



Asylums, bequeaths and charities

Historical perspectives on shaping of the business response to disability until the middle of twentieth century

Sanjukta Choudhury Kaul , Dr. Manjit Singh Sandhu , Dr. Quamrul Alam
School of Management, Monash University

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Background

- Disability a micro subject of discussion
- Neglect of long and powerful disability history; earliest business response to disability within the management /business domain
- Paucity of historical research within the business /management history domain of interconnectedness of business to specific social issues such as disability



Inquiry

- How was disability understood in the past?
- What /how were the historical factors which shaped disability?
- How did notion of responsibility/social responsibility emerge?
- What were the historical factors which impacted the same ?
- How did notion of responsibility emerge within the peripheries of business and come to translate and establish itself as notion of business response and /or responsibility as we know of today?
- An understanding of the typology of the business response to disability to understand why business responded to the issue in a way it did in the period in our period of study.



The structure of the presentation

Role of six overarching factors in shaping of disability and notions of social responsibility /
business

Shaping of the business climate in neo industrialized societies

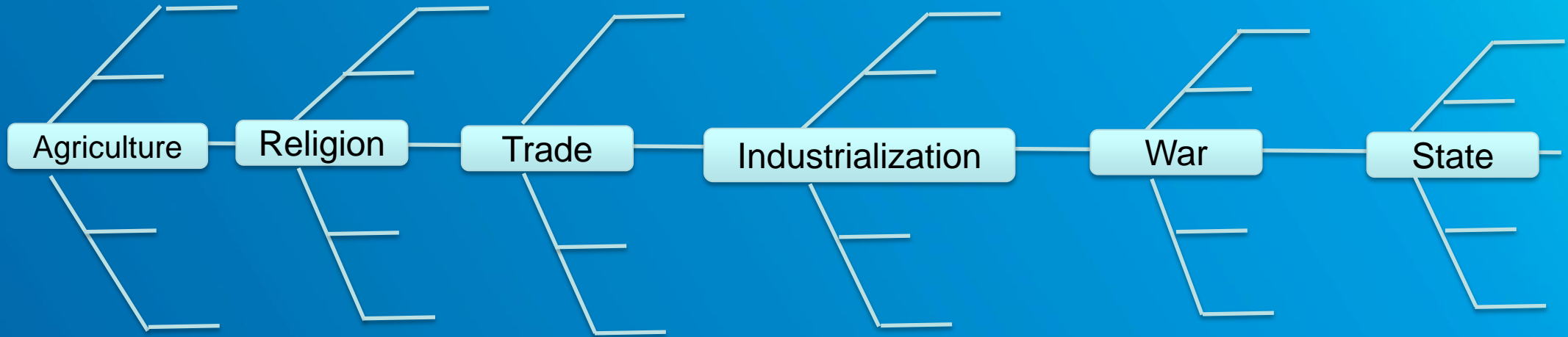
Emergent perceptions of disability

Business response to disability

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Overarching factors





Business Disability climate in neo – industrialized society

RECAP

Business

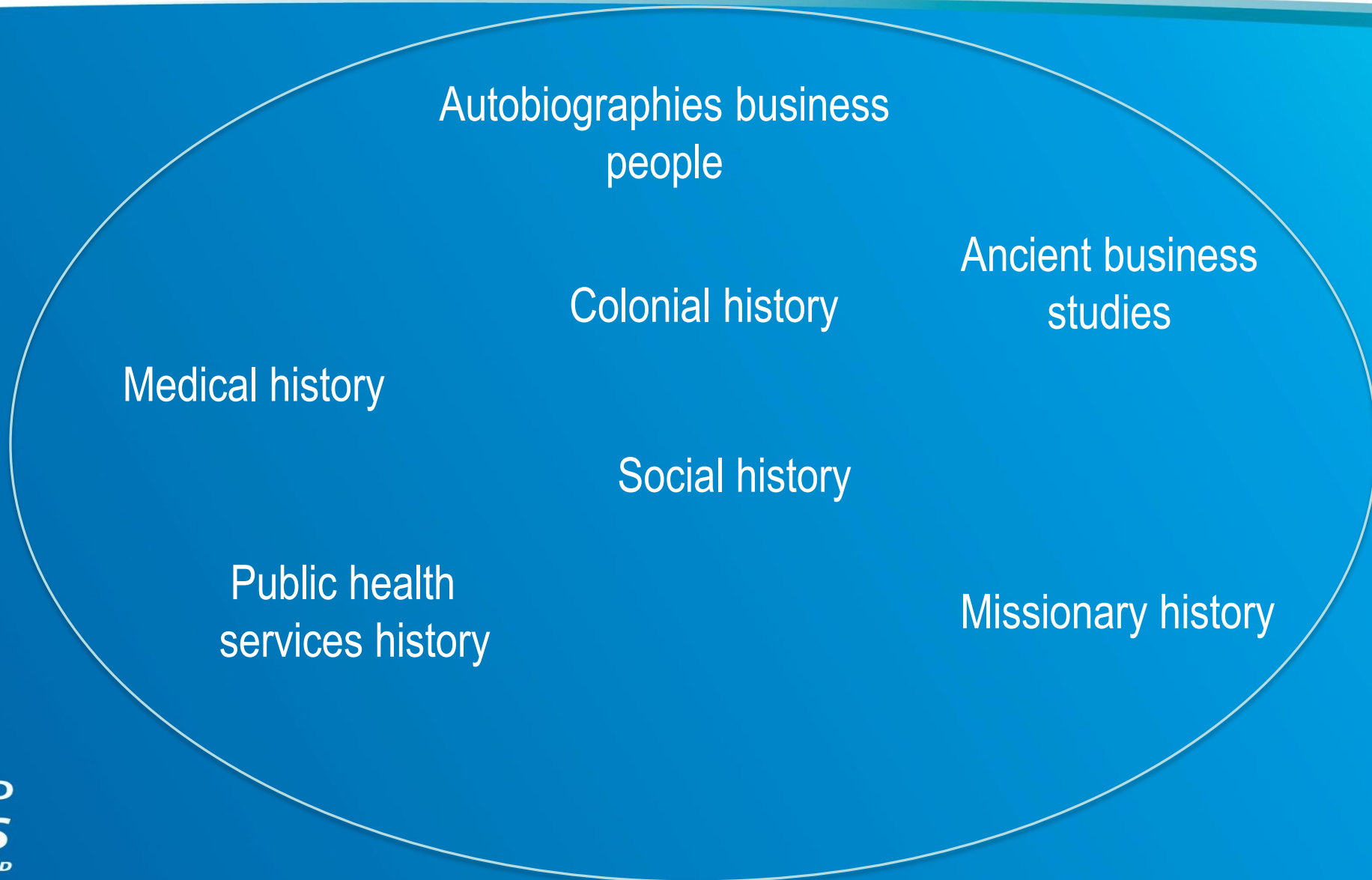
- Domination of economic and profitability theories + concept of work defined within parameters of labour, productivity, specialization, effectiveness and efficiency
 - Arguments against disabling acts in works of Malthus, John Stuart Mill
- “Such people within society should not be allowed to marry and procreate in order to prevent breeding of further poverty, and that workhouses were the legitimate refuge for such people...”*
- 2nd IR, the focus was on process, efficiency, resource capitalization, individual skill, knowledge with critical need to assess employees based their “...competence and technical qualifications (Taylor, Weber, and Ford) ; Replacement of personal family-like... impersonal and rational management
 - Morality and ethical ; Bowen’s ‘Social responsibility of the businessman (1953)’

Disability

- Religious model
- Medical model



Perceptions of disability





Business response to disability

Asylums/Bequeaths/Charity

Employment practices

Compliance to fragile legislative and public policies



thank you

