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**Study Of The Role Of Kamayani Udyog Kendra (Pune) In The Enhancement Of
Employability Of The Mentally Disabled Candidates.**

Author

SURENDRA MADHAV PATIL. ROLL NO. 10 (M.Phil. 2014-16)BMCC-PUNE.

Co-Author

PROF. DR. J.R. LANJEKAR(Co-Author)

[M.Com. D.B.M., M.B.A.(Finance), M.Phil., Ph.D.] VICE-PRINCIPAL BRIHAN
MAHARASHTRA COLLEGE OF COMMERCE PUNE 411 004.

INTRODUCTION.

In case of Mentally handicaps/disables the role of parents, economic background of the family capacity of the candidate likings of the candidate these are the norms for the training of the candidate The training shall be provide to the candidate during the schooling period Or There is need to take some tests of the candidate like internal aspects of the business, intelligence, consolation likings of the candidate. Team forming for training facility.

In the western Maharashtra Kamayani Sanshodhan Prashishan Society has been established during in 1964 by Shrimati Sindhutai Joshi for the purpose of training and rehabilitation of mentally mild disables in pune. but at that time special educators for mild mentally disable candidates are not available show that she has develop syllabus of special education system for mentally disables special educators. the cause has been start by Kamayani Prashishan and Udyog Kendra.in the need of fulfillment of training centers requirement for the mild mentally disable training center.

. STATE BACK GROUND

The substitute to education there is option of developing the training programmers for the Disables with the help of organizations, schools, this facility has having option to make Carrier in likings of the candidates. But in case of designing the training pattern & Training accepts there is need to develop the machinery of such training purpose.

In case of mentally handicaps/disables.

2) Statement of Problem;

There are several barriers for people with disabilities to enter the labor market. The challenges can range from their lack of education and training or a lack of financial resources which limit access to labor markets. Other reasons include the nature of the workplace or occupation and employer-perceptions of disabled people. Anecdotal evidence suggests that social protection systems can create incentives for persons with disability to leave their jobs and move on to the disability benefits.

SOLUTION OF THE PROBLEM

in the western Maharashtra kamayani sanshodhan prashishan society has been established during in 1964 by shrimati sindhutai joshi for the purpose of training and rehabilitation of mentally mild disables in pune. But at that time special educators for mild mentally disable candidates are not available show that she has develop sully bus of special education system for mentally disables special educators. The cause has been start by kamayani prashishan and udyog kendra.in the need of fulfillment of training centers requirement for the mild mentally disable training center

The following officers can be there in the training process

1. Social worker.
2. Therapist
3. Psychologist
4. Special educator.

With the help of the team there is need to know likings of the candidate & according so that the trade should be choose . According to the training the facilitation of the tools &

Equipments, providing safety training.

OBSERVATIONS AND FINDINGS

No candidate belongs to above 70 per cent criterion of disability in Kamayani Udyog Kendra.

Out of 87 respondent candidates, 21 candidates belongs to 50 to 70 per cent disability criterion.

Out of 87 respondent candidates, 64 candidates belongs to 20 to 50 per cent disability criterion.

Only two respondents are having low education i.e. between First to Seventh Standard. Therefore, lack of reading and writing skills are among those candidates.

SUGGESTIONS:

Most of the mentally disabled candidates belong to the category of 20 to 50 per cent of intelligence.

The Kamayani Udyog Kendra, Pune, have limitations to provide them more skill set training process to adjust the group and to develop the sense of group to perform multi skilling task in their work. Physical limitations of the disabled candidates make them slow and low learners.

The Kendra cannot take risk to develop the skill-set having more difficult to achieve which the process should take more time to learn and adjust the group in the Kamayani Udyog Kendra, Pune.

The Kamayani Udyog Kendra can develop the training programmers like toy making, house hold equipments like umbrella making, house-keeping, snakes centers, Xerox and stationery centers which can be easily accessible manufacturing in process of semi-finished goods to make brand equipment, the parts of these goods are easily available in the market.

It is easily create the brand of a centre as a market place. The Kamayani Udyog Kendra, has to take initiative to provide working possibilities in a safe-environment for a particular skill development programmer by the Kendra for particular male and female mild mentally disabled candidates.

The strength of Kamayani Udyog Kendra should be more than 100 to 200 or 300 mentally disabled candidates to provide training for more than existing 100 seats for the Pune City.

The durability of the training course should be extended more than 5 years for each candidate to achieve more working skills, work experience and organizational behavior to develop themselves in all respect.

The Kamayani Udyog Kendra, should try to increase the opportunity for mild mentally disabled candidates in every big city with some social organization agencies, private and public limited companies, and also to develop special requirement cell for the mentally disabled candidates

The training process also can be developed for other disables like deaf, dumb and blind candidates.

The Kamayani Udyog Kendra should increase their develop skill set training programmers in versatile manner like service sector, small scale units, hand-made

traditional articles, to provide more and more opportunities to the mentally disabled candidates to improve their working skills and employability.

The funds can be utilized for developing other training courses. Kamayani Udyog Kendra should promote the variety of working environments outside the institute for the mentally disabled candidates especially in rural areas.

Kamayani Udyog Kendra can develop primary working opportunities to the mentally disabled children in making decorative articles, fancy pot making, fancy auto hoods, making fancy umbrella with the help of Self Help Group.

The Kamayani Udyog Kendra should provide the visits to the other shelter workshops in the Pune City and Maharashtra and in all India. The company Shakti Masala is a good example. More than 200 mild mentally disabled candidates are working there. So the Kamayani should study such types of working units and increase the employability for mentally disabled candidates.

The Kamayani should arrange their teaching process through the modern technology like projectors, television, audio-video systems, internet, etc. and also from the outside specialists in the respective subjects..

The candidates will be benefitted through the latest information and knowledge. It will be useful for the candidates to develop their mental abilities and new ideas in working skills.

The Kendra should keep the progress report of the disabled children to their parents time to time about the developments of the candidates in the training process.

The Kamayani Udyog Kendra should increase the parents meeting and take actions on the parent's suggestions on different issues.

The parents also should understand the abilities and skills of their children are achieving from the Kamayani.

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