THE HANDICAPPED WORKER IN INDUSTRY*

I. GENERAL DISCUSSION AND LEGISLATION


A compilation of articles describing industrial rehabilitation programs in selected industries. Includes a list of sources of further information.


Covers problems of various classes of handicapped persons, principles of rehabilitation, and experience in dealing with different types of impairments. Out of his long experience with state and federal rehabilitation programs, the author presents recommendations for a better integrated and more adequate national program for meeting the needs of the physically handicapped.


A discussion by the Director of the Office of Vocational Rehabilitation of that agency's program as it was broadened by the Vocational Rehabilitation Amendments of 1943.


Compilation as of November 15, 1945, arranged in chart form, of both federal and state laws referring to the rights and status of the physically handicapped.


* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.
Based on two years of hearings, this report contains the Committee's recommendations for "better organization and expansion of existing services to the physically handicapped, and to provide some services not now existing." The hearings themselves, published in 25 parts during 1944-1946, provide a wealth of information on the extent or lack of aid to those with various types of handicaps and on their employment problems.


A brief analysis of experience under various state second-injury fund laws.

2. Efficiency of Handicapped Workers and Placement Programs


States that "It is the policy of the American Federation of Labor that every practical means shall be used to insure the employment of disabled veterans and other handicapped workers" and outlines a program to this end, including suggested contract clauses.


Written as a practical guide for laymen engaged in the hiring, selection, placement, and supervision of handicapped workers. The author gives specific data concerning methods for physical evaluation of the disabled and appraisal of jobs, as well as extensive non-technical discussion of particular disabilities and the limitations they place on the performance of the handicapped. Includes a bibliography and a list of visual aids.


Comparison of work experience and effectiveness of 1,815 physically handicapped workers with 538 physically normal workers at Lockheed Aircraft Corporation during a four-month period. The author concluded that his data indicated that "the physically handicapped have a place in industry, but their effective use requires an intelligent personnel policy with regard to their selection and placement, and particularly with respect to their supervision."


A study of representative plans used in industry and government for matching the physical characteristics of workers and jobs. Seven different plans are analyzed and the advantages and disadvantages of each are discussed.
Hannan, Bert. "Placing the handicapped: a positive, individual and specific approach." Industrial Medicine, October, 1946. pp. 597-604. 50 cents.

Report of experience with a plan in which placement of the handicapped was accomplished by relating information secured through analysis of the physical demands of available jobs with analysis of workers' physical capacities.


———, "Physical capacity for work; principles of industrial physiology and psychology related to the evaluation of the working capacity of the physically impaired." Occupational Medicine (535 N. Dearborn St., Chicago 10), January, 1946. pp. 1-47. 50 cents.

A series of articles by the Medical Director and former Assistant Medical Director of the United States Civil Service Commission reporting studies made in connection with that agency's program for employment of physically impaired persons.


"A general survey of the measures adopted or planned [in member countries] to facilitate the occupational reestablishment of disabled persons."


Manual for foremen, supervisors, and personnel administrators concerned with placement techniques.


Summarizes a study made in 109 plants over a period of nearly two years during which the efficiency, absence records, and accident and
quit rates of 11,028 impaired workers were compared with those of 18,285 unimpaired workers. "Industry's own records indicate that even seriously impaired workers, when properly placed, are capable of holding their own with their unimpaired fellow workers on a purely competitive basis." *


A list of 6,160 Federal civil service positions including practically all governmental industrial establishments. The positions are arranged alphabetically by agencies in each civil service region, and acceptable orthopedic, vision, hearing, and chest defects for each are indicated.


A handbook divided into three parts: "How to Serve the Handicapped," "Specific Disabilities and Their Evaluation," and "Physical Demand Analysis and Physical Capacities Appraisal." Advocates the use of the "physical demands analysis technique" and "physical capacities appraisals" as a basis for matching capacities of individuals with requirements of jobs, thus emphasizing the abilities, rather than the disabilities of handicapped workers. Includes a bibliography.


A survey of experience in the United States based on published studies.


Chiefly concerned with the development of a selective placement program to achieve the greatest possible work efficiency, the author has studied disabled workers in light, medium, and heavy industries located in New York, New Jersey, Maryland, and Connecticut. In addition to drawing up a placement program, he includes in Chapter III statistics comparing the work-efficiency of the normal and the handicapped worker as related to rate and quality of production, weekly wages, accident frequency and severity, and absenteeism. Concludes that "... when special consideration is given by industry to the proper placement of the disabled ... (they) are generally more efficient than the normals."

* A full report of this study will be published shortly in the Bureau's Bulletin No. 952. "The Performance of Physically Impaired Workers in Manufacturing Industries."