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A CRITICAL STUDY ON CHALLENGES FACED BY THE DISABLED PERSONS: IN RESPECT TO THE ACT “RIGHTS OF PERSONS WITH DISABILITIES” OF 2016

AUTHORED BY - YESHWANTH SHARMA P & TRIVENI T

ABSTRACT

One of the most devalued groups in society is the one that includes people with impairments. People who are physically disabled encounter several difficulties in making a living. Due to their limited range of motion, physical limitations, or lack of locomotor skills, physically handicapped people must cope with a tremendous lot of uncertainty. For the most part, handicapped people cannot access public buildings, private workplaces, or other infrastructure. This is a significant difficulty because there is no appropriate inclusive education system for people with disabilities. Many impairments, such as those caused by congenital defects, hunger, and other factors, can be avoided. Disability rates are rising daily as a result of a lack of cheap access to quality healthcare. Despite the fact that they are capable of performing useful labour, handicapped people are always seen negatively. Their rates of employment are not comparable. There are extremely limited chances for employment for handicapped people in the private sector. The accessibility of buildings, transportation, bathrooms, etc. is a constant problem for them. In the workplace, disabled individuals often encounter hostile attitudes. Due to a lack of work opportunities and/or education, some handicapped persons are unable to escape poverty. Therefore, in 2016, the Indian government introduced the Rights of Persons with Disabilities Act, a law for people with disabilities, to empower people with disabilities and to foster reliance and virtue in the workplace as well as in the society. According to the Rights of Persons with Disabilities Act of 2016, there is just a 3% to 4% quantum of reservation for handicapped people in government positions and a 3% to 5% quantum in higher education institutions. The rights of persons with disabilities act, 2016, needs to be amended with new reservation rates, the implementation of appropriate education, healthcare, transportation, and other services, according to the paper's discussion of the various problems and difficulties faced by people with disabilities.

KEY WORDS: Person with disabilities , Challenges of disabled persons , Educational laws , Health laws and Rights of disabled persons.

INTRODUCTION

A disability (Participation restriction) is any physical or mental condition (impairment) that makes it more difficult for the person with the condition to engage in specific activities (activity limitation) or interact with the environment around them.¹The Indian Constitution states in Article 15(1) that it is illegal to discriminate against anyone (including those who are disabled) based on their place of birth, sex, race, caste, or religion. In a similar vein, Article 15(2) rejects the practice of imposing any legal requirements or restrictions on the disabled when they enter when they use tanks, wells, and roadways, as well as public dining establishments, shops, entertainment centres, and lodging facilities. The constitution guarantees that individuals with disabilities have the right to employment in any context without facing discrimination. Article 17 states that no Indian (including those who are disabled) will be considered as an untouchable. The right to liberty and lifetime for the disabled is guaranteed by Article 21. Forced work and the practice of trafficking in people with disabilities are prohibited by Article 23. Equality and non discrimination are guaranteed by Article 5 of the constitution. States Parties are required to outlaw all forms of discrimination against people with disabilities and to ensure that they have fair and effective legal protection from discrimination based on any other parameter.²

THE INTERPRETATION OF RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

A medical definition is included in the 1995 Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act. Section 2(t) defines a "person with disability" as someone who has at least 40% of any handicap, as determined by a medical authority. There are many different forms of disabilities, including those that affect speech, hearing, locomotion, mental health, and vision. After the Rights of Persons with Disabilities Act was passed in 2016, the number of distinct impairments expanded from 7 to 21. The statute included other conditions such as autism, spectrum disorder, acid attack victims, Parkinson's illness, etc.³The above given definition being the only definition available makes the interpretation of the disabilities harder and thus narrows the scope of people to whom it is applicable.

¹Hassen, Uddin (1995): Normal and Handicapped Children: A Comparative Approach, Ashish Publishing House, Delhi, p p. 58-60 at p. 60. S.N. Banerjee (1957): Employment for the Deaf, Social Welfare, Vol.III, No.12.

²Convention on the Rights of Persons with Disabilities. (n.d.). ohchr.org.

³Issues Related to Persons with Disability. (2020, January 9). Drishti IAS.

INTERNATIONAL GUIDELINES / TREATIES

EMPHASISING THE RIGHTS OF PEOPLE WITH

DISABILITIES

The third of December is a notable day for people with disabilities, and the UN has designated it as "International Day of Persons with Disabilities" since 1992. The main objectives of this day are to raise awareness of how persons with disabilities are affected by politics, society, the economy, and culture of the contemporary world, as well as to support their rights and well-being in all facets of society.⁴ The first international treaty to emphasise the rights of people with disabilities and lay out a standard of application was the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD, 2008). The UNCRPD aims to advance, safeguard, and ensure the fair and equitable exercise of all human rights, as well as the fundamental liberties of PWDs, as well as to promote respect for their inherent dignity. People who are disabled in India lead exceedingly difficult lives while making up a sizable fraction of the country's total population. Employers view their "disability" as their "inability," and people have developed their own ideas about their capacities. Despite the fact that studies frequently show that handicapped people outperform non-disabled people in terms of productivity, there are many instances where businesses have turned down job applicants with disabilities based on their circumstances rather than encouraging their morale.⁵ Disability need not be a roadblock to success; rather, it should be an extra step on the ladder to success. Despite several initiatives and campaigns, India continues to lag behind other countries in providing infrastructure for the individuals with impairment. So as to transform negative attitudes about people with disabilities into positive appreciation of their qualities, abilities, and unique rights, it is imperative that we cooperate to create a relaxed atmosphere for them while removing limitations involved. The role of education in bringing about societal improvements for the disabled is crucial. Therefore, a revolution in education may take place through which social uplift and the general course of life would be altered. To create a better society where disabled people can tackle obstacles in life with courage and conscience, the educational system needs to be improved.⁶

⁴International Day of Persons with Disabilities. (n.d.). un.org.

⁵Kumar SG, Roy G, Kar SS. Disability and rehabilitation services in India: issues and challenges. J Family Med Prim Care. 2012 Jan;1(1):69-73. doi: 10.4103/2249-4863.94458. PMID: 24479007; PMCID: PMC3893941.

⁶ Barbara C. Gartin, Tina T. Dyches, Issues and Challenges Facing Educators Who advocate for students with Disability. march 1

Disability is often used as a justification for firing people during recessions, which makes unemployment one of the main factors. Thus, it is first in line to have these workers fired from their positions. The other employees frequently treat disabled people unfairly since they are not provided adequate job-oriented training.

Sanitation, a stairway, a restaurant, a recreation area, and separate washrooms are among the essential environmental facilities that contribute to a sustainable environment. These amenities are also inappropriate for a working environment. People with disabilities are subject to restrictions from the moment their physical abilities begin to deteriorate, and they frequently feel uncomfortable and uneasy. Due to their inability to complete tasks effectively, disabled people often experience frustration, worry, and insecurity.⁷

Government funding and programmes carried out by the NGO are insufficient. A significant barrier to the long-term development of impaired people is improper financing. In general, impoverished people are unable to cover their daily expenses and cannot purchase or access technologies, which ultimately slows down their development. Giving disabled people instruction from qualified professors who will teach them how to conduct their work in unique and effective ways to improve the general welfare of the populace, vocal and linguistic teachers should be hired. The best way to provide them with training is to organise seminars in auditoriums. Camps should be set up to give away free bicycles to the underprivileged and to supply them with the necessities.⁸

If information from the most recent National Family Health Survey, or NFHS, is taken into consideration, the count of people with impairments in India has decreased to 1% between 2019 and 2021 from the 2.2% (26.8 million) estimates made by the Indian Census in 2011 and the 2.2% estimates made by the National Sample Survey Report in 2018.⁹

Article 6 focuses on women with disabilities, which recognises the different forms of discrimination that women experience, and holds States Parties accountable for their empowerment. To sum up those sections of the CRPD that are in close proximity to this research. Article 9 places a strong emphasis on providing people with disabilities with equal access to all

⁷ Job wasonga and Florah bukania, Sanitation and physical disability: challenges to latrine access in Kakuma refugee camp, Kenya.

⁸Kumar SG, Roy G, Kar SS. Disability and rehabilitation services in India: issues and challenges. *J Family Med Prim Care*. 2012 Jan;1(1):69-73. doi: 10.4103/2249-4863.94458. PMID: 24479007; PMCID: PMC3893941.

⁹IndiaSpend, A. A. (2022, July 22). The gaps in counting India's disabled population. Scroll.in.

areas of society, including information and communication technology. According to Article 24 on Education, States Parties are required to take the appropriate actions to guarantee non-discrimination, inclusion, and reasonable accommodations for individuals with disabilities in the general education system. States Parties must also ensure that individuals with disabilities have unhindered access to general tertiary education, vocational training, adult education, and lifelong learning on an equal basis with others.

The 27th Article on Work and Employment acknowledges the right to employment for individuals with impairments, which is freely chosen and accepted on the job market, in a setting that is accessible, welcoming, and open to all, through the appropriate laws, labour unions, having access to job placement and training services, the advancement of enterprise and entrepreneurship, and the avoidance of servitude, enslavement, and compelled or forced labour. India ratified the UNCRPD in 2007 and is actively revising the 1995 PWD Act to bring disability law into compliance with UNCRPD principles. Therefore, this is a good time to conduct an experiment to discover how inclusive procedures are actually used—or not—in the present socio economic environment.¹⁰

CHALLENGES AND ISSUES CONCERNING

The disabled persons face various challenges in everyday life. This paper mainly focuses on: health, education, employment, standard of living, transportation and other facilities, stigmatization, negative attitudes.

1. EDUCATION

In order to balance medical and occupational rehabilitation and bring about societal reforms for the disabled, education is crucial. In India, professional teachers should be hired to teach sign language in schools and provide specialised programmes for people with disabilities to promote their overall development. Children must receive mandatory education in schools about how to respect people with disabilities. Uneducated individuals whether or not they are disabled do not easily find employment unless they work as manual labourers, delivery men, etc. Particularly for those who have eye ailments, problems with posture, etc., these tasks are not practical. There is a problem with education for people with disabilities because none of them choose to skip school. Due to various factors, such as their parents' desire to spare them the stigma or their inability to

¹⁰ Arun Kumar, Deepa Sonpal, Trapped Between Ableism And Neoliberalism: Critical Reflections On Disability And Employment In India.

comprehend what was being taught, these people may have been forced to live their entire lives without acquiring an education.¹¹ Parents of disabled children lose their employment to care for the child, falling into a cycle of poverty where they lack the money to even provide the child the right food and medication. Due to a lack of funding, parents of disabled children in this situation are unable to provide for their education. Therefore, employers do not give suitable jobs to disabled workers because of a lack of education. Therefore, a critical component of hiring for jobs is education. Therefore, a lack of knowledge causes communication issues in interviews, and many people are turned down because of their ineffective communication skills. Inadequate financial support is the main barrier to granting children with disabilities equal access to education. There are several funding sources, but none of them are sufficient to create and deliver the full range of necessary services. The Indian government enacted the Rights of Persons with Disabilities Act, 2016, which is an important statute of the act that was implemented to empower individuals with disabilities and to promote confidence and dignity in society. The amount of accommodations for people with impairments in higher education institutions has increased thanks to this act from 3% to 5%. Therefore, because there are more disabled people, the government should reserve more than 10% of all available seats for them as the number of reservations is still insufficient. To create a better society where disabled people can meet life's obstacles with courage and conscience, the educational system needs to be improved. Despite the UN designating 1992 as the "International Year of Literacy," Being illiterate puts disabled people at a twofold disadvantage because it is so prevalent. They are not only crippled, but also isolated due to illiteracy.¹²

There should be greater diversity in the educational field by using modern teaching methods, curricular content, and accessibility standards for classrooms, facilities, and educational resources. Through the use of cutting-edge techniques that are best suited to their situation, Access to education is possible for children who have multiple disabilities or who are severely handicapped and may need a lot of additional support. To guarantee that people with disabilities, both young people and adults, have the ability to access training and employment possibilities at the level of community, collaboration with the employment and labour sectors is crucial. The social and economic integration of each person with a handicap depends on having a productive, decent job

¹¹ Kumar SG, Roy G, Kar SS. Disability and rehabilitation services in India: issues and challenges. J Family Med Prim Care. 2012 Jan;1(1):69-73. doi: 10.4103/2249-4863.94458. PMID: 24479007; PMCID: PMC3893941.

¹² Legislative Department | Legislative Department | India. (n.d.). Legislative Department | Legislative Department | India.

The system makes sure that disabled people can benefit from disability benefits as long as they are above 18 and have a disability rating of at least 80%. According to the Indira Gandhi National Disability Pension Scheme, this property is appropriate. To ensure that the disabled receive their disability pension, a large number of non-governmental organisations have adopted this path.

THE RIGHT TO EDUCATION ACT, 2002

The 86th Amendment Act to the Indian Constitution was passed in 2004 and gave all children within the ages of six and fourteen the fundamental right to free and required education. This was a component of the Sarva Shiksha Abhiyan (Education for All) programme, which was launched by the Indian government with the goal of promoting the universalization of basic education. 192 million children's needs are being met by SSA, which was put into place with the assistance of the state governments. This initiative called for the opening of new schools in areas that had never had one before, the improvement of the existing infrastructure, and the addition of teachers to schools that lacked a sufficient number of teachers. The Ministry of Human Resource Development of the Government of India stated that the main objective of SSA was to educate girls and children with special needs. The 2009 RTE Act, which guarantees children's access to free and compulsory education, was a direct result of this. Every child has the legal right to "full-time elementary education of high and equitable quality in a formal institution that respects certain key norms and criteria." The terms "free and compulsory" are crucial here since they imply that students accepted into publicly funded schools won't be required to shell out money or incur expenses that would otherwise prevent them from finishing elementary school.¹⁴By "compulsory education," the central and local government authorities indicate that the admission, attendance, and completion of the elementary level of education shall be guaranteed and provided (Department of School Education & Literacy, Ministry of Human Resource Development. Government of India).¹⁵

13 Ritika Gulyani, Educational Policies in India with Special Reference to Children with Disabilities

14 Prajapati, N. L. (n.d.). Right to Education | Ministry of Education, GoI. Right to Education | Ministry of Education, GoI.

15 Gulyani, Ritika. "Educational Policies in India with Special Reference to Children with Disabilities." Indian Anthropologist, vol. 47, no. 2, 2017, pp. 35–51. JSTOR

EDUCATIONAL LAWS UNDER THE INDIAN CONSTITUTION

The right to receive education is guaranteed to all individuals, including those with impairments. Article 29(2) of the Constitution states that no person will be denied admission to any educational institution maintained by the State or receiving financial assistance from the State on the grounds of religion, race, caste, or language. All children (including those who are disabled) are entitled to free and compulsory education up until the age of 14 in accordance with Article 45 of the Constitution. No child may be denied admission to any educational institution supported by the State or receiving financial aid from State resources on the grounds of religion, race, caste, or language.¹⁶

2. EMPLOYMENT:

Disability is often used as a scapegoat when people are fired during recessions, with unemployment being a major contributing reason. When businesses implement cost-cutting measures, it is they who are let go first because it is believed that their productivity is lower than that of other employees. Since there is a lot of mistrust and misinformation about this group, Many owners of enterprises think it reflects leadership to hire someone with a disability. People around the disabled person begin to question them when they are unable to acknowledge their achievement and are only able to judge them solely on their impairment. No matter how hard they try, many disabled people find it difficult to fit in at work once they get a job since their management assigns them minimal duties because they always underestimate. Such circumstances infuriate people with disabilities, which can result in sadness and a deterioration in self-esteem.¹⁷

Radical socioeconomic changes have been brought about by modernization and urbanisation, while the shift from an agrarian to an industrial economy also brought about challenges in the field of employment. People with disabilities experience challenges using newly developed technologies. People are unable to adapt to newly developed technology because of a lack of education. Due to discrimination by other workers, many people decide against finding employment. Poverty results from people being forced to perform unskilled labour for a slice of

¹⁶Legislative Department | Legislative Department | India. (n.d.). Legislative Department | Legislative Department | India.

¹⁷ Rashmi Khazanchi, Current Scenario of Employment of Person with Disabilities in India

bread due to a lack of employment opportunities.¹⁸

Despite the fact that many disabled persons are capable of performing useful labour, their employment rates are much lower than those of the general population. Since there are many fewer disabled workers in the private sector, the situation is significantly worse. For the growth of disabled people's employment, numerous programmes have been created. In order to provide financial support to disabled entrepreneurs, the Indian government established the National Handicapped Finance and Development Corporation (NHFDC) in 1997. To safeguard the rights of the disabled, the National Human Rights Commission (NHRC) has launched a number of programmes. The Rehabilitation Council of India Act (1992) and the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation Act) (1995) both address the issue of disability. The government should implement these programmes strictly and offer disabled people awareness programmes so they can use them in their daily lives.

As a result, the Indian government passed the Rights of Persons with Disabilities Act in 2016, which aims to empower persons with disabilities and promote dignity and self-assurance in both the workplace and society. The Rights of Persons with Disabilities Act of 2016 states that the percentage of government jobs reserved for people with disabilities is only 3% to 4% and that the percentage in higher education institutions is 3% to 5%.

3. HEALTH

Every person has a different disability. Disability is the inability to efficiently and actively engage in the community on an equal basis with rest. It is the result of the interplay between people who have impairments and environmental and attitude constraints. People who have disabilities include those who experience persistent physical, mental, intellectual, or sensory impairments that, when combined with additional challenges, may prohibit them from participating completely and equally in society.¹⁹ Disability rates are increasing daily as a result of expensive access to high-quality healthcare being limited. A vast number of disabilities, including those brought on by obstetrical circumstances, maternal illnesses, malnutrition, as well as accidents and injuries, can be avoided. Disability hasn't been adequately addressed by the health sector, especially in rural India. Additionally, there is a shortage of inexpensive access to adequate medical treatment,

18 Ranjita Dawn, Issues and Challenges in the Employment of Persons with Disabilities in India, September 2012

19 Gudlavalleti, M.V.S., John, N., Allagh, K. et al. Access to health care and employment status of people with disabilities in South India, the SIDE (South India Disability Evidence) study.

assistance, and appliances. Another issue is rehabilitation centres' healthcare infrastructure and under qualified medical staff.

LAWS ON HEALTH

According to Article 47 of the constitution, the government has a major duty to promote public health, particularly by passing laws that make it illegal to consume alcoholic beverages and take drugs that are hazardous to one's health unless they are absolutely necessary. Indian health regulations include many safeguards for the disabled. One of the laws that deals with citizen health, especially that of the disabled, is the Mental Health Act of 1987. Various schemes were introduced for the well being of the persons with disabilities. The Indian government offers two health insurance plans designed specifically for people with disabilities.

- Niramaya Health Insurance. This government has introduced a health insurance programme that covers people with impairments.
- Swavlamban Health Insurance.

RIGHTS GRANTED TO PEOPLE WITH IMPAIRMENTS

UNDER THE MENTAL HEALTH ACT OF 1987

- Psychiatric hospitals, convalescent homes, and other facilities under the control of the government should admit and treat patients with mental illnesses.
- The right to allow mentally retarded inmates or minors to receive care in a government-run nursing home or psychiatric facility.
- Anyone who has been convicted of a crime, individuals below the age of 16, addicts to alcohol or drugs substances, and addicts to both have the right to admission and treatment in a psychiatric hospital that is owned by the government.
- Constitutional protections for mentally retarded people include the right to controlled, regulated, and coordinated medical care from government-owned facilities. The Act established regulatory agencies to licence these institutions at the state and federal levels.
- The right to obtain treatment and care both as an inpatient and an outpatient at the aforementioned hospitals.
- The government is responsible for paying the medical bills for those with mental disabilities, unless the relatives consent to do so.

- People with mental impairment have the right to obtain their government pension, payment, or gratuity. The contribution can be accepted on behalf of disabled people by a guardian who has been approved by the magistrate.
- This Act grants the right to receive free legal representation in the event that the person is unable to speak with a lawyer.²⁰

PROVISIONS UNDER THE REHABILITATION

COUNCIL OF INDIA ACT, 1992

- This Act provides guarantees for the high calibre of services offered by different rehabilitation professionals. The following is a list of these assurances:
- The right to choose rehabilitation professionals who are qualified and the names of whom are on the Council's Register when seeking their services.
- To obtain confirmation that the basic educational standards required for the recognition of rehabilitation credentials by Indian colleges as well as institutions will be upheld.
- To be shielded from sanctions and expulsion from the Council's Register by rehabilitation specialists who are obligated to adhere to professional behaviour and ethics.
- To know that a statutory body that is overseen by the union government will be in charge of overseeing rehabilitation specialists will act under the restrictions set forth in the statute.²¹

4. STANDARD OF LIVING:

Sometimes, people with disabilities are born into poverty or their family has spent all of their wealth on their care, trapping them there for the rest of their lives. Other times, disabled persons grow up in care centres after their parents abandon them. No matter how qualified a person is, they would not be able to attend the interview if they were unable to afford transportation or attire suitable for the situation. In addition, there is no assurance that they will be chosen for the position;

²⁰The Mental health Act,1987. (n.d.). [wbhealth.gov.in,Mental_Health/Acts_Rules/MHA_1987](http://wbhealth.gov.in/Mental_Health/Acts_Rules/MHA_1987).

²¹ THE REHABILITATION COUNCIL OF INDIA ACT, 1992. (n.d.). Indiacode.

hence, Due to a lack of resources to prepare for the opportunities, the majority decide to stay at home. To benefit PWD's beneficiaries by providing social assistance to the disadvantaged household: In order to qualify for the pension, a person must be living below the poverty line, be between the ages of 18 and 79, and have at least 80% of their body functioning impaired. The recipients of this government-funded programme earn Rs. 300 per month as part of it. All funding is being provided by the central government. All IGNDP claimants are above 80% disabled or multiple disabled, hence in addition to this, the State Government gives each beneficiary Rs. 200 per month under the programme.²²The only way to escape poverty is through employment; therefore, the employment reservation rate needs to be changed, and the government should implement additional programmes like the IGMDP. The education of disabled people is a significant deciding element in job selection in large corporations or certain reputable businesses. Government should implement education-related laws and policies, and it should also change the margin of reserve for higher education. So that employees can work freely and stress-free, discrimination in society and the workplace should be outlawed. They ought to be treated similarly to other people who are not impaired so that they can become more normal. People with disabilities should receive special care and motivation to work.

5. PROBLEMS CONCERNING TRANSPORTATION AND OTHER FACILITIES

As was already noted, a lot of organisations lack the necessary amenities for those with impairments. Disability makes it almost impossible for people to manage their jobs and other responsibilities. People who need wheelchairs, for example, need room to move around. If employees are located upstairs, the business must install an escalator or lift so that the staff members may get around more conveniently. Even though these adjustments may be costly for many firms, it is necessary that persons with disabilities work in environments that are pleasant and sympathetic to their nature. If there is no room for movement, how would someone using a wheelchair get around the place or even carry out commonplace tasks like using the lavatory.²³ An older person (18 years or older) with a disability who lives in a rural region must have access to transportation. The accessibility of the services, education, and social contact they require to lead healthy lives is impacted by this access.

²²Indira Gandhi National Disability Pension Scheme(IGNDPS) | Dhenkanal District : Odisha | India. (n.d.).

²³ Sandra Rosenbloom, Transportation Patterns and Problems of People with Disabilities

6. STIGMATIZATION

A person with a disability could have trouble working in an office environment, especially if they get along poorly with their coworkers. Stigmatisation of people with disabilities is common, especially if their impairments are evident, like an inability to walk. Some of the workers are being isolated by their coworkers, who fear that the disability may spread. This displays a high level of ignorance because, unless someone was fighting and the other person became handicapped, no one would purposely inflict a disability on another person. Due to the negative attitudes held by the families of the disabled and frequently the disabled themselves are prohibited from actively engaging in the family, community, or workforce. Discrimination against those with varying capabilities is an everyday occurrence. People who have mental illnesses or mental retardation experience the highest stigma and face extreme social marginalisation.²⁴

7. SOCIAL EXCLUSION:

Some people are merely enraged by people with disabilities. Since they don't want to keep working together, they try to make life as challenging for themselves as possible. People like that harm disabled people's sense of self-worth by leaving them the perception that they are not welcome in the organisation. Many firms are hesitant to hire people with disabilities because of unfavourable stereotypes about them, and when they do, they closely monitor them to make sure they don't make any errors. Their life may be significantly impacted by the executives' attitudes towards the impaired person.²⁵

SUGGESTIONS AND RECOMMENDATIONS

According to the paper's consideration of the different issues and challenges encountered by people with disabilities, the Rights of Persons with Disabilities Act, 2016, has to be revised with new reservation rates, the implementation of suitable education, healthcare, transportation, and other services. The few suggestions to lessen obstacles for people with disabilities at work are to increase the count of disabled workers in the public and private sectors, internal policies should be established that give priority to recruiting people with disabilities, to create documented

²⁴ Gudlavalleti, M.V.S., John, N., Allagh, K. et al. Access to health care and employment status of people with disabilities in South India, the SIDE (South India Disability Evidence) study.

²⁵ Kumar SG, Roy G, Kar SS. Disability and rehabilitation services in India: issues and challenges. J Family Med Prim Care. 2012 Jan;1(1):69-73. doi: 10.4103/2249-4863.94458. PMID: 24479007; PMCID: PMC3893941.

policies for handling matters related to disabilities, including requests for accommodations , to establish a formal business non-discrimination policy that addresses disability in order to prevent mishandling by other inexperienced workers , to appoint a diversity specialist who deals with disability concerns and to teach organisation non-disabled employees on how to prevent stereotypes and discrimination by providing knowledge on Disability employees, their advantages, and how to understand them.

CONCLUSION

The disability rate in India is continuing its upward trend as ever. The number of disabled workers are also on the rise. Despite the mammoth efforts of the government by implementing schemes and policies, the lack of awareness of the same has hit hard and led to the failure of the efforts. The government along with taking such huge steps also has to make strides when it comes to spreading awareness of the steps they have taken. Any benefits for disabled people are not beneficial if the people to whom the benefit is to be endorsed are unaware of such benefits for them. In order to achieve a harmonious society where the disabled workers are treated equally and accepted as they are, the government not only has to implement more steps but also has to make sure that awareness about such steps is spread adequately.

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