PERSONS WITH VISION IMPAIRMENT IN THE WORKPLACE

DID YOU KNOW THAT THERE ARE 183 JOBS?

- MIS EXECUTIVE
- SOFTWARE DEVELOPER
- TECHNICAL WRITER
- SPAM MGT EXECUTIVE
- FINANCIAL ANALYST
- PROJECT MGT OFFICER
- CUSTOMER SERVICE
- COMPUTER TRAINER
- CHARTERED ACCOUNTANT
- HR MANAGER
- DATABASE ADMINISTRATOR
- RECRUITER
...ACROSS DIFFERENT SECTORS

- Automotive Sector
- Banking
- Food & Beverage
- Information Technology/ITES
- Hospitality
- Healthcare
- HR Consulting
- Manufacturing
- Retail
SOME OF THE COMPANIES ARE EARNING FROM INR 5,000 TO INR 1,00,000 PER MONTH (AT PAR WITH THEIR COLLEAGUES)
Subbiah has to verify cheques and sign them as part of his job. He sees the cheque using a scanner. Printed words are recognised by OCR software. He uses his signature guide to sign cheques.
Bhavani works in a bank. Her job is to print passbooks of customers and handle their queries. She reads the account number by using a scanner and uses screen reader to print the passbook. She also uses a talking mobile to answer calls from her team members.
STRENGTH DOES NOT COME FROM PHYSICAL STRENGTH. IT COMES FROM AN INDOMITABLE WILL.

Jaya, a person with low vision, works as an **assistant manager** in an **insurance company**. She uses the magnifier to read information on her screen.

**HOW PEOPLE WITH VISION IMPAIRMENT WORK**
Vijaya works as a customer support officer in the automobile sector. She uses a pair of customised headsets connected to the phone and the computer. This allows her to communicate with a customer while simultaneously being able to listen to her computer.

HEADPHONES with a dual cord, for using the computer and phone at the same time.
HOW TO SEE WITHOUT SIGHT

SOLUTIONS FOR READING & WRITING
Speech enabled voice recorder
Computer with screen reader *
Braille slate
Note taker and display
Magnifier
Scanner
Signature guide
OCR Software (converts scanned material into text)
Using large font on computer

SOLUTIONS FOR FINDING OBJECTS AND IDENTIFYING COLOURS
Mobile applications for object and colour recognition
RNIB Pen Labeler (device to record object description onto a magnetic strip for easy identifications of objects)
Tactile markers
SOLUTIONS FOR MOVING AROUND INDEPENDENTLY
Cane, Voice enabled navigation maps (google maps)

SOLUTIONS FOR DAILY LIVING
NoTex (to identify currency)
Talking alarm, Talking watch
Talking phone with reference point on the keyboard

SOLUTIONS FOR ENTERTAINMENT
Audiobooks
Audio games
Braille dice
Audible puzzles

For more information on solutions used by persons with vision impairment, refer to http://www.saksham.org/products.php
Screen Reader allows its users to listen to all text on a page and hear their navigation options.

For example: If a user types the word ‘GREETINGS’, the screen reader will speak each character with each keystroke.
Screen reader users use a variety of keyboard shortcuts to work efficiently.

This enables them to perform all the actions (that a sighted person does) through a keyboard.

For example: navigating between programs, reading window titles, reading events, pop up boxes etc.

LIST OF SHORTCUTS IN THIS DOCUMENT:

1. JAWS COMMANDS FOR READING TEXT
2. JAWS NAVIGATION - INFORMATION KEYSTROKES
3. JAWS KEYSTROKES FOR CURSORS AND MOUSE SIMULATION
4. JAWS KEYSTROKES FOR ACCESSING HELP
5. GENERAL WINDOWS KEYBOARD COMMANDS
6. GENERAL WINDOWS APPLICATION KEYSTROKES
7. WINDOWS KEYSTROKES FOR WORKING IN DIALOG BOXES
8. WINDOWS KEYSTROKES FOR WORKING WITH TEXT

-- JAWS COMMANDS FOR READING TEXT

- Say Word: Insert + Num Pad 5
- Say Prior Word: Insert + Left Arrow
- Say Next Word: Insert + Right Arrow
- Select Prior Word: Shift + Insert + Left Arrow
- Select Word: Control + Shift + Left Arrow
- Spell Word: Insert + Control + Num Pad 5
- Say Line: Insert + Up Arrow
- Say Prior Line: Up Arrow
- Say Next Line: Down Arrow
- Say Sentence: Alt + Num Pad 5
HOW DO PERSONS WITH VISION IMPAIRMENT DO THEIR DAILY ACTIVITIES?

1. I HAVE LEARNT TO VISUALISE OBJECTS & ENVIRONMENTS
2. I LEARN ABOUT THE VISUAL WORLD THROUGH EXPOSURE AND EXPERIENCE
3. I USE DIFFERENT SOLUTIONS & ASSISTIVE AIDS
4. I USE MY TOUCH SENSE BETTER
5. I USE MY HEARING SENSE BETTER
LEARN MORE ABOUT VISION IMPAIRMENT

VISION IMPAIRMENT RANGES FROM LOW VISION TO TOTALLY BLIND. PEOPLE MAY EITHER HAVE SOME OR NO VISION. SOME MAY BE ABLE TO SEE OBJECTS OR SEE SHADOWS OR HAVE LIGHT PERCEPTION.
MIND YOUR LANGUAGE

OUTDATED / OFFENSIVE

HANDICAPPED
PERSON SUFFERING FROM BLINDNESS
VISUALLY CHALLENGED

OOPS!!

APPROPRIATE TERMINOLOGY / PREFERRED TERMS

PERSON WITH DISABILITY
PERSON WITH VISION IMPAIRMENT
VISUALLY IMPAIRED
PERSON WITH LOW VISION
TOTAL POPULATION OF PERSONS WITH DISABILITY IN INDIA
26,810,557 PERSONS

- Hearing 18.9%
- Seeing 18.8%
- Movement 20.3%
- Any Other 18.4%
- Speech 7.5%
- Mental Retardation
- Mental Illness 2.7%
- Multiple Disability 7.9%

Source: C-SERIES, TABLE C-20, CENSUS OF INDIA 2011
A LITTLE ABOUT US

Enable India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. Enable India is considered a pioneer in employability and employment of persons with disability. Enable India collaborates with 600+ companies across 25 cities in the private and public sector across India. Enable India opens up 50 to 100 job roles annually and 4500+ persons with disabilities have found gainful employment directly and 1000+ through consultancy and capacity building of partner NGOs. Enable India provides holistic solutions and services to companies who employ the disabled.

GET IN TOUCH

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