Laboral Inclusion.... Change in Working Conditions

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Abstract

The objective of the documentary review as the first phase of the project "Program for the prevention of occupational accidents in people with physical disabilities, from the regulations in Occupational Safety and Health", was to take a thoughtful look at the children with disabilities (PcD), their right to work and their relationship to occupational health and safety management systems (SG-SST) through technical and legal texts located on the Google Scholar, Scielo and Dialnet platforms.

Where these documents argue that the PcD are subjects of law that deserve decent working conditions and the barriers of access to work have been produced by society's conceptions and prejudices around disability. Where companies must ensure the completeness of the rules relating to SG-SST and include within their policies, objectives and guidelines,, the concepts associated with inclusion, social integrity, accessibility and understanding of plurality: the recognition of PcDs from the social and human rights approach and in parallel the risk prevention measures should be taken from approaches such as the working environment, signs and communication of risks, the organization of work tasks and schedule, the psychosocial environment, and emergency protocols, in accordance with the particularities and diversity of workers with disabilities.

Keywords. Disability, Persons with disabilities, occupational safety and health, occupational hazards, risk prevention.

1. Introduction

The contribution of the Occupational Health Administration Program in the continuing training process to employers, professionals and students of occupational safety and health, as well as the application of occupational safety and health standards in relation to workers with disabilities,, is the product of qualitative research, where through there compilation of technical and legal information, the elements of business management necessary for the prevention of negative events in workers are analyzed and determined, regardless of economic activity, size and population.

In recent years, people with disabilities account for approximately one billion people, 15 % of the world's population. About 80 percent are of working age. However, his right to a decent job is often denied. People with disabilities, particularly women, face huge attitudinal, physical and information barriers that hinder the enjoyment of equal opportunities in the world of work. (International Labour Organization, 2015).

When reviewing the statistic in Colombia, from the census of Departamento Administrativo Nacional de Estadística (DANE) of 2015 it was found: that 6.3 % of the population is classified in this item, when contrasting people with limitations according to the general population by department: Cauca, Nariño and Boyacá are the ones who have a higher proportion of population with limitations. Dthe total number of people with disabilities, the movement of the body, hands, arms, leg is the permanent alteration that is most affected, with 33.5 %, therefore the daily activity that is most difficult is running, 50.2%;r the places where people with disabilities find the main barriers that prevent them from carrying out their daily activities with greater autonomy are: the streets or roads (45.7%), the stairs (40.5%), the vehicles transport (33.5%), platforms and sidewalks (28.6%), parks, squares, stadiums, theatres and churches (25.1%), which means that in workplaces, the mobility of these is prevented; 28.3% of people with disabilities say that their disability is mainly a result of a general illness; , 11.3% indicates that it is the result of an accident and 9.9% indicate that it is mainly due to genetic or hereditary alterations; of the 14,374 people identified the occupational disease as a result of their disability, 34.1% is specifically due to the physical environment of the workplace; and of the 132,571 people with disabilities, they said they acquired it in an accident, in equal 28% was in accidents at work, at home and in transit. (Ministry of Health and Social Protection, 2015)

Therefore, information such as this has led the World Health Organization, the International Labour Organization, national and local governments, has developed recommendations for the management of disabilities both socially and in the workplace in order to guide the community and employers to adopt a positive strategy for managing disability issues; that is how the research group sees the need to organize safety and health training processes at work, towards the disclosure of management guidelines, , if persons are presented in a condition of disability, to a

portar al the legal compliance, the business productivity , the quality of life of workers and to generate social change in the face of this condition..

2. Methods

The phases developed for the implementation of the project called "Program for the prevention of occupational accidents in people with physical disabilities, from the regulations on occupational safety and health, correspond to the

- 1.Selection of documentary information.
- 2.Definition of technical, legal content.
- 3.Development of prevention program content
4. Preparation of documents "Infographics"

The documentary analysis phase included the search for texts in Google Scholar, Scielo and Dialnet, related to the topic of disability, physical disability, inclusion, employment inclusion, focused on the determination of content that applied to the subject of workers who have suffered a work accident or illness, with ían consequences such as the reduction or limitation of their functions in the realization of the contracted work activity; (c)omprendó the analytical-synthetic processing of four key categories:rspousals, normativity, technical guidelines, interdisciplinary guidelines, which, in turn, included the bibliographic and general description of the source, classification, and the making of reviews. (Dulzaides Iglesias, M. E., & Molina Gómez, A. M. 2014).

The definition of the contents has been carriedado out under the modality of acción participación, whose objective of this methodological design is the social transformation through a dialectical process of reflection-action, where professionals of the area and acción participa employers acquires a leading character in the delimitation, attention and analysis of the problem investigated, the research team being a dynamizing and guiding agent of the process (Contreras, 2002); for the project, the integration of security standards into the business society of the Meta department, with national projection..

- The defined themes were framed in three chapters, which are described in Fig. 1.

Figure 1. Description of contents.

Source: Prepared for the project. 2020.

Each of the topics has been presented through graphical resources called infographics, which synthesized the concepts in a simple and attractive way, and then from there, with the help of a link, go to the theoretical extension of the concepts, such as those presented in Fig.2.

Figure 2. Infographic Examples

Topics that have been integrated to form the accident prevention program, under the guidelines that established in Colombia since 1979, and more recently Decree 1295 of 2004,, la Law 1562 of 2012 and Decree 1072 of 2017, and other technical and legal regulations. under which different technical, playful, and legal

activities have been modeled that allow companies of different economic sectors and sizes to, be able to manage such events.

The approach to occupational safety and health and management for persons with disabilities, by the business sectors, regardless of size, will be presented for this presentation.

3. Results and discussion.

What is disability?

The concept has been approached from different visions in history, seeing disability from medical, cultural and finally human rights conceptions. Over time, both the conception of disability and occupational safety and health has evolved, currently the current terms with which this investigative process was directed correspond to:

According to the World Health Organization (WHO), disability is a general term that covers deficiencies, activity limitations and participation restrictions. Deficiencies are problems that affect a body structure or function; activity limitations are difficult to perform actions or tasks, and restrictions on participation are problems in engaging in vital situations. Disability is therefore a complex phenomenon that reflects an interaction between the characteristics of the human organism and the characteristics of the society in which it lives, where cultural, physical or social barriers appear that prevent them from accessing the various systems of society that are available to the population. (Cited by the International Labour Organization, 2015).

And as a concept of Seguridad and health at work, in Colombia, the provisions of Decree 1072 of 2017,, as the discipline that deals with the prevention of injuries and diseases caused by working conditions, and the protection and promotion of the health of workers. It aims to improve working conditions and the working environment, as well as occupational health, which involves the promotion and maintenance of workers' physical, mental and social well-being in all occupations. (Ministry of Labour.2015).

If we analyze this concept, the cualis broads we see that in the different situations that face pcDs in the face of working conditions, these are not fully included, denying them the opportunity of adcent work. A concept described by the United Nations (UN, 2008) synthesizes very well and integrates the different concepts that have been named, the disability arises from "the interaction between physical, psychic or sensory deficiencies and the barriers imposed on them in society for equal conditions and participation, due to the attitude of other human beings in their environment (UN, 2008, p.45)" (Gómez and Turizo, 2016).

What are the general risks to which a worker with a disability can be exposed? Changes in work environments from understanding

One of the main risks that have been identified to which a PcD can be exposed in its work environment are those of a psychosocial nature (Lunsky and Bramston, 2006, Merz, M.A., Bricout, J., & Kock, L. 2001), and these risks can have a significant impact on the sensations and perceptions of satisfaction and quality of working life (Flowers, N., Jenaro, C., Orgaz, M.B., & Martín, M.V. 2011).

Stress is one of the psychosocial risks that can affect the health of PcDs at work. Stress can be triggered by one's perception of one's own resources, abilities and abilities, and the demands and demands within their employment. The imbalance between these two parts (what they expect from me vs my self-esteem and recognition of my abilities) can produce impacts on the well-being and physical and psychological health, which can influence the productivity and quality of the tasks performed (Alcover De la Hera and Pérez, 2011).

Given that discrimination is an act that violates the fundamental rights of PcDs, this is one of the psychosocial risks that a worker with disabilities can face in his immediate work environment, i.e. colleagues and employers, as in the external social environment when contacting people associated with the company, for example, customers, suppliers, partners. Among the discriminatory acts is the employment harassment directed at PcD, since this group of people may be more susceptible to behaviors such as harassment, verbal abuse, acts of indifference and psychological abuse with which they have had to experience mostly pcDs during the course of their lives, and therefore, they themselves are not able to detect them when they are accustomed or see them as a "normal" treatment are able to deal effectively with these situations (Alcover De la Hera y Pérez, 2011).

As a first step for the prevention of risks in PcD, the specific and particular characteristics of the worker should be considered, in order not to fall into a general characterization of the population and in erroneous assumptions about certain types of disability (European Agency for Safety and Health at Work, 2011). The risk assessment for PcD should be oriented according to the nature and extent of the disability and its impact on the physical environment, identify the groups that may be most at risk of work, and recognize that each person is unique and may possess specific skills that can be excluded when it comes to a poor working condition or an inadequate full adaptation of their environment to the worker, and finally, it is necessary to seek advice when necessary; occupational health and ergonomics experts or organizations that teach and educate companies about disability.

Risk prevention measures should be taken from approaches such as the working environment (access, physical and environmental conditions, technical support), signs and communication of risks (according to sensory disability), work and work organisation, working hours, promotion and transfers, and emergency protocols according to disability types (European Agency for Safety and Health at Work, 2011; Alcover De la Hera y Pérez, 2011).

The main emotional barrier that PcDs can face is to feel social inclusion in the company. Perceptions, lack of understanding, prejudices, or preconceived ideas an employee may have about disability can influence and affect how they can interact with their peers with disabilities. TcDs may feel disgruntled or frustrated to note that their role or job identity within the tasks they perform in a company can be underestimated. The above can happen when they are assigned easy tasks, or activities that are not significant with the objectives of the company, therefore, the TcD perceives that his work was a "favor" or a "social obligation of the company" rather than an economic transaction or a fairly paid job for the responsibilities he can fulfill as a worker (Clayton, S., Barr, B., Nylen, L., Burström, B., Thielen, K., Diderichsen, F., & Whitehead, M. (2012)).

PcD can improve perception of their level of quality by doing them involved in decisions about their own work, including OSH, the opportunity to perform tasks similar to those that others perform within their means, and whether they perceive the acceptance and help of their supervisor or immediate boss in their tasks (Perez and Alcover, 2011). On the other hand, an alternative to preventing psychosocial risks may include the creation of social and emotional support networks between peers and the TcD, in such a way that they can influence the personal confidence and self-esteem that PcD can feel in its work environment (Perez and Alcover, 2011). These social networks can provide social support from physical support in the collaboration of tasks or from the psycho-affective by generating situations of empathy, understanding, protection without falling into paternalism and listening (Perez and Alcover, 2011). These inclusion expressions are important as they have been proven to reduce the intent to quit from work, generate job satisfaction and a sense of commitment in the PcD.

A recommendation for senior management is the generation of audiovisual, physical material such as brochures, guides or posters that facilitate the transmission of awareness information on conceptions of disability, in order to change these erroneous views, prejudices, negative perceptions that employees may have about PCDs, and thus avoid discriminatory acts that can affect the psychological health of PcDs. This teaching material of training and support for understanding the realities of PcDs should be aimed at all SG-SST managers, superiors, and anyone interacting within the organizational space with PcDs.

For the prevention of ergonomic risks, it is important to implement training and qualification programming of employees with disabilities, to strengthen their skills within their job. Likewise, create technical support groups that help tcDs when they require accompaniment, training and advice in their activities, to achieve in a short and long term greater independence in their occupation and optimal prevention of risks (Alcover De la Hera y Pérez, 2011)

For the adequacy of architectural working environments and thus the prevention of physical risks organizations need financial support, and that is where financial and tax policies must be designed in order to increase tax aid and incentives in reducing tax payments to companies that hire PcD (Alcover De la Hera and Pérez, 2011; Clayton et al., 2012). Financial incentives for employers, such as wage subsidies, are received

in such a way as to help the company's economy overcome the potential potential, actual or perceived costs of hiring a PcD (Clayton et al., 2012).

Considerations employers might have to reduce physical, psychosocial, and adequacy risks to improve worker accessibility and independence include:

- Adapt roads, work areas such as ramps, elevators, light switches, signage, mechanisms to open heavy doors, door handles, doorbells non-slip floors, wheelchairs for people with motor and visual disabilities.
- Modify the user manuals and documents so that they can be read by the entire community. For example, the size of the lyrics and Braille languages for people with decreased visual capacity, easy-to-read, illustrated texts and graphics for deaf people.
- For hearing impaired persons, it is necessary to provide a sign language interpreter or digital material to facilitate text communication.
- Offices and spaces with good lighting for visually impaired people.
- Provide permits for TCDs to access rehabilitation medical appointments, regular checkups and treatments.

In many companies there is a lack of foresight during the design and planning phase of physical structures that include appropriate environments for PcDs, and some wait until they hire a worker with a disability and have to make the appropriate accommodations. A clear example is the signs placed when an evacuation process, in which the systems only include acoustic signals, excluding visual signals that are essential for people with hearing impairment problems.

One of the key terms in the prevention of physical, psychosocial and ergonomic risks is accessibility. Accessibility is described as the possibilities offered by an organization to simplify, facilitate and make the work more comfortable for PcDs, from areas such as physical space utilization, workplace location based on access and infrastructure of the company, flexibility in schedules, mobility, access to visual or auditory information and learning , in order to allow the TcDs to have independence and autonomy in their work (O.N.C.E. Foundation, 2012; Clayton et al., 2012; Gómez and Turizo, 2016).

Accessibility is important to ensure the autonomous life of the PcD within the company, and we seek from the concept to eliminate all the physical, social and mental sweeps that block social and work integration (Perez and Alcover, 2011). Programs that companies can lead to promote accessibility of PcDs can be architectural, facilitate the communication of people in their social circles, for example, by training listening staff in sign language, to eliminate social barriers in the community and access to information (Fundación O.N.C.E., 2012).

The physical energies for the work a PcD invests is different from those that a person can use without any disability, since movements, communicative ability or the development of everyday activities can be more difficult and require more effort for a PcD. That is why one of the forms of prevention of physical risks is the flexibility of schedules according to disability (Clayton et al., 2012; Gómez and Turizo, 2016). For

example, reducing the number of working hours, modifying functions, hours of work at home, or virtual work can be alternatives to minimize these physical burdens for some PcDs.

Like all other employees in an organization, PcDs should be entitled to continuous progress and improvement of their skills to increase their "employability" from formal education and company-provided training (Clayton et al., 2012). These educational opportunities are important to increase the job skills of PcDs and thus reduce psychosocial risks from stress to competition and keep this population productive within a company.

For employees who developed a permanent disability due to an occupational disease, it is important to manage disability from the assessment of their health condition and medical and psychological rehabilitation with the aim of reducing the limitations that may arise when resuming their activities (Clayton et al., 2012).

Another fallacy identified within SG-SST is the disclosure of its policies, objectives and guidelines within an organization's PcD community, for example, in Cali 74% of public enterprises do not have strategies that promote the disclosure of SG-SST policies within the PcD, and also do not have procurement implementations for tcDs within their annual OSD plans for tcDs, and also do not have procurement implementations for TCDs within their annual OSD plans, such as adaptations, tools, trainings (Alvarez and Bedoya, 2018). In turn, there is an ignorance on the part of the management and organizational structure of the company about the health status of the TcDs, facts such as the qualification of disability and residual conditions (Alvarez and Bedoya, 2018).

Finally, it is important to reflect on the social inclusion of PcDs, which should not be reduced only to the workplace, these processes must link equality in access to social life. Aspects such as social security, being part of a community, access to adequate means of transport, must ensure the participation of citizens with disabilities, which in turn will influence the processes of inclusion to work, from the understanding of the PcD as a human being (Gómez and Turiso, 2016).

What is the task of the OSH in integrating PcDs? An inclusive look from risk prevention

To start this discussion, it is necessary to define the SG-SST Occupational Safety and Health Management System, the one consists of the development of a logical and staged process, based on improvement, continuous and that includes policy, organization, planning, implementation, evaluation, audit and improvement actions with the aim of anticipating the anticipation, recognize, assess and control risks that may affect occupational safety and health (Gomez and Turizo, 2016, p. 4).

The origin of a disability can influence an organization's attention and OSH policies. For example, people who have developed a disability due to an accident or have resulted from frequent exposure to a risk throughout their professional career should be looking for strategies to remove barriers to reinstatement to their previous position or assign other occupations within the same organization (Gómez and Turizo, 2016). Companies often make redundancies as a result of the development of disability, and this problem must be addressed due to the current employment situation in the country such as the progressive ageing of the working population, and the increase in the mandatory pension age. In a few years we may be seeing an increase in the number of people with disabilities due to work who are unemployed or have difficult access or return to working life (Alcover De la Hera y Pérez, 2011).

In order to guide an organization's OSH systems, it is necessary to identify the diversity of PcDs, that is, each population has a particularity according to the type of disability, the origin and time with which it has lived with disability. A birth disability, hereditary or congenital, is a different disability to one that developed progressively, or arising from a fortuitous accident, or a common or occupational disease (Gómez and Turizo, 2016). Considering these differences and from a plurality view, the factors limiting access to decent working and OSH conditions must be assessed in different ways

It is important to include SG-SST within the policies of an organization associated with employment inclusion, as a strategy that guides the implementation of systems in compliance with labour risk prevention and pcD protection standards (Gómez and Turizo, 2016). Similarly, it is necessary to follow up on how companies perceive the impact that they are generating, locally, within their organization, since it has been found that in companies in the service sector management is mainly concerned with the perception that other organizations, the public and the state have about the linking of PcD, and also to receive the incentives offered by the government, without taking into account and neglecting the perception and evaluation of the TcDs within their company, and the way as their colleagues can make them feel part of their community (social inclusion), and the dynamics and work processes that can be carried out by the PcDs (Alvarez and Bedoya, 2018).

4. Conclusion

Persons with disabilities are subjects of law who deserve decent working conditions. Within these conditions, companies guarantee and comply with the standards regarding the occupational safety and health management system and include within their policies, objectives and guidelines associated with inclusion, social integrity, accessibility and understanding of plurality: recognition of PCDs.

So within the process of ensuring a safe working environment is necessary day by day, recognizing the general guidelines, those of common use, the technical, and those of a regulatory type, both nationally and internationally, so that those responsible for the occupational safety and health management system, and legal representatives generate a work plan according to working technical conditions;

however when accidents or occupational diseases appear, generating loss of job capacity, employers should organize their activities in such a way as to guarantee additional to those workers conditions to develop professionally and personally, which leads to the verification of additional elements. These conceptions make it possible to identify the possible risks that a PcD may have, since perceptions and stereotypes about disability influence phenomena of exclusion, overprotection, marginalization and invisibilization within labor organizations and in society.

Recognition

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