Asylums, bequeaths and charities

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

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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
• 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
Overarching factors

Agriculture - Religion - Trade - Industrialization - War - State
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
Autobiographies business people

Colonial history

Medical history

Social history

Public health services history

Ancient business studies

Missionary history
Business response to disability

Asylums/Bequeaths/Charity

Employment practices

Compliance to fragile legislative and public policies
thank you