

- 🌀 **Name of the study:** The productivity index as a barrier for employment of people with intellectual disabilities in a capitalistic market
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Abstract

Employment integration in a competitive market has become a significant challenge for people with intellectual disabilities. This is despite resources and regulations encouraging change, the economic irrationality involved in the existing situation, and the positive social impact of employment of the disabled.

Productivity is a major barrier to the inclusion of disabled people in a competitive market, and their unique characteristics may intensify the challenges.

Most studies on this issue are not based on analyzing economic and political structure but focus mainly on describing the existing situation and include a change proposal. This current research, based on economic analysis, aims to define the complex challenges accurately and thereby advance their correction .

A growing wave of ethical criticism is directed at hierarchical workplace structures and deploys various ideals of relational (or social) equality. The justifications given for workplace hierarchy are not particularly squared with the ideal of relating to one another as equals. Criticism and justification suggestions may be clarified and supported while examining the employment of people with disabilities in the capitalistic world. "Working as Equals" in relation to the disabled includes various moral dimensions of today's workplace relations .

Points which are relevant to the discussion include :

- Managerial techniques such as those developed in the wake of capitalism (Fordism, for example) were characterized by a calculation of production which became the only measurement for determining an employee's status. This emphasis on production has caused inequality among workers and damaged relational egalitarianism, especially concerning people with disabilities whose productivity is low. In any case, these techniques caused the immediate exclusion of people with

intellectual disabilities from this employment market, pushing them to the bottom of the hierarchy in the capitalistic workplace.

- In the contemporary workplace the limits of the employer's obligation to make adjustments for employees with disabilities in order to enable equal opportunities must be defined. Workplace adjustments may lead to social equality or relational egalitarianism in the workplace. In countries where society encourages social equality, the state must take place in financing such adjustments.
- The issue of segregation between populations is emphasized in sheltered employment. Sheltered workshops were established after the development of capitalism that forced people to leave home for work purposes, and therefore led them to find solutions for people with disabilities who were defined as people who cannot contribute to the employment market in accordance to productivity measurements.
- Relational egalitarianism in employment is necessary to prevent exclusion of disadvantaged populations and this situation may be adversely affected by prejudice towards a population that is disadvantaged in employment. Thus, the only way to form a just and inclusive society could be equality in employment possibilities.
- Since people with intellectual disabilities often have limited options for employment, employers may view their employment as a good deed or as a fulfillment of an imposed legal obligation. This may produce a relational egalitarian conception of workplace exploitation because of the dependence of the disabled in the workplace setting. People with intellectual disabilities often fear that they will find it difficult to find a better job with improved conditions.
- The moral problems posed by recent workplace developments may be positively influenced by recent technological developments within the world of employment. Technology enables flexibility and does not depend on manual labor that was especially common for people with intellectual disabilities in sheltered employment, for example. Moreover, the Corona crisis and the transformation in several employment fields may be a turning point and an opportunity for a change for these people. In many professions working from home has now become acceptable, and this may revolutionize the status of people with intellectual disabilities. Employment from home may solve mobility challenges that people with physical disabilities must sometimes overcome and save the necessity of workplace adjustments which exist anyway in the home setting. In 1990 Michael Oliver predicted these changes and assumed that "technological

developments will liberate disabled people and integrate them back into society", and that new job opportunities may be added. Such new jobs "in which physical requirements are replaced by electronic skills, strength and precision are particularly suitable for people with disabilities, and because new developments in communications have increased opportunities for home-based employment." In this sense, these days may turn to be historic in terms of the employment challenge for people with disabilities. To summarize, the main question is whether existing regulation obeys capitalist logic and makes only "friendly" corrections that are adapted to economic prosperity in the competitive sense, and adjustments within the same competitive framework. Another alternative that we may find is that existing regulations succeed in challenging the capitalist system and the spirit of capitalism on which many financial systems, including the Israeli economy, are founded.

Keywords

Employment, people with disabilities, people with intellectual disabilities, sheltered workshops, capitalistic market, Competitive Integrated Employment, productivity

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