

# 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)



THOMSON REUTERS



**SCANNER**  
captures an  
optical image  
of a document



# 1

## HOW PEOPLE WITH VISION IMPAIRMENT WORK

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.



**SIGNATURE GUIDE**  
used for accurately positioning  
a signature

# 2

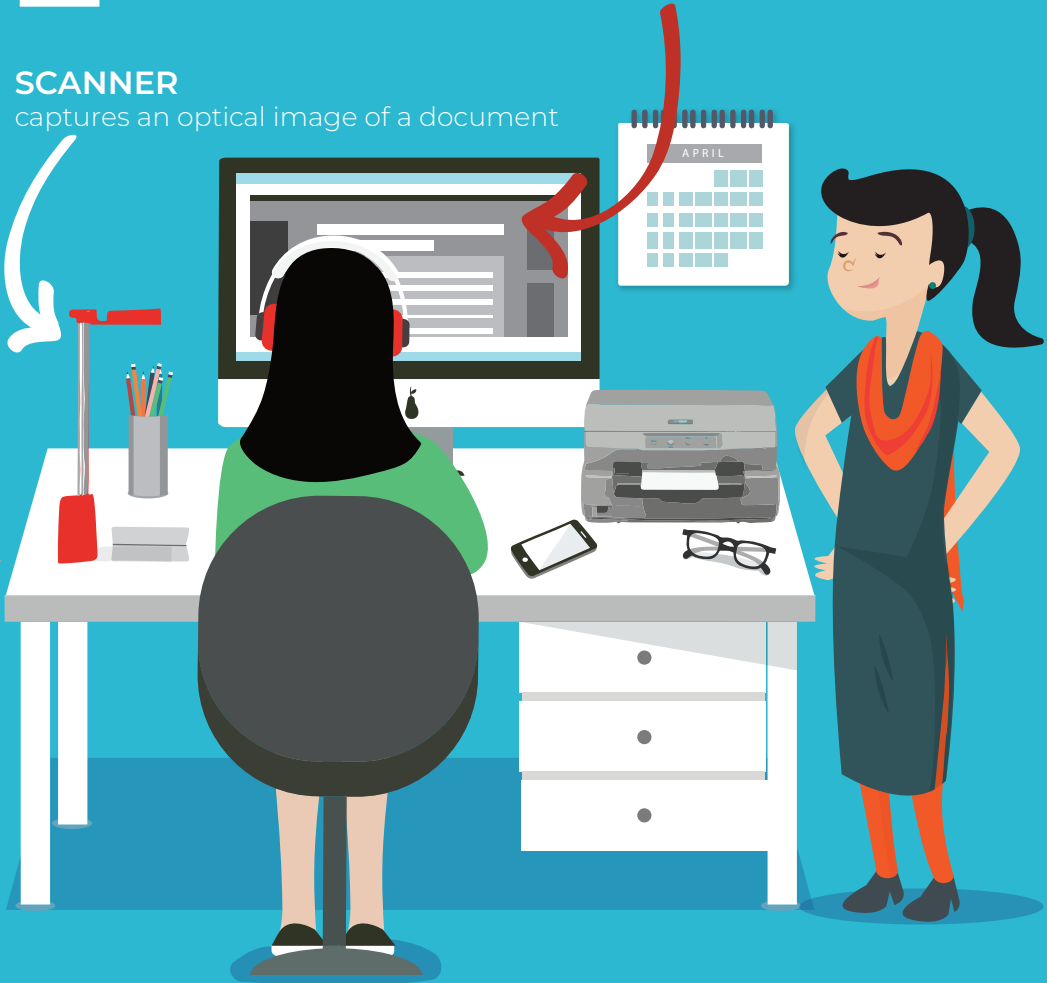
## HOW PEOPLE WITH VISION IMPAIRMENT WORK

### SCREEN READER SOFTWARE

converts textual information from  
the scanned image into speech

### SCANNER

captures an optical image of a document



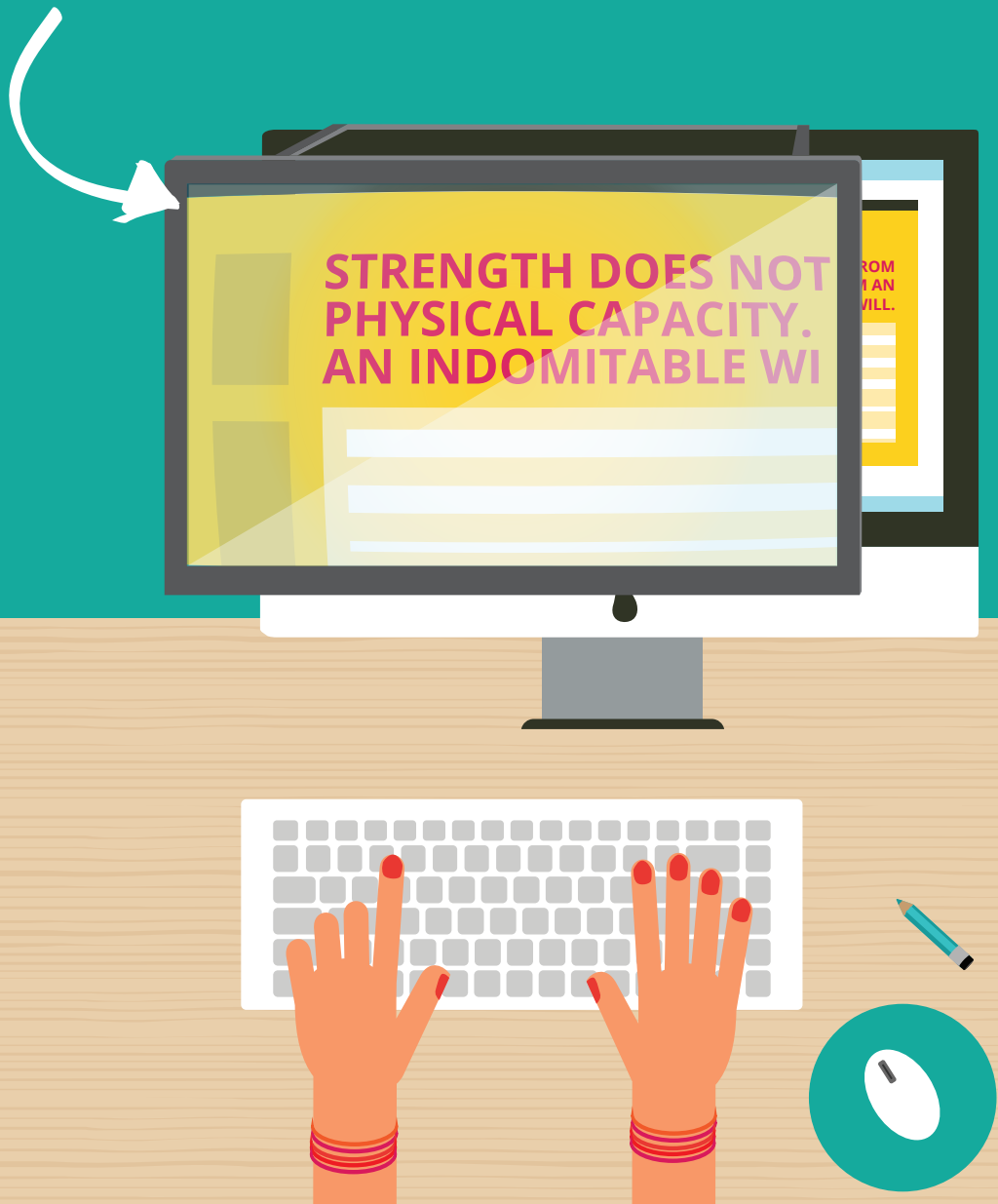
Bhavani works in a bank. Her job is to **print passbooks** of customers and handle their queries. She reads the account number by using a scanner and uses screen reader to print the passbook. She also uses a talking mobile to answer calls from her team members.

# 3

## HOW PEOPLE WITH VISION IMPAIRMENT WORK

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.

### SCREEN MAGNIFIER

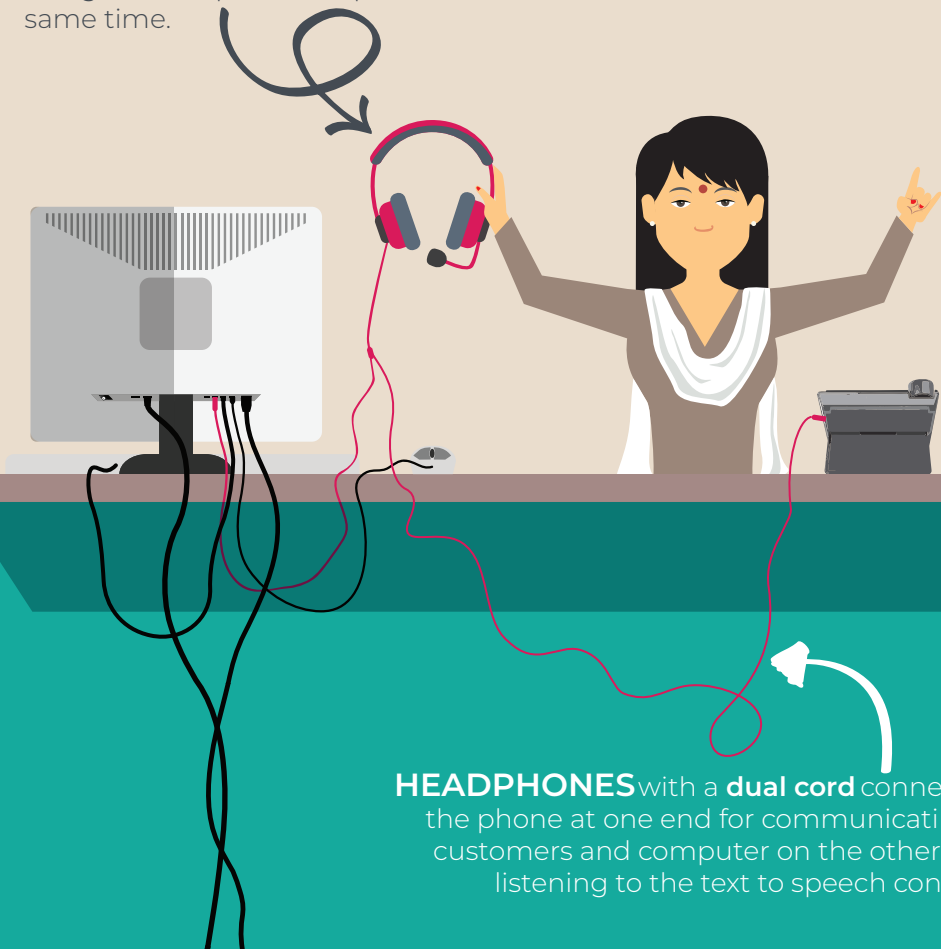


# 4

## 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.

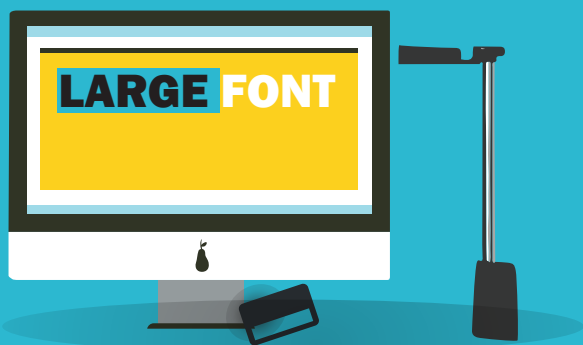


**HEADPHONES** with a **dual cord** connected to the phone at one end for communicating with customers and computer on the other end for listening to the text to speech conversion.

# 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

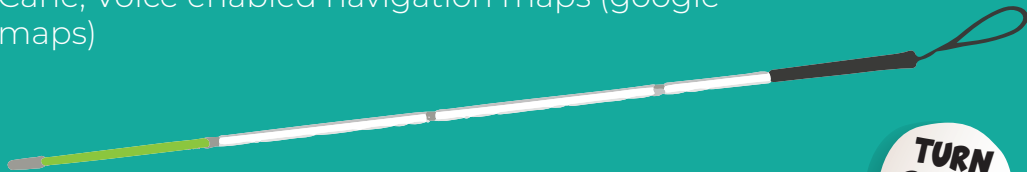
Mobile applications for object and colour recognition  
RNIB Pen Labeler (device to record object description onto a magnetic strip for easy identifications of objects)  
Tactile markers





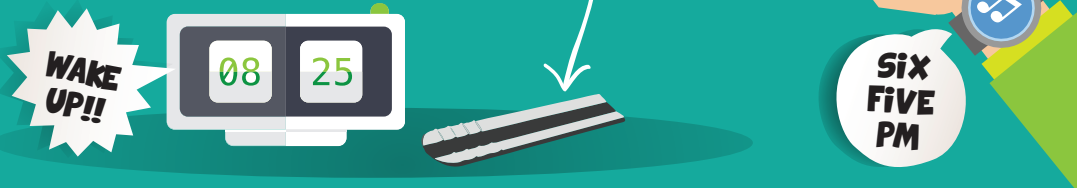
## SOLUTIONS FORMOVING AROUND INDEPENDENTLY

Cane, Voice enabled navigation maps (google maps)



## SOLUTIONS FORDAILY LIVING

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



## SOLUTIONS FORENTERTAINMENT

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>

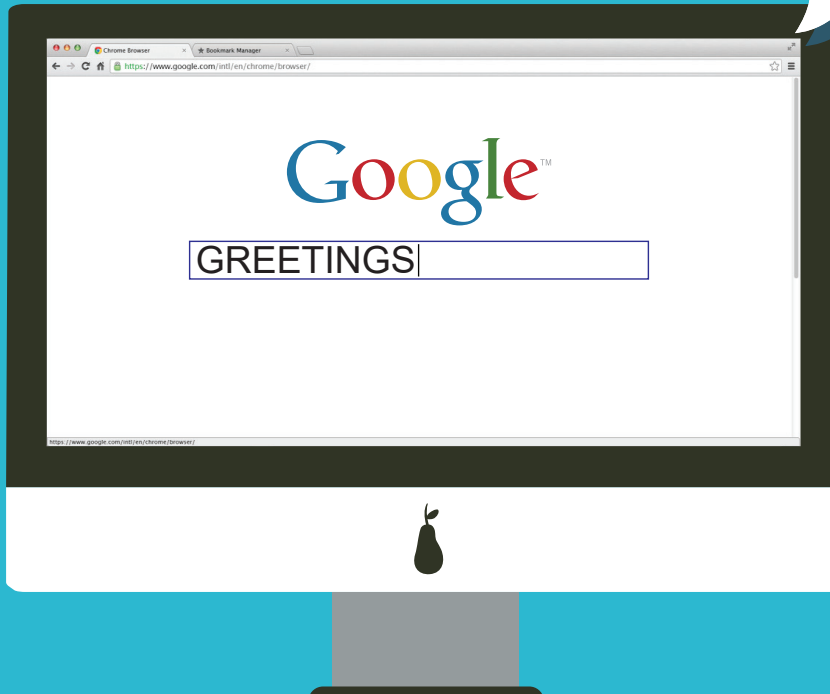
# \* SCREEN READER

(JAWS & NVDA) HELPS PERSONS WITH VISION IMPAIRMENT TO USE THE COMPUTER SIMILAR TO A SIGHTED PERSON

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.

G-R-E-E-  
T-I-N-G-  
S





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 APPLICATION KEYSTROKES
6. GENERAL WINDOWS KEYSTROKES FOR WORKING IN DIALOG BOXES
7. WINDOWS KEYSTROKES FOR WORKING WITH TEXT
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 + Right Arrow  
Spell Word - Insert + Num Pad 5  
Say Line - Insert + Up Arrow  
Say Prior Line - Down Arrow  
Say Next Line - Alt + Num Pad 5



# HOW DO PERSONS WITH VISION IMPAIRMENT DO THEIR DAILY ACTIVITIES?

1

I USE MY  
TOUCH SENSE  
BETTER

2

I USE MY  
HEARING  
SENSE BETTER

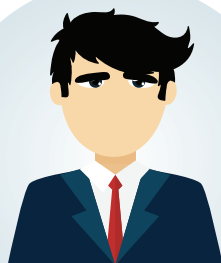
I LEARN ABOUT THE  
VISUAL WORLD  
THROUGH  
EXPOSURE AND  
EXPERIENCE

3

I USE DIFFERENT  
SOLUTIONS &  
ASSISTIVE AIDS

4

I HAVE LEARNT TO  
VISUALISE OBJECTS  
& ENVIRONMENTS



# LEARN MORE ABOUT VISION IMPAIRMENT

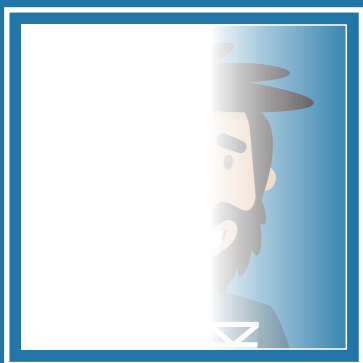
VISION IMPAIRMENT RANGES FROM LOW VISION TO TOTALLY BLIND. PEOPLE MAY EITHER HAVE SOME OR NO VISION. SOME MAY BE ABLE TO SEE OBJECTS OR SEE SHADOWS OR HAVE LIGHT PERCEPTION.



NORMAL VISION



BLINDNESS



SIDE VISION



SIDE VISION



CENTRAL VISION



CENTRAL VISION

# MIND YOUR LANGUAGE

OOPS!!



OUTDATED /  
OFFENSIVE

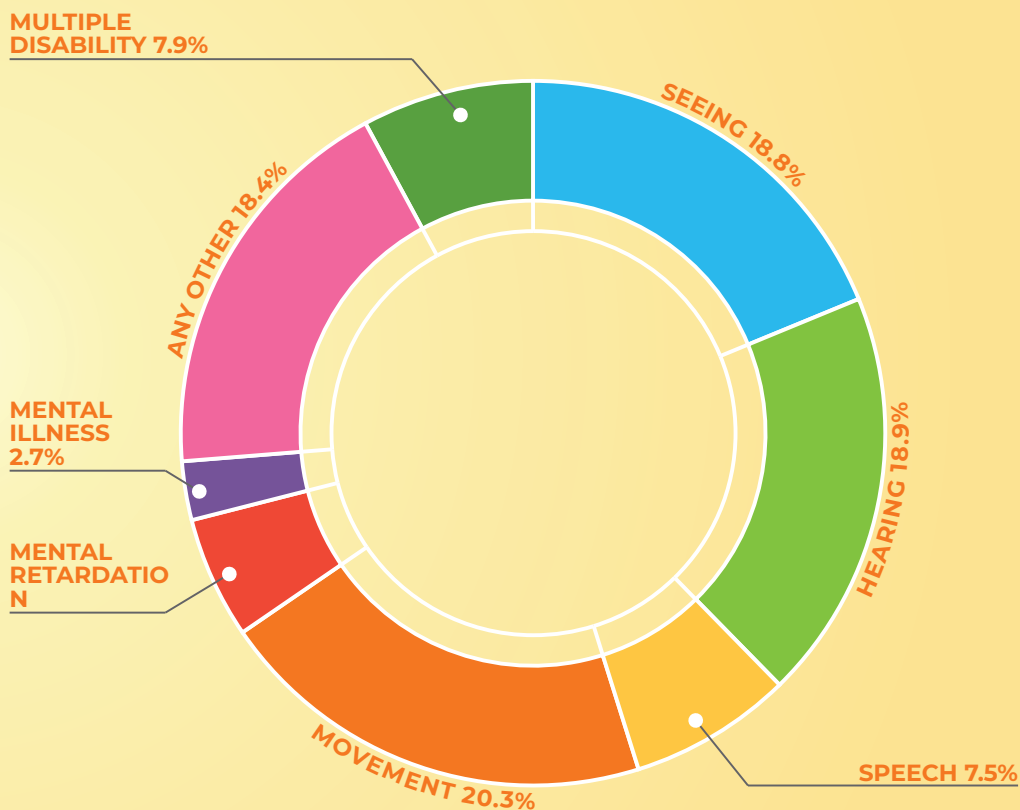
HANDICAPPED  
PERSON SUFFERING FROM BLINDNESS  
VISUALLY CHALLENGED



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





## 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.

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## GET IN TOUCH

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