A Challenge Faced by Disable People at Workplace in India

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ABSTRACT

There are approximately 600 million people who are classified as disabled as per the ILO states in worldwide as of July 2011. The main replacement issue is not only discrimination of PWD. If we specialize in numeric, around 10% you look after global population are disable body & 80% you look after disable people live in developing countries. So, major concern regarding employment of this people & challenges faced by this people is vital for us. The awareness of particular function and PWD's contribution should be changed as a 'Human right' rather than 'Charity'. (ILO, 2006). As per the census of 2011, 63.66% of disable population of India is not working. If we compare this data with the able person, it is showing 60.21%.the employment rate of the disable people in private sector is around 0.28% and in public sector it is showing around 0.54%. The 87% of population of disability person working in informal sector. As per the ILO 2011 report 73.6% disable people of India are outside the labor pool of PWD.

Literature review

1.1 What is Disability?

A disable person which have mental, intellectual, sensory impairment, physical which may be unable his or her to do certain task and also obstacle from doing participation in society equally with normal people.

1.2 Twenty-one conditions are considered to be disabilities:

- Blindness
- Low Vision
- Leprosy – cured persons
- Hearing Impairment (deaf & hard of hearing)
- Locomotors disability
- Dwarfism
- Mental Illness
- Intellectual Disability
- Autism Spectrum Disorder
- Cerebral Palsy
- Muscular Dystrophy
- Chronic Neurological Conditions
- Specific Learning Disabilities
- Multiple Sclerosis
- Speech and Language Disability
- Thalassemia
- Hemophilia
- Sickle Cell Disease
- Multiple Disabilities including deaf blindness
- Acid Attack Victim
- Parkinson's Disease

1.3 Disability in India

Person with one or multiple disability are very huge number and its around millions. As per the Census 2011, around 2.21% of Indian populations are disabling. And in terms of numeric data it is 26.8 million. Even if in terms of reliability the advocates and researchers said that this numbers is very small in terms of real data. As per the world bank data this should be around 40 to 80 million in India.

Its fact that the difference of official and real number suggest that there is huge population of PWD in India. And this number is very huge in number and its seems like to entire population of some country and in India large number of people suffering from disability.

Even if large number of population in India are Disable but in reality they are live a challenging life. Other people treated their Disability as an Inability of that person and few people have poor mindset about their capabilities. There are many cases in India where PWD candidates denied that job with stated that 'not have suitable criteria for job'.

The main issue is that large number of Indian population thinks that PWD is liability for us, and this mindset draw discrimination towards PWD   and harassment against PWD and their isolation from the mainstream (Kaushik & Pathak, 2019).

While writing the foreword to the World Report on Disability 2011, professor Stephen Hawking stated:

"Disability need not be an obstacle to success. We have a moral duty to remove the barriers to participation, and to invest sufficient funding and expertise to unlock the vast potential of people with disabilities. Governments throughout the world can no longer overlook the hundreds of millions of people with disabilities who are denied access to health, rehabilitation, support, education and employment, and never get the chance to shine" (Jha, The Wire) (WHO, 2011).

Ideally, With the help of these words government should imply in their policy but in reality very few countries solved problem of his or her disability in country. India is far behind in terms of giving facility for PWD such as removing

Structural, attitudinal and institutional barriers for the persons with disabilities. furthermore Indian Government announce the Campaign and stated to all ministers of India for accessibility of building for PWD but still most of building are not disability-friendly.

This is an initial step toward this but it will take few years to changes the mindset of people where the PWD' people requirement also satisfy in infrastructure. The culture of India. Since last few centuries PWD people are targeted and discriminated on the Planet.

If we see consider, the PWD is the largest 'unrecognized group of minority' in the world. (Jha, Thewire, 2017).

### 1.4 Rights to Persons with Disabilities Act, 2016

It has been a five year since the GOI implemented this act which sum up the disability from 7 to increasing 21. And act will replaced the sooner PWD Act, 1995 and also hipped the quota of reservation from 3% to 4% for government job and reservation for the government education rise from 3% to 5%.

All this work only looks good on the paper, but in reality large number of sit lies vacant in government job and also in education institutions. In given situation common answer given by institute is that they cannot find suitable candidates for that particular sit. This answer may be a saved the authorities by two instances which is given below.

One, if system of education of India proving that they are not capable of providing proper education to person with disability who possess suitable educational qualification to take a seat for exam conducted by government of India for job or education. And Secondly thank you for system to discrimination such that person with disability are not willing to work with disability in Indian System.

In both the cases situation are ridiculous, if true. Since the implementation of Rights to PWD Act, 2016, many faulty implementation of disability reservation. This new act will be successful only if there have such an intention to recruit person with disability.

Research Methodology

Recent data was collected from one to one interview and various other sources. I connected with PWD, who are employee of IT firm, through WebEx. I asked few question based on different types of problem faced by them. I also circulated question form to differently able people and gathered the data from their answer and analyze their response. From that gathered details, with the help of excel tools I analyzed which problem is more critical compare to rest on so that we should tap that problem first.

Results and analysis

Table: 1 Degree of Satisfaction
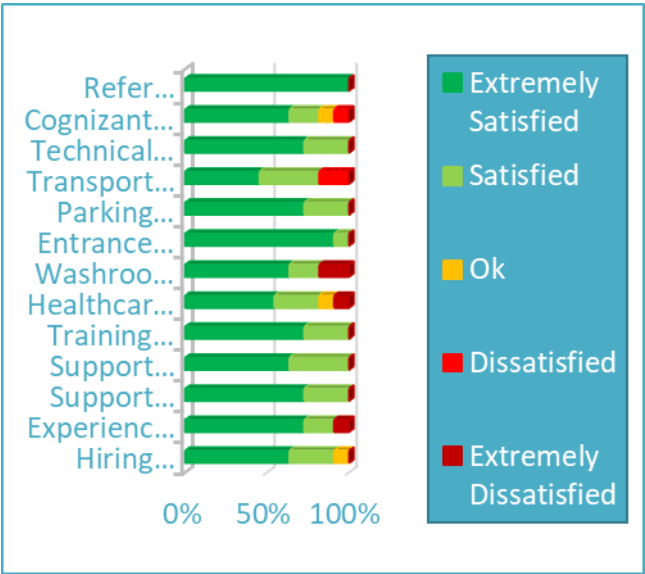
Based on the gathered information I categorized the solution in to three different categories.

(1) We are best (>=52):

- Support from Colleagues
- Training Session
- Accessibility of Entrance & Parking
- Technical Aids & Equipment support

(2) We can be best (48-52):

- Hiring Experience
- Management Support

(3) We can be good (<48):

- Washroom Accessibility
- Transport Facility
- Health care Accessibility

4.0 Discussions

4.1 Some Challenges faced by disable people

The large minority group of Disable people, lack of services and mostly society ignore them, segregation, and poverty, sleep in isolation, charity and even worse than this. Disability includes blindness, low vision, leprosy-cured, hearing disorder, loco motor disability, retardation and mental disease. Because of the discrimination the person with disability cannot have rights that achieve by the normal people of India. they're taken as an outer for education and employment.

In South Africa Persons with disabilities still face issue of act which prevents them from enjoying their full civil, political, economic, social, cultural and developmental rights. This is because of awareness issue in our society and also ignoring them. It's also because some legislation fails to give safety to person with disability.

The main goal of incapacity movement is to provide universal access for person with disability. That means that

remove the cultural obstacle, social issue and physical obstacle which objecting to persona with disability to take participate in every aspect of enjoyment with respect to normal people in south Africa. PWD lack access to job opportunities and they're ready to get employment where they face problems like few Work which provide accommodation, issue with transportations so that figure out that problem and back and ignorance about their potential.

4.1.1 Accessibility

I) What is accessibility?

Accessibility is greatly associated with all accessible design which means each and every one can easily approach to this. this mean making things usable to all or any people (whether they need a disability or not). The other option is to supply indirect access by technology in their equipment as a supportive device. (e.g. screen readers).
Accessibility may be a term will not have denoted in how much angle to particular product, service, device of environment is possible for us to using easily. Accessibility are often viewed because the ability of access and enjoy some system of entity. Accessibility means provide supportive device or assistive tools such that person who are disable can easily use that in daily life.

II) Types of accessibility

a) Access to information

One way of accessible is that minimum barrier of distance and price when access information and service. Many country provide a supportive assistive device in a very low cost such a initiative taken by governments of that country. (University, 2020). One of the most important area in which information technology improve a lot which is voice operated wheel chair. Locomotive disability has the foremost profound disability, and therefore for giving mobility support in 1977 the first assistive technology used wheelchair developed. The original version of that wheelchair replaced with eight commanded joy stick which operated this chair very smoothly. Apart from many accommodation improvement occur after this first improvement for person with disability. (Smith, 2018).
Each type of disability required a special type of accommodation such that a special accommodation is observed by specialist and also describe in job specification. (Wikipedia, 2015).

b) Access to transport

Accessibility in terms of transport means easily reaching to particular destination. Person with accessible of transport can easily reach many other activity or destination compare to person without accessibility to transport can cover only fewer place compare within the same amount of time. (Wikibooks, 2016) .
In most of time public transport irregular or not accessible to person with disability in nature. This includes public buses also as well as taxis. At the end the result of this behavior person with disability being late for work and for the same

way children being late for college. And the worst part of that is that they don't have any alternatives for travels.
- Generally, Roads are not properly maintaining by municipal. And because of some informal settlement become very difficult living individual.
- There are not any technical robot or other audio visual instrument which guide to person who are blind for crossing road;
- And if we see in terms of bus and taxi drivers they are very lack of awareness I them for neighborhood. Not only that but there is not especially assistive device for PWD for o and off boarding of passenger. For easiness if person choose taxi service they have to pay more compare to public transport. And if we talking about train facility it is not accessible for person with disability in India.

c) Access to buildings

The worse part of that house built in India disrespect the regulation of PWD and that house are not accessible for PWD people. However, some initiative taken after PWD Act 2016, and provide some accessibility for PWD and for new construction few of provide some accessibility for PWD people like ramps and door widths for wheel chair easily enter and go very easily.
Multistory building or homes accommodated by personal elevator which is less costly compare to commercial elevator which is costlier compare to normal elevator.

d) Access to Health care

The issue is not providing any facility for PWD but issue is the attitude and behavior of some staff with PWD people is very ridiculous and sometime very problematic. They treat t=a person with intellectual disability as a ridiculous without thinking of private dignity. This behavior we can see in both nurses as well as municipal employ and also seen as volunteer worker.
Because of sexual assault and cultural myths person with disability become more vulnerable in HIV/AIDS diseases. The major issue is insufficient awareness in public and also lack of support given by public for HIV/AIDS support. Campaign of HIV/AIDS should be concern with respect to PWD people as well.
The information given by health ministry is not with respect to various disability. The Department of Health's Rehabilitation for all – A policy given by national rehabilitation is not same for all types of disability. Assistive device should be given to person with disability such that he or she become independent person in society.
Specialist doctors are always available in clinic to supply an integrated service including psychologists, audiologists, Neurosurgeon, optometrists, therapists, etc. also the reception area should be lower for wheelchair accessible and there should be interpreters for deaf people as well such that they can easily transfer their message easily.
workers aren't able to supply support to other relations in handling an individual with a disability.
Better coordination and cooperation is required with committee of advice of district health to deal with the facing problem.

4.1.3 A step by step guide for making it work

I STEP ONE:

Matching the skill for suitable jobs

Initial step of employing persons with disabilities (PWD) is to segregate the skill of all work in our organization. This will enable identify of job roles that (ITC-WELCOMEGROUP, 2016) may be administered by PWDs and can also give insights of disabilities which will be suitable for particular job profiles in our organization.

II STEP TWO:

Recruitment Policy :-

Make a disability policy such a way such that there should be no discrimination and have equal opportunity in recruitment, training, promotion, development of career and transfer. The main target is to stop discrimination against the disability such that reduces the discrimination effect in society for PWD. This document help manager and HR to help to take decision on selection, recruitment and promotion decision of job selected in the organization. (NPTC, 2006).

If there have a particular policy of nondiscrimination of disability, then that's is helpful in sub division of organization and also seta a proper mindset that there is no discrimination with person with disability in organization.

III STEP THREE:

The Selection Process:-

a) Job descriptions of person a
nd also Specifications of job person
b) Advertising of accessibility of recruitment
c) Value diversity in our workforce' also welcome enquires from everyone (Girton College Conferences & Events, 2018).
i) Flexible work arrangement fir the employee.
ii) Select candidate based on their ability.
iii) 'We are a civil right employer'
 d) Short-listing Criteria:
Take consideration in how much reasonable adjustment can do such that person with disability can perform task given by an organization.
i) Identify the person who will meet your criteria or not meet your criteria.
ii) Be flexible when brooding about how these criteria are often   met

IV STEP FOUR

a) Workplace Adjustments

It is best to ask successful applicant to seem near the workplace after they give the job for necessity adjustment and how can this system should be best administrated. Three sort of reasonability should be mind, Individual or combination: Working arrangements - The method of the work is completed, managed or organized. For example, provided teleconferencing or videoconference if the meeting side of meeting is far way for worker. Second example would be employee allow to figure from home some or all of the time, while travelling cannot impact the health of the person. Number of Working hours - Alternate the days the worker works to given day off for treatment or permission to do.

Other arrangements – in this adjustment of all equipment which needed to complete the task of organization. actually, the foremost common reasonable adjustments during this category as computer software, orthopedic chairs, and ergonomic keyboards. Examples of workplace adjustments: the particular place is difficult for person with hearing disability7 because of that floor plan is open or hard flooring so that it is better to transfer that person in a closed office or small office so that they can easily work upon in that particular organization. Before person who have disability of deaf starting working he or she need to know that what is required to complete the work. She and her above employer find out on what needs to be done before certain timeline. Paper work for that employee should be done in braille by his employee. and also provide disability free training to his manager as well as his colleagues and also train their colleagues to speak with him. It may be suitable to take advice and knowledge on support from an super specialist or a Specialist of Disability Employment (ITC WELCOMEGROUP, 2016).

 Securing adjustment is very slow so that this should be done as soon as possible. Apart from that it is more important that PWD people return before starting the work time so that if there have any adjustment are suitable to complete before starting the actual work.

b) Infrastructural Accessibility

One of the most important barrier which should be solve is accessibility of office that includes adjustment and required changes of machinery and therefore the work adaptation service supply become successful for the person with disability. The design of office should be universal for the pe4ople of disability can easily accessible. Taking a mainstream approach to disability will:
i) Make a design in a such a way such that it can be accessible by all who have disability and person with have health condition issue.
ii) Economize on retrofitting.
iii) Improve your value of reputation such as an advanced disable friendly office and proactive organization. (ITC WELCOMEGROUP, 2016).
iv) Make sure that consider a disability as a part of business. The primary step towards improving accessibility is access audit. An Access audit is easily identifying spot barriers, not within a building but also external part of building like play spaces, car parking etc. so that access audit is a crucial tool for accessibility. The audit give basic idea of which basic assessment should be provide in basic step of accessibility. Because of that it is helpful for taking decision what should be done and what should be taken while taking decision for organization. (Accessibleconsulting, 2020).
What is the short term and what is long term key goal that frame should be cleared by personnel and management in

the meeting they conducted. The sort and nature of the environment and services is being reason for element cover during accessible audit. There are be common elements between particular types in building and sites but still no two is going to be as same as the same. Generally, the weather covered in an Access audit which is included in: -

● going to the area of organization - accessible road or parking lot, lighting, signage, surfaces and street furniture
● stepping into the area of organization – thresholds, entrance, doors, lobby/reception area, steps, seating, and lighting
● Getting round the area of organization – corridors, tonal contrasts doors, lifts, signage, floor surfaces, stairs, and lighting
● Services within the area of organization – eating areas toilets, lighting, furniture, washrooms, changing and bathrooms, alarm, bedrooms, seating, bar, room layout, handles, heating, switches, telephone, health and questions of safety, management and staff attitudes
● Exploring other ways of providing access to services whenever the particular task is difficult to perform at that time this type of accessibility is needed to perform for the betterment of the person (ITC WELCOMEGROUP, 2016) piece of kit or offering extra assistance from trained staff

V STEP FIVE

a) Induction

i) Phased/ Supported Induction

All or any of those who are entering a new job it should be induction and it is a best practice. Induction is going to first and new attention for his or her bout finding out about your organization. For them everything are new and may be unexpected issue may be arising from their side of view. Be sensitive about a new people who are joining your organization and take specific step to fulfill their required adjustment to doing work satisfactory. Normally it's a personal based choice so adjustment should be raised before working in your organization and may be from company point of view its look like ideally perfect for them. Few people take longer than average people to settle down in organization. For them it's obvious to extend an induction period compare to other. This is relevant when some limited and appropriate adjustment is done. And In other situations, it's going to be good to assign buddy to support them or else ideally give a mentor for certain period of time. instance, few of people experiencing a condition like Asperger's syndrome, a sort of autism, communicate with people is difficult task for them. An assign buddy or mentor for person needs within an organization is a suitable reasonable adjustment for them. A very few company give support from the start of induction program to hand hold support of specialist for PWD people. Until new employee are comfortable in new environment till that this mentoring giving for identification of new issue. And with the support and constant caring from colleagues boost the confidence of the PWD people and also encourage to do their job more effectively. (ITC WELCOMEGROUP, 2016).

ii) Secure Support from Colleagues

Consider a reasonable adjustment for giving a prior training for disability and sensitize workforce as well as immediate manager of that persona and also colleagues of PWD should be given training for that. If success of relies on such a cooperation then this adjustment should be needed. In order that colleagues don't see that person as a potential threat or problem for work which they are doing, or the adjustments as favoritism so that this decision should be done on right time. (ITC WELCOMEGROUP, 2016).

VI STEP SIX

a) Managing Disability and their Performance of them

In some organizations and businesses, HR staff, a person who have special knowledge or somebody else with specialist knowledge or disability specialist handle the performance of disable people also handle the disability in the organization. But most of cases responsibilities lies with line manager who don't have prior knowledge for that. So that it's important to set defined process system for PWD employee in organized. Disability management system handle the recruitments, selection and employment of them. To do this effectively, for make sure this policies and producers are supportive for both within the workplace. The factor which affected the disability management approach should be considered, including:
i) How the individual's disabilities consider within the workplace.
ii) How this disabilities making required adjustment
iii) how effectively this adjustment implementation

b) Process of Management of Disability

i) Stage 1

identify the employee who need disability support system.
ii) Stage 2

Initiate and taking review process for that person and also take interview. When this disability requires long term adjustment ask them what should be done and what to be do. this may involve:
● identify the person description and specification to spot task and capability standard for that job.
● organize assessments lecture with specialists like Access Consultant, Ergonomics Expert and Disability Employment Specialist
● collect all the data for the interpretation and identify the proper solution which is suitable for organization and which is not suitable with respect to organization perspective.

iii) Stage 3

After doing reasonable adjustment calculated the effectiveness for the individual there in job in the organization.

iv) Stage 4

Adjustment is not reasonable effective that time (ITC WELCOMEGROUP, 2016).

VII STEP SEVEN

a) Career Development

One stereos type assumption is taking trough out many organizations while promoting a person with disability for higher level that time consider that because of disability he or she can't perform all the task. It's still debatable review that whether person should give task based promotion or transfer because of person should give task based promotion in organization. Few disable people need to motivation for promotion to get task based promotion in organization. with the help of management training. When PWD people given a specific training or appropriate training for that as an example, by proactive personal development training for disable people for promoted to supervisor position in organization. Additionally, if we need to do some minor task changed then do accordingly with respect to organization It would be for some for easy to swap and for some people it's difficult to handle. That means we have a very flexible and unique approach where have no extra unimportant limitation and give value to people unique ability. (ITC WELCOMEGROUP, 2016).

i) Mentoring of PWD

A mentor should be trustable and witty adviser. Mentoring may be useful for career development in organization also its part of confidential relationship in organization which will helpful for improving weakness of particular. In many cases it's important to mentored by disable people who are already passed through that stage. However, simply because both people are (ITC WELCOMEGROUP, 2016)disabled. They are not correlated with one another if mentor are not disable because they don't know about the feeling of person with disability. So that disability management training should be given to all the mentor whether they are non-disable or disable.

ii) pairing

Apart from mentoring there is also concept of pairing with same level of stage in organization.
● This might be someone working on job simultaneously learning side by side doing a job.
● This is very useful and helpful network within organization in terms of longs term as well as short term perspective for the person with disability. It's very useful for person with disability whom to contact when drag arise and not suffered any difficulty while working in organization.
● However there should be continuously monitoring on that such that dependency is not created.

VIII STEP EIGHT

a) Disabled Job Seekers Skill of Augmented

The biggest issue todays day is not having specific talent pool of disable people job seeker in civil and management level. There is very mismatch between skill which is required and the skill which are taught in school and vocational system in India. because of lack of appropriated training for PWD resulted in less number of PWD people ready for that particular job position in organization.

i) Experiential Methods

Organization help employee for employability for PWD job seekers by providing individual to individual training session in organization. The following methods of experimental can help PWD candidates (ITC WELCOMEGROUP, 2016). Not only develop new skill but also give motivation to obtain new position in higher level in same organization. By giving training of future plan employer can increase required talent pool of person with disability in organization.
1. Job Tours – meeting with employer not for interview but collect data and information (Gupta, itchotels, 2018). about the business and available job profiles.
2. Job Shadowing – It involves he or she to observing of business performance in privately. The duration of this depend upon the job seekers it may be one hour, one day, and longer than this as compare to previous one. It is wonderful experience of job seeker of person with disability without any pressure of job and interaction with employee directly and get to know more about organization. (ITC WELCOMEGROUP, 20116).
c) Placements/Internships and Work Experience, – Offering Work Experience Placements/Internships give an experience or knowledge to person with disability for new role or new work environment to them. For employer perspective its totally free of promise to provide business opportunity in permanent level but still they provide corporate exposure to them. To obtain or get more details about person with disability from local area its required to target a NGO or local vocational training session for PWD people. From this source of data we can easily target job seekers as per our criteria from local area.

ii) Training Modules with respect to industry specific

The capacity building of employee can assist by:
1. it is required to sensitizing NGO and local vocational training center which provide training and skill session for person with disability must be satisfy the required skill by industry or sector.
2. Generate a common platform from where job seekers who are connected with training center can access that e modules, which is formed for the person with disability.
3. So together Develop training module for individual organization with the help of Disability employment specialist. This could be HR or CSR activity in organization.

The Business Case

Many organizations taken a new strategy like treat disability as a new strategy. They take as a diversity as a business success driven in every aspect of business and also helpful for further business decision. The case for including PWD people during a different manpower is compelling.

Consistently finding out from employer of disable people is that -

● PWD people are more productivity and more trustable as compare other employees in organization. (Gupta, arvindgupta, 2018).
● Disable people have more attendance and have less accidental work leave in organization.
● basic and minimal require adjustment for the start work for PWD.
● staff moral and motivation will be increased when PWD people are working organization in right stage of organization. (Gupta, itchotels, 2018).
● it's also important for organization to retain proper expertise and experienced people in organization without wasting their time and also provide improvement level facility in the organization.
● Organized should be accessible to disable customers and its should be accessible for all types of disability for that organization.
● apart from economic data this concept and strategy will improve the public image of that organization.

I Human Capital:

• organization can expand their talent pool as per convenience of the organization. (Shenoy, 2011).
• It is indirect benefit for the organization because in PWD there is lower rate of retention so that the cost of recruitment as well as the training cost also decrease.

II Return on Investment:

• government give benefit to company for applying person with disability policy with respect to implementation for PWD.
• the payment way is also different for that such that person with disability knows that based on the output or performance given by the PWD.
• there is lower rate of retention such that also have low cost of hiring and coaching.

III Diversity:

• Improve the diversity in workplace.
• due to the appearing as a person with disability employer the moral of other employer is increasing.

IV Innovation:

• Productivity is every time increase with the help of technology in device. E.g. Many it firm's employee visually employees in the IT firms with the help of JAWA software for PWD.
• New product stimulation and repair development through disability-inclusive diverse teams

V Social Responsibility:

• Loyalty of customer with organization and brand trust for customer will increased
• With the help of big segment connecting a social responsibility.

• if corporate is exited to being listed in the GRI then social this will bring a good light.

VI Marketing of this:

• Majority of us liking to do business with such an organization which are also doing some CSR activities. So that as per the organization perspective hiring a PWD employees will strengthen the brand of organization.
Discrimination against People with Disabilities (PWDs) at the workplace is not a new issue. there should be spreading awareness in respect to this is a human rights not doing for a charity that mindset should be develop.

Conclusion

I Capacity Building

The Capacity building program is announced by The United nation Development Program because of the strengthening the managerial system and human resource development that create the proper surrounding which can helpful for the PWD people policy and framework which helpful for legal action. (Human Resource Development & Capability Building For Voluntary Organizations, 2017).
Capacity building is not short term process but it's a long term process for organization. (Academics, Non-governmental organizations, Ministries, professional associations, local authorities and others) (OECD, 2016).

II Act of Employment Equity

With the broader attention of equality agendas for PWD people is required. This act is for people with disability can easily and must be leverage of this act.

III In society awareness and training should be spread with proper education

It's a fact that in society majority of us have lack of awareness about person with disability. Because of lack of data and awareness that turning into inappropriate behavior of people and discrimination of PWD people in society. Many people still using derogatory name and abused PWD people by bad terms in society.
Attitude of society make the person with disability depended upon the grants given by the society in spite of helping them to become independent.
Awareness of PWD should be raising, sensitization of society, education and training of our students and people on disability are thus required.

IV The Way Ahead

First thing we have to changed our mindset toward a person with disability to right based from charity based. Majority of us seen a person with disability as an object of sympathy so that we treated person with disability given a third class facility.
This is not just a normal statement which can be accepted. No one knows about any popular person or celebrity in lime

light in last few years who had disability in movie or any other industry.

Due to society attitude the normal person cannot see the ability of person with disability. (Jha, thewire, 2017).

The identity of such an individual who is left for the reason to only being an individual with disabilities within the eyes of the remainder. In last few years, the discussions of person with disability take high speed in many platforms. Also in Television, News channel and also few movies script focus on the problem of the person with disability. In film few actor show the playing role of person with disability and also some new channel show the issue and difficulty of person with disability for TRP in news channel.

But no one remember the movie name where actor who play leading role is disable or any news channel where TV anchor are disable? This is very problematic question and not easy and not easy to comfortable for giving answer. If we want to change anything in society then only we as a positive thinker as a transformer will take a changes in condition of disable people lifestyle with our mindset and approach toward them. Our mindset will not change if we using bad words for them like 'Divvying' and 'Differently-able' person.

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