

A Study on Entrepreneurial Barriers Faced by Disabled People in India

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Abstract

This paper highlights the ways of entrepreneurial barriers faced by disabled people in India. The secondary was collected from Governmental and non-governmental organisations with respect to the study. Published reports of state and central organisations and studies conducted in related fields and published and non-published sources constitutes the secondary source. The study revealed that the entrepreneurship barriers are found among disabled people in various ways like economically deprived due to their poor education, lower employment rate, lack of accessible information on sources of grants and discrimination on the part of banks and other financing agencies, may not get adequate experience training in a particular field, lack of Government support, disabilities face is that making products is more difficult than selling them, difficulties in establishing and maintaining business contact because the difficulty of travelling and the lack of recognition, often lack management, legal and financial expertise for entrepreneurship and also found among them lack of self-belief. It could be concluded that they are suffering in different ways of entrepreneurship barriers is going.

Keywords: Barriers, Disabled People, Entrepreneurship

Introduction

Six to seven per cent of the population in India is disabled according to the census begin from February 9, 2011. The 2001 census found 21 million persons with disability that is 2.13 %of the total population. There is a lack of political will in understanding the seriousness of disability issues which has led to inadequate allocation of resources for the disabled in the country. With a small national budget allocation, no astonishment the various measures which the government and the society have taken for the welfare of the disabled touch only the marginal of the problem. The path of the blind, the deaf, the mute, the mentally challenged and the orthopedically handicapped continues to be distressing. Mainly because of the bulk of them are poor, enjoying no political influence, their needs come quite low in the order of priorities of the government. Whatever Government facilities that are available for the disabled are like mere specks.

In India, persons with disabilities are more likely to be poor, hold fewer assets, and ensure greater debts. The causal relationship between disability and chronic poverty has been broadly discussed but still lacks broader comprehensive research showing how this relationship operates and can be self-fuelling. A few studies have been made, which show that persons with disabilities, more often than other groups, lack access to basic services, employment, credit, land and other resources that could reduce poverty. The vicious circle between disability and poverty varies as well within and between cultures and contexts but is generally acknowledged to be healthy. Poverty has to be seen not only from the economic perspective but also from the point of social exclusion and powerlessness.

In developing countries, persons with disabilities and their families often live in poor and insecure conditions and all persons with disabilities experience discrimination. Exclusion from full participation in social and economic life and education opportunities substantially increases the risk of poverty. In India, people living in poverty are at higher risk of severe health problems and accidents due to restricted access to health

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care, poor nutritional access, poor working and living conditions, which might lead to impairment and degenerate the present condition. If a person acquires a type of impairment, he or she usually faces barriers to health services, education, employment, and other public services, and finds himself/herself often denied the opportunities that could help them to escape poverty.

Disability can lead and cause poverty by preventing the full participation of persons with disabilities in the economic and social life of their communities, especially if appropriate support services and reasonable accommodation are not available. The link between poverty and disability is due to discrimination, social exclusion and denial of rights together with lack of access to essential services, not the impairment itself. Some persons with disabilities, such as women, persons with intellectual, psychosocial or multiple disabilities as well as older people, are more at risk of experiencing poverty than others. In some communities, girls and women with disabilities receive less care and food, have less access to health care and rehabilitation services, education and employment opportunities. They also tend to have lower marriage prospects than boys or men with disabilities and to be at a higher risk of physical, sexual and mental abuse.

The number of disabled people in India increases by about 5 million every year. Majority of them cannot hope for medical, educational and vocational aid. According to the report of the National Statistical Survey (NSS), disability transition in India is predicted to be most rapid. Between 1990 and 2020, there is predicted to be a halving of disability due to communicable diseases, a doubling of disability due to accidents and injuries, and more than 40 per cent in the share of disability due to communicable diseases such as cardiovascular and stroke. At present, six to seven per cent of the total population in India is a person with differently-abled. The study is more significant in the social, cultural, educational and economic dimensions.

Worldwide, the prevalence of disability is argued to be growing, with population ageing and increasing incidence of chronic health conditions (World Health Organisation/World Bank 2011). Approximately 16% of the adult population aged 18 and older worldwide is disabled, with noticeable differences between high countries (12 per cent) and low-income countries (18 per cent) (World Health Organisation/World Bank 2011). European sources suggest that in 2009 25% of the adult population aged 16+ in EU member states had some impairment, defined as a sustained limitation in daily activities, varying from a low of 11% in Malta up to a high of 34% in Slovakia (Grammenos 2011). Disability affects a wide range of socio-economic outcomes, including labour market participation, but also other factors that shape participation, including education, information and transport. Disabled people experience lower labour market participation rates than the non-disabled throughout Europe, although activity rates (Grammenos 2011) and the disabled/non-disabled participation rate differential varies cross-nationally (Pagán 2009). Disabled people tend to be concentrated in lower-skilled, lower-paid occupations (Meager and Higgins 2011). Low participation rates are costly for the individuals concerned in terms of economic and psychological well-being, for governments in terms of lost output and tax revenues, and increased welfare payments, and for society in terms of the impact of social exclusion and discrimination on civic participation and public life.

As a result of the thrust on economic development the Indian per capita income has increased almost three times from USD 318 in 2002-03 to USD 889 in 2010-11. India stands at third position worldwide in terms of purchasing power parity. But despite the extraordinary increase in the rate of economic growth; there is a stagnation in key social indicators and millions of the countries underprivileged are still deprived of basic amenities. Majority of Indians (77 per cent), live on less than half a dollar a day (World Bank, 2013). Aware of such disparities, the government of India is now giving more consideration towards inclusive growth (in its Eleventh and Twelfth Five Year Plans). The focus is to take the levels of growth to all section of society. Disability can be stated as some impairment which results in sustained restriction in daily activities. As per World Health Organisation (2011), disability is growing worldwide due to the rise in the ageing population and an increase in the incidence of chronic health conditions. In India, during the last decade, 2001- 2011, the disabled population has increased from 21.9 million to 26.8 million, which is an increase of 22.4 per cent (Census of India, 2011).

**Table 1. Growth of Disabled Population in India 2001- 2011
(By Gender and Region)**

Absolute Region	Growth (in millions)			Percentage Growth		
	Person	Males	Females	Persons	Males	Females
Rural	2.24	0.99	1.24	13.7	10.6	17.8
Urban	2.66	1.38	1.27	48.2	43.3	55.0
Total	4.90	2.3	2.52	22.4	18.9	27.1

Source: Compiled from Census of India, 2011.

Disabled non – workers by type of disability and by significant non- economic activity in India – Census, 2011.

Disability is both the cause and the result of poverty. Disabled person lags in terms of education and some disability. Disabled persons may be of different types and have diverse abilities and interests, but all of them experience one common problem which is their economic exclusion due to disability. The adverse impact of disabilities on education and employment has been highlighted by various researchers (Jones, 2008; Meager & Higgins, 2011) and encouraging entrepreneurship among the disabled to achieve faster and better economic integration has been suggested (Arnold & Seekins, 2002).

Review of Literature

Disabled people like the non-disabled, face general barriers to labour market participation but also face specific barriers to entrepreneurship in particular. General barriers are discussed briefly before focusing specifically on disability barriers. International studies have found disability consistently to have a negative effect on labour market outcomes, including employment rates, earnings and unemployment rates (Jones 2008; Berthoud 2008; Meager and Higgins 2011; Lechner and Vazquez-Alvarez 2011). Variations in impairment characteristics - type, severity and number of health problems or impairments - influence participation rates, types of occupation and earnings (Jones 2008, 2011; Berthoud 2008; Meager and Higgins 2011).

Berthoud (2008) found locomotor impairments to exert a severe negative impact on employment prospects. Employer discrimination is a strong influence on the supply of jobs to disabled people (Meager and Higgins 2011); employer *perceptions* of individuals' capacity to work may diverge considerably from their actual capacity to work. Labour market disadvantage is particularly high among those with mental health problems or learning difficulties (Berthoud 2008; Meager and Higgins 2011). Such disadvantage is sensitive to local variations in employer demand for labour but less so in relation to macroeconomic conditions (Berthoud 2009; Meager and Higgins 2011).

UNESCO data reveals that a majority of PWDs is unable to earn any livelihood for a variety of reasons, such as the lack of adequate education or training. Only one to two per cent of PWDs in developing countries receive an education (United Nations Educational, Scientific and Cultural Organization, 1998). Also, the employers, family members and sometimes the PWDs themselves have preconceived ideas regarding their capabilities, accessibility issues and so on. Compared to their able-bodied peer's unemployment among PWDs is usually high. The situation of women with disabilities is even worse, with more discrimination and fewer opportunities. As a result, PWDs have mostly considered burdens, live in poverty and lack access to basic services such as education, health care, vocational training, employment, etc. As a result, "Poor people are disproportionately disabled...and people with disabilities are disproportionately poor." (Mr. Holzmann, World Bank). UK data suggests that disabled entrepreneurs are more likely to work alone, rather than employ others (Jones and Latreille 2011) and to operate from home (EMDA 2009). Jones and Latreille (2011) found that nearly 80% of the disabled self-employed have no employees compared to 74% of nondisabled and nonwork-limited disabled men. Those whose disability is *not* work-limiting appear more similar in almost all respects to those without any form of disability (Jones and Latreille 2011).

Need and Important of the Study

All women and men with a disability can and want to be productive members of society. In both developed and developing countries, promoting more inclusive societies and employment opportunities for people with disabilities requires improved access to basic education, vocational training relevant to labour market need and jobs studied to their skills, interest and abilities, with adaptation as needed. Many societies are also recognising the need to dismantle other barriers, making the physical environment more assessable, and providing information in a variety of formats, and challenging attitudes and mistaken assumptions about a person with disabilities. This paper highlights the barriers faced by entrepreneurs with disabilities. Also, the paper tries to find out if these barriers are different from those faced by other entrepreneurs.

Objective

- To examine the entrepreneurial barriers facing by disabled people
- To suggest the possible solutions for alleviating the sufferings of disabled people

Secondary Data

The content analysis has been conducted for this study. Entrepreneurial Development Index and earlier research studies, personal records constitutes a secondary source of the study data are collected from Governmental and non-governmental organisations with respect to the study. Published reports of state and central organisations and studies conducted in related fields and published and non-published sources constitutes the secondary source.

Barriers to Entrepreneurship among the Disabled

In addition to the general barriers, disabled people also likely to face specific barriers in entrepreneurship. Many of these barriers are deep-rooted social-cultural constraints imposing severe limits on the disabled. These barriers can be summarized as

Access to Finance: Finance is important for the establishment and growth of the entrepreneurial business. Most people who suffer from a disability are economically deprived. A new entrepreneur often experiences difficulties financing new start-up due to limited personal finance resources. Finding enough money to start new ventures is a difficult task for disabled people. Even if the central government and state government provides financial assistance to people with disabilities, that is not enough for them. Disabled entrepreneurs may face more constrain in collecting funds for business due to reason such as their stereotype, poor education, lower employment rate, lack of accessible information on sources of grants and discrimination on the part of banks and other financing agencies.

Training and Experiences: For complete a venture, the entrepreneur must have comprehensive knowledge about the project and must have trained in it. A disability entrepreneur may not get adequate experience training in a particular field. As compared to another entrepreneur due to the constrain of education and mobility, disabled people often lack management legal and financial expertise for entrepreneurship. This limits their opportunity to start and run a successful business.

Government Support: Government support is any course of action which aims at improving the condition of entrepreneurship. Government support as it relates to entrepreneurship is targeted at encouraging entrepreneurs by making a favourable environment for entrepreneurs. The favourable environment can in terms of policies related to infrastructure, regulation, legal framework, financing and taxations, the policies should be perceived to be supportive by the entrepreneur.

There is a need to understand that generalisation cannot work as there are differences in disabilities such as the type, severity, period and time of onset of disability. Earlier studies on entrepreneurship for the disabled suggest that concentrated, customised, one-to-one, or small group assistance, may produce the most successful outcomes rather than the generalised government policy support (Arnold & Ipsen, 2005; Enabled for Enterprise 2009; EMDA, 2009; Dotson et al., 2013). Also, the government can play a significant role in supporting the development and use assistive technology to ensure continual improvement of entrepreneurs with disabilities. Assistive technology is becoming more sophisticated, increasingly portable, less expensive

and easier to use, and as a result, hold greater potential for improving the inclusion of people with disabilities in economic activities such as entrepreneurship (Angelocci et al., 2008).

Market Prejudice: The problem that people with disabilities face is that making products is more complicated than selling them. They may not even have the full knowledge of the advanced marketing system entrepreneurs experience market prejudices which may be due to their gender, age, religion and caste. In addition to the above prejudices, there is also reduced demand for goods and services produced by disabled persons. This can reduce the rewards to entrepreneurship to the disabled entrepreneur as compared to other entrepreneurs.

Business Contact: Entrepreneurs rely on their formal and informal contacts for social influence and experience. Disabled persons may have again had more difficulties in establishing and maintaining business contact because of the difficulty of travelling and the lack of recognition for them.

Experiences: A compared to other entrepreneurs due to constrains of education and mobility disabled people often lack management, legal and financial expertise for entrepreneurship. This limits their opportunity to start and run a successful business. Others influence the career choice and future course of actions of an entrepreneur. If the person is of the same social group, then the chances of being influenced increases. The lack of role models for the disabled entrepreneurs also acts as an additional barrier Suggestions

Self-Belief: An entrepreneur's self-belief helps in identifying and developing the business opportunity. Persons with disabilities often experience exclusion and rejection. The accrual of such repeated depressing experiences creates incapacities like the lack of self-belief. Disabled entrepreneurs, therefore, often lack self-belief that they cannot start and operate businesses successfully. Also, encouragement from formal as well as informal sources helps in creating self-belief and the courage to bear the stigma associated with business failure. Often lack of such support discourages disabled entrepreneurs.

Suggestions

Some of the following suggestions given below:

- Incorporate interest and needs of the disabled as a vulnerable group as part of new existing poverty alleviation schemes to promote livelihood opportunities (wage and self-employment) for those living in urban areas especially slums and from the lower socio-economic background.
- Should include disability people All government Ministries (for animal husbandry, Dairy and fisheries, etc.) which have income generation programmes including the potential for outsourcing.
- Training of person with disabilities on business aspects such as identifying a business opportunity, writing a business plan, developing a product service helping customer's financial management and employing staff will increase their chances of success.
- Awareness training for the disabled can be used to take care of the obstacles to entrepreneurship arising from lack of self-confidence among disabled entrepreneurs rising from lack of self-confidence among disabled entrepreneurs. Entrepreneurship awareness measure refers to the programmes endeavouring to increase knowledge of entrepreneurship as a career option for the disabled. The organisations related to regulating, government departments, banks and other institutions with which the disabled entrepreneur interrelates should be approachable. This will result in bridging the gaps with the disabled entrepreneurs. Also, a focused confidence-building aimed at startups can address the barrier of lack of confidence faced by disabled.

Conclusion

The study considered that the entrepreneurship barriers are found among disabled people in India in various ways like the most people who suffer economically deprived of disability are economically deprived due to their poor education, lower employment rate, lack of accessible information on sources of grants and discrimination on the part of banks and other financing agencies. A disability entrepreneur may not get adequate experience training in particular field, lack of Government support, disabilities face is that making products is more complicated than selling them, difficulties in establishing and maintaining business contact because the difficulty of travelling and the lack of recognition, often lack management, legal and financial

expertise for entrepreneurship and also found among them lack of self-belief. It could be concluded that they are suffering in different ways of entrepreneurship barriers is going. The government should need to understand that generalisation cannot work as there are differences in disabilities such as the type, severity, time period and time of onset of disability. Earlier studies on entrepreneurship for the disabled suggest that concentrated, customised, one-to-one, or small group assistance, may produce the most successful outcomes rather than the generalised government policy support.

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