

## **Micro and small business ethics and the employment people with disabilities**

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There is growing recognition that good ethics and CSR can have a positive economic impact on the performance of firms on large organisations (Joyner & Payne: 2002), however does micro and small businesses have the same good business ethics or values. Crane & Matten (2007) would indicate the concept of business ethics is the applied ethics discipline that addresses the moral features of commercial activity and in addition to or those set by a legal framework. Whilst according to Carroll (1991) model of CSR ethical responsibility is the penultimate level and is expected by society, although the preceding level is that set by a legal framework, which is required by society. However, moral beliefs and social attitudes of large organisations to what they see as the lesser import ethical issues such as disabilities are at best claim their moral merit or their opinion for or against participation of people with disabilities in their employment in their society.

The main focus of research has primarily centred on large corporations business ethics and according to some academics, the issue of ethical behaviour and imprudence in business is not dependant on the size of the organisation. Although Carr (2003), the rising importance of macro, small, or entrepreneurial firms there important of ethical considerations to economic growth nonetheless this has received little attention. This paper will use evidence gained from my research, and will define and traces the models of ethical values used by micro and small business and their influence on people with disabilities and their employment.

Popular conceptions of employment and people with disabilities are often left to stand by themselves as entities that are either self-evident or unimportant to requirements of business and employment of people with disabilities. Burchardt (2000: 664) has repeatedly emphasised, “disability is not a fixed characteristic of individuals, at least within the working population”. There is universal agreement that people with disabilities do not have the same access to jobs as the rest of the population, the current employment for people with disabilities is 50% compared with 80% for non-disabled (Massie, 2006). Therefore why is it more ethical to employ a person on the bases of gender, race, religion, sexual preference or a mixture of these and then employ a people with disabilities?

The model and their language which develop nourish stereotypes and preconceptions remain and consist of shape defiance are determined to the general view of people with disabilities.

Social political and economic factors are highly influential in current debates and are the main driving force in policy developments; however people with disabilities are under-represented in employment and still have low socio-economic status.

From my research the reality is that micro and small business are not very different from larger business, although ownership and management are clearly separated, within the larger organisation, the business ethics is more defused with this growth. It does not appear to affect the result in the perceptions about ethical behaviour towards people with disabilities. The

ethical values and preference toward disability of the small business owner has a far more direct consequence on the practices of the business as a whole. Additionally, the findings suggest that there is a more direct transference of the owner's ethical beliefs as highlighted in the feelings can have positive or negative influence, or a mixture of both, especially when the feelings or stereotypes are strong and the transference of ethical belief is weak. This is particularly true when the employee comes from groups that have had a long, uneasy relationship with the rest of society, such as people with disabilities or mental disabilities.

Everyone has preferences or biases; however the negative aspects of such beliefs can be reduced by the recognition of cultural transference between both societies which in turn can increase the ethics towards the employment of people with disabilities.