**Embryo Case**

**Summary Sheet**

**Working title of the case:** Where do the visually impaired belong in the workplace?

**Author(s):** Amy Y. Wang, Eko Y. Liao

**Source of case data:** Interviews

**Expected level:** Undergraduate

**Industry setting:** All industries

**Main character, job title:** Peter, executive assistant; Ka Ho, student

**Relevant theory to be applied:** inclusion in the workplace, stigmatization, CSR

**Envisioned case issues (for the Teaching Note):** see synopsis

**Questions/issues I’d like help with:** How to incorporate teachable theories into the case?

**Synopsis of the case as you currently envision it: (Attach no more than one page)**

**Embryo Case:** Where do the Visually Impaired Belong in the Workplace?

Amy Y. Wang, Eko Y. Liao

Employers and organizations are often encouraged to be inclusive in their hiring practices and provide equal opportunities to individuals with disabilities. However, one community that is still lagging behind in terms of employability is that of the visually impaired. Visually impaired individuals come with the stigma of not having the ability to accomplish many tasks as well as requiring considerable accommodation in the workplace. Despite governments and charitable organizations providing subsidies to companies to hire the visually impaired, the stigmatization is a huge barrier that decreases their employability.

This case proposes to showcase the stories of two visually impaired individuals in Hong Kong. One individual is continuing his education and preparing to enter the job market; the other describes the difficulties and challenges of working in his current position as an executive assistant. Through these stories (obtained through interviews), the case aims to:

1. Clarify any misconceptions about visually impaired individuals and their working abilities
2. Provide a perspective about how the visually impaired feel about preparing for, finding, and working in the job market
3. Identify the challenges the visually impaired face in life and how that affects their professional lives
4. Explore what the visually impaired feel – specifically, what they want their employers and others to know
5. Explore the role of government and non profit institutions in assisting the professional lives of the visually impaired
6. Discuss future of the visually impaired in a more inclusive society i.e. how can the visually impaired be a more meaningful part of society
7. Discuss the responsibility of companies to hire the visually impaired and how they can incorporate the visually impaired successful in the workplace
8. Discuss the implications of the HR process for hiring the visually impaired