structure of the particular situation in which interaction takes place and partly from attitudes and traits the individual has acquired as a result of learning to be a particular kind of person. From the personal experience it became clear that the "successful" candidates had many personality characteristics in common (It was equally clear that an absence of these characteristics was coincident with "failure" within the organization).

Individual uniqueness in personality was clearly present; but, despite these unique aspects, all successful candidates had in common following personality pattern:

**Achievement desires**

Successful candidates show high drive and achievement desire. They conceive of themselves as hard working and achieving persons who must accomplish in order to be happy. They get much satisfaction from doing rather than from merely contemplating the completed product. To some extent they are doer rather than dreamer.

**Reality orientation**

They are strongly oriented to immediate realities and their implications. They are directly interested in the practical, the immediate, and the direct, though with an overdeveloped sense of reality may cease to be a man of vision; for a man of vision must get above reality to plan and even execute about future possibilities.

**Outcome drive**

They have mobility drives. They feel the necessity of moving continually upward and of accumulating the rewards of increased accomplishment. They struggle for increased responsibility and drive a strong feeling of satisfaction from completion of a task. Finished work and newly gained competence provide them with their sense of continued mobility. The zeal and energy put into the completion of job is tremendous.

**Activity and aggression**

They are essentially an active, striving, and socially desired aggressive person. Their underlying motivations are active and aggressive- not necessarily aggressive and hostile overtly in their dealing with

other people. This activity and aggressiveness are always well channeled into work which implies a constant need to keep moving to do specific, to be active. This does not mean that they are always have to show bodily movement and moving physically but rather they are mentally and emotionally alert and active.

**Decisiveness**

Decisiveness is a further trait of this group. It is an ability to come to a decision among several alternatives courses of action- weather it is done on the spot or after detailed consideration by making quick and final decision.

**Perception of Authority**

They posit authority as a controlling but helpful relationship to superiors. They look to their superiors as a person of more advanced training and experience, whom they can consul on special problems and who issue to them certain directives. They do not see the authorities in their environment as destructive or prohibiting forces.

**Fear of failure**

If one is continually active and always trying to solve problems and arrive at decisions, any inability to do so successfully may well result in feeling of frustration. In spite of their firmness of character and their drive to activity, they also harbour a rather pervasive feeling that they may not really succeed and be able to do things they want to do. This sense of the perpetually unattained is an integral part of this constellation and is part of its dilemma. It means that there is always some place to go but no defined point at which to stop.

**Cohesiveness and dependency**

They work within the framework of a large organization in which co-operation, group and loyalty are necessities; there must remain feelings of dependency upon the father-image and need to operate

within an established framework. This overall framework provide a needed guidance and allows them to concentrate upon their achievement and work demands with only minimal concern for the policy-making of the entire organization.

**Self structure**

Some persons lack definiteness and are easily influenced by outside pressures. The successful candidates are those who are aware of the relative strength or weakness of their notions of self-identity, their self-structure. They know what they are and what they want and have well developed techniques for getting what they want. In general, they maintain considerable flexibility and adaptability within the framework of their desires facts.

**Interpersonal relations**

The responsiveness towards juniors, equals, and superiors are socially desirable. They look to their juniors, equals, and superiors with a feeling of personal attachment and tend to identify themselves. Study reveals that relatedness occurs when one feels connected to or understood by others.

Overall who are successful vary considerably in their intelligence-test ratings, most of them have an ability to organize familiar situations and to see the implications of their organization. They are interested in looking into the future and are concerned with predicting the outcome of their decisions and actions. They represent a crystallization of many of the attitudes and values generally accepted by middle class society. The value of accumulation and achievement of self-directedness, independent thought, and their rewards in prestige and status in joining Armed forces, are found in the successful candidates.

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**NEWS DIGEST**

- Prime Minister has announced an interim assistance of Rs 1000 crore each for Andhra Pradesh and Odisha for relief and rehabilitation in the wake of destruction caused by cyclone Phailin. The total quantum of assistance to the States will be finalized after consideration of the on-the spot assessment report of the Inter-Ministerial Central Team. In addition, Prime Minister has sanctioned an ex-gratia of Rs 2 lakh each to the next of kin of the deceased and Rs.50,000/- each to the seriously injured persons from the Prime Minister's National Relief Fund.
- Sachin Tendulkar is set for an emotional farewell when he plays his 200th and final test at Wankhede Stadium in Mumbai from November 14, 2013. This will be Sachin's last match in international cricket as the master blaster draws the curtains on a glorious cricket career. (for details please see web-exclusive)
- Prime Minister Dr. Manmohan Singh to chair National Committee for the Commemoration of 125th Birth Anniversary of Pandit Jawaharlal Nehru (14th November, 2014 - 14th November, 2015). Ministry of Culture is the nodal ministry for carrying out activities related to the commemoration.
- A Commemorative Coin of Rs. 20 and a Circulation Coin of Rs.5 to Mark the Culmination of the 125th Birth Anniversary of Maulana Abul Kalam Azad has been released by the Finance Minister.
- India has successfully test-fired its indigenously developed nuclear-capable Agni-I ballistic missile with a strike range of 700km from a test range off Odisha coast as part of a user trial by the Army. The surface-to-surface, single-stage missile, powered by solid propellants, was test-fired from a mobile launcher at 0933 hrs from launch pad-4 of the integrated test range at Wheeler Island, about 100km from here.
- The Cabinet Committee on Economic Affairs has approved six-laning of the Jalandhar-Amritsar section of National Highway-1 in Punjab under the National Highways Development Project (NHDP) Phase II on Engineering, Procurement and Construction (EPC) basis. The cost is estimated to be Rs. 523.85 crore including the cost of land acquisition, resettlement and rehabilitation and other pre-construction activities. The total length of the road will be approximately 20 kms.
- At the close of the first phase of elections in Chhattisgarh, 67 per cent polling was recorded across 18 constituencies of Bastar and Rajnandgaon nearly the same as the votes polled in 2008. Rajnandgaon polled maximum votes, 79 per cent, and Maoist-dominated Bijapur district polled the lowest, 24 per cent.
- The annual UN global climate talks began in Warsaw. Representatives from nearly 200 nations gathered in the National Stadium for the two-week negotiations. The Warsaw talks are have been named as 'COP19'. The Polish Environment Minister Mr. Marcin Korolec, who was elected at the opening session as COP19 president, pledged that utmost efforts would be made to reach global consensus.

**Attention**

It has come to our notice that some websites claiming to be sister concerns of Employment News/Rozgar Samachar have been approaching people/ organisations on behalf of Employment News for subscriptions and advertisements. It is hereby informed that Employment News has not authorised any agency to work on its behalf. It does not have any sister concern journal either print edition or web edition. Our official websites are: [www.employmentnews.gov.in](http://www.employmentnews.gov.in)/[www.rojgarsamachar.gov.in](http://www.rojgarsamachar.gov.in)  
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