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Abstract:

INFORMATION TECHNOLOGY - ENABLED FOR DIFFERENTLY ABLED

“They are not disabled – they are differently abled”. This should be the *leit motif* for one and all. The concept of meeting the societal needs has become the need of the hour. Evolutionary change rather than the revolutionary change is required to understand and bring about the concept of symbiosis and synergy between the differently abled and the others. The concept of equal footing needs to become more imaginative and the intention should become more purposive.

In this modern world, the importance now being given to Human Resources as a precious and inseparable component of industrial expansion can be linked to the philosophies and practices of the new modern thought processes.

The fundamental concept - of “live and let live” - is an offshoot of the new humane value-system that we all have to foster.

This fundamental concept can be put into action by creation of rewarding and meaningful jobs. The advent of technology as an important life tool can be used as an advantage for lucrative placements. Software giants and the BPO sectors (Business Process Outsourcing) are some of the best organisations to understand these societal needs by providing the required placements.

The software and the BPO industry is a “Mind Industry”. The main resource in these software industries is the intelligence and the logistic attitudes. These can be provided in abundance by differently abled staff. One such example is “Laser Soft Infosystems, Chennai, a leading Banking Software developer in India.

The problem with most of the differently abled people in India is their low morale. We need to get out of that syndrome. We need to expand our minds and the thrust to learn and achieve should always be inherent.

Mere secondary education will not give this confidence. By acquiring higher education particularly in technical areas their Confidence will be boosted. If they are daring enough and confident they can achieve anything. They should not be satisfied with what they have got. Learning with the latest Technologies will give them enough room to prove their capability.

Training is the bedrock of an IT organization - and major players in the market need to understand that by providing this training to the differently abled people, the standard of the technical know-how can be enhanced and that they, as a company, can be more useful as global players in the market. Key to this process of knowledge

enhancement is that proper training should be streamlined and made **accessible** for the differently abled people.

Differently abled should not be treated as separate society. They should feel that they are inside the system. When they are given training or education under a "SPECIAL" umbrella they may feel that they are differentiated. To avoid this, we must re-examine our technical education standards: Technical Institutes must offer equal seats for differently abled and normal people, with improved access and well equipped training facilities for all.

The advent of modern technology is undoubtedly a boon. It provides all of us with life. It needs to be leveraged on. Let us respect this technology and make maximum use of it.

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