



**Ashtavakra Institute of Rehabilitation Sciences & Research**  
Formerly Special Art School

App. by Rehabilitation Council of India, Ministry of Social Justice & Empowerment, Govt. of India  
Affiliated to GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY  
PSP, Institutional Area, Madhuban Chowk, Rohini Delhi-85, Ph : 011-27550012/13  
Fax : 011-27550018 • Email : info rehab@tecnia.in Website : www.rehab.tecnia.in

**Ashtavakra Journal Club**

**Session 2022-2023**

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**Date:** 25/11/22

**Time:** 2:00 PM

**TOPIC-** Employment for Persons with Intellectual Disability.

**AUTHOR** –Dr. Venkatesan S.

**NAME OF THE JOURNAL (APA)-** Dr. Venkatesan S. Employment for Persons with Intellectual disabilities ,2021,International Journal of Research in Humanities and Social Science, Volume 04,P.P -38-45.

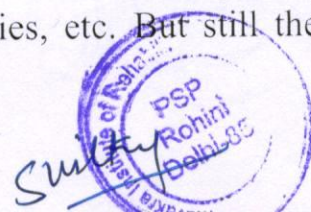
**ABSTRACT**

Intellectual disability (ID) involves person with general mental abilities that affect their intellectual functioning level i.e. their Intelligent quotient is below 70-75 and they have limitations in adaptive skills which are the basic conceptual, social, and practical skills needed for everyday life. The condition begins before age 18 and severity levels vary from mild, moderate, severe and profound.

Employment is a need for an individual either the individual is abled or intellectually disabled. Everyone has right to work but person with intellectual disability faces many barriers and challenges to secure a stable job. Employment rates for PID (Person with intellectual disability) is lower than those with other types of disabilities. Even in Article 41 and 42 of the Indian Constitution their right to work is enshrined.

A World Bank Report is released in 2007 states that the employment rate of disabled people(not PID alone) has actually fallen from 42.7% in 1991 to 37.6% in 2002. In the US the employment rate of PID is 44% for the age of 21 to 64 compared to 83% for adults without disabilities.

The person with intellectual disability can be trained and prepared for employment in some fields. For example , The PID can be trained to be peon, cleaner , gardening assistant, waiting room assistant, servers. Other jobs can be sweepers, poultry- farm, other assistant level activities, etc. But still the PID



Person is not included in them . Even in government schemes the PID Person is not benefitted.

The abled people has opinions that person with intellectual disability are incapable of performing any task and they are not able to do the job work and also not to burden them with work. But the employment is both need and right of every human being. So , the person with intellectual disability must get opportunities to live their life with dignity and respect.

**Objective:** The main objective of this research is to aware the people around the world about the employment of intellectual disabled people so as to train them in some specific areas for job opportunities.

**Methods:** The study uses a research done by World Bank Report and other related reports and articles for the employment rate of disabled persons.

**Results:** Person with Intellectual disability value employment but they still face many difficulties and challenges in same. Support and training can be given to intellectual disabled persons for their employment.

**Conclusion:** PIDs need to work regardless of the type of employment provided to them. There must be work to earn a living or to facilitate higher levels of employment opportunities for the PIDs.

**Keywords:** Employment, Intellectual Disability, Intelligent quotient, Facilitate, opportunities, incapable, adaptive, profound, limitations, Indian Constitution.

**Presenter: Ms. Ishika Singhal**

*Shilky*  
*27/11/22*

**Shilky Singhal**

Ashtavakra Journal Club Incharge

HOD Learning Disability Department

*Sanjana*  
*25/11/2022*

**Sanjana Mittal**  
Deputy Director

