

Abstract

The study of "Carrier Security and Salary Guarantee for Persons with Disabilities who Graduated from Thai Disabled Development Foundation" aims to study characteristics of job and salary, family influence that relate to carrier and salary satisfaction, as well as carrier security and salary guarantee using a quality research method. In this study, we deeply interviewed with two people groups, which were a group of 16 persons with disabilities who have completed a computer course, and a group of 3 employers who are employing persons with disabilities.

The study results clearly show that persons who are accidental-disability defy more difficulty to adapt themselves than persons who are birth-disability. However, the study also shows that family supports are the most important factor which help and inspire persons with disabilities to work successfully. The suitable jobs for persons with disabilities who have completed a computer course are administration, data entry and graphic design. Most of them are permanent employees in private companies. Government organizations, however rarely employ persons with disabilities. They are mostly part-time employees. Most of the persons with disabilities still have not enough Carrier security and salary guarantee. They are working in infirmed working environments. Their salaries are not enough to cover their expenses. They have not enough property and saving, but still binding to long-term debts. Thus, they not satisfy with their carriers and salaries, due to the reason of under pay. On the other hand, the employers said, they consider wage and pay based on the ability and knowledge of person with disability.

Suggestion for this study is that the government should specify a policy and method to motivate both government organization and state-enterprise to employ more persons with disabilities. Apart from tax deduction for persons with disabilities, the government should also arrange a budget for other supports, i.e. a budget for renovating particular places or buildings that favor to physical conditions of peoples with disabilities. The government should set a clear standard for their wage and welfare

which base on education, knowledge, career ability. The most important is a policy which can enforce all organizations to strictly provide sufficient facilities for persons with disabilities. As well as promote, advertise and support a good attitude for persons with disabilities, by social activities for persons with and without disabilities. On the other side, persons with disabilities should admit and learn to adapt themselves to the social and environment. At the same time, they should continue to develop their potential by assiduously studying, social dedicating, working on legal carrier, pay Tax and living as good quality citizens.