

Offering jobs to differently abled



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Handicapped people are treated as a liability by our society. This attitude is also prevalent in the job sector which doesn't generate employment opportunities for such people. Bearing this in mind, PHD Chamber of Commerce and Industry (PHDCCI) organised a job fest for the differently abled. The first of its kind fest saw the participation of 20 private companies and over 350 differently abled job aspirants.

Jatinder Singh, Secretary, task force, CSR, PHDCCI said, "We have organised this fest to sensitise the corporates. For the same, we shortlisted 400 participants who were specially intimated to be a part of this initiative." Companies like Infosys, Barista, IBM, Kajaria, Tech Mahindra were a part of the fest.

Preeti Jain, HR team, IBM said, "We are hiring people for the post of customer care executives. We are looking at creating a pool of such people. For the same, we are analysing the typing speed which will be followed by the HR round which tests their communication skills. We have always hired differently abled people. For the hearing impaired, we hire

external managers who communicate with them through sign language. Also, for the visually challenged, we have a reading software which is installed on the systems."

While most of the companies were selecting candidates and inviting them to their office for a proper screening, Tech Mahindra gave offer letters to four candidates. "The candidates will be working in our BPO. We screened close to 20-25 people. We would have a 10-15 day training schedule where they would be imparted the basic training," said Madhu Singh, senior trainer, Tech Mahindra.

Munna Lal, a physically challenged job aspirant was happy with the opportunity. He had been hired at the Tech Mahindra BPO. "I was working as a computer teacher at a Government School. After coming here, I have got a good platform here."

But, not all were satisfied with the fest. "The job opportunities here are not suited for those who have pursued higher education. I was looking for a job in the public relations or administration field but that kind of job profile was not on offer," said wheelchair bound Nilendra Bardiar who is pursuing his PhD.