

SUBJECT CONNECTIONS

Language

Fecha guía 22-06 al 03-07

1 👤 Lee el texto y luego responde las preguntas de abajo.

Enlightened Hiring Decisions: The Value of Disabled Workers

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Hiring disabled workers is a smart move. In addition to productivity (matching non-disabled workers), the government offers more benefits.

Many businesses are cautious of hiring disabled workers. By making fair employment decisions, however, a business can discover the hidden value of hiring disabled workers, enhance its reputation in the marketplace, and continue to prosper. Some business owners believe there are a number of inherent risks in hiring disabled workers. The first is that these employees have higher rates of absenteeism, which can undermine productivity. This is related to the misconception that disabled workers cannot meet performance standards. Contrary to these inaccurate risk assessments, however, studies have shown that disabled workers do not take more time off due to health problems and that

their performance is similar to that of non-disabled individuals.

Lastly, the cost of making accommodations for these workers is far lower than employers believe. In addition, investing in adaptive technology and new equipment often leads to enhanced efficiency and productivity.

Businesses that hire disabled workers can take advantage of intangible benefits these individuals can provide. It is essential to select candidates who have the necessary skills and can bring value to your company. In the end, by relying on the talent of disabled workers, a small business can continue to grow.

Taken and adapted from: <https://bit.ly/2ldX9kN>

- a. Why do companies believe hiring disabled people is a risky decision?
- b. Which myth related to hiring disabled workers do you think is more used by business owners to avoid recruiting?
- c. What are the benefits of employing disabled workers?
- d. What is the hidden value of hiring disabled workers?
- e. Is it the cost of making accommodations for disabled workers really high?

2 Final debate

- a. Do you think our country is prepared to live “together in harmony” with disabled people?
- b. Does your neighborhood have enough facilities (bathrooms, buses with lifts, ramps or elevator access, tactile walking surface indicators) for them?