

Myths regarding employing people with disabilities.

NID Training Disability Diary

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Introduction

Discrimination against hiring people with disabilities reduces employment opportunities for people with various types of disabilities (Bjørnshagen, 2022). Myths and traditional ideas about disability are barriers that cause members of society to question the abilities of disabled people. These myths usually result from ignorance and fear of the unfamiliar. Not only do they

prevent people without disabilities from appreciating the value and abilities of their disabled counterparts, but they also stop people with disabilities from trying to enter the job market (Fantinelli, Di Fiore, Marzuoli & Galanti, 2022). At the same time people with disabilities are also affected by myths of being employed, and this might influence their readiness to enter the workplace.

Discussion

Some of the myths are that people with disabilities have limited skills, are helpless, and are unable to be as productive as people without disabilities (Jansen, 2020). Other pre-conceived ideas are that people with disabilities are a health and safety risk, and that they are not able to do physically strenuous work. Because of this they need special attention from supervisors as well as co-workers. Perhaps the most common pre-conceived idea is that disabled people are not able to work in a conventional environment and that accommodations must always be made (Olsen, 2022). Employers shy away from appointing people with disabilities because they are expensive to employ.

Myths also affect prospective job seekers who have various disabilities. They are often afraid that they will not be accepted in workplaces, and that they will be discriminated against, and that the accommodations offered will not meet their individual needs (Fantinelli et al., 2022). These ideas can have a negative impact on the self-confidence of people with disabilities and prevent them from actively seeking employment, or not disclosing their disabilities in their CVs or job applications.

Conclusion

There are many different types of disabilities, many types of jobs and work environments, each with its own demands and challenges. While employers should guard against deciding not to employ people with disabilities based on myths and pre-conceived ideas, they should be aware that some jobs and work environments are not suitable for people with certain types of disabilities.

Careful selection based on education, training, skills and suitability should be the guiding principle for employing all job seekers, not only those with disabilities.

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References

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