
Disability beyond Stigma: Challenges and Development in India

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Abstract

Persons with disability in India struggle to get an education, learn skills, and get employment. Unfortunately, they are bullied by people and are mentally harassed with various nasty comments on them related to their disability. They are hardly able to be dependent on themselves, generally, they are compelled by their disabilities to depend upon others for their living, the sole reason for which is the lack of proper attention to the education and development of disabled persons. Thus there is a dire need to pay attention to the education and development of disabled persons. This paper focuses on the need for educational activism along with skill development and personality development of disabled persons. Further, the paper elaborates on the problems faced by disabled persons in obtaining education, employment, etc., and how bullying affects the psychological health of disabled persons and discourages them to move forward and do something for themselves. Moreover, various schemes, policies, and legislation made by the government for the betterment of disabled persons are highlighted in the paper. The paper also highlights the role of non-governmental organizations in the education and personal development of disabled persons. Lastly, the paper concludes with some suggestions and recommendations that can be done for the betterment of disabled persons.

Keywords: disability, education, development, bullying, harassment.

Introduction

Disability, a wide and a narrow term, which means any physical or mental condition (impairment) that makes it more difficult for the person with the condition to undertake specific tasks and interact with the environment around them.¹ Disability can be in the form

¹ *Disability and Health Overview*, Centers for Disease Control and Prevention, U.S. Department of Health and Human Services, Government of U.S.A., [\(https://www.cdc.gov/ncbddd/disabilityandhealth/disability.html#:~:text=A%20disability%20is%20any%20condition,around%20them%20\(participation%20restrictions\)\)](https://www.cdc.gov/ncbddd/disabilityandhealth/disability.html#:~:text=A%20disability%20is%20any%20condition,around%20them%20(participation%20restrictions)) (last visited June 21, 2022).

of vision impairment, movement impairment, overthinking, hearing impairment, mental health issues, social relationships, etc.

According to World Health Organisation, disability in a person have three dimensions, which are described as follows:²

- **Impairment:** “Impairment in a person’s body structure or function, or mental functioning; examples of impairments include loss of a limb, loss of vision or memory loss.”
- **Activity Limitation:** “Activity limitation, such as difficulty seeing, hearing, walking, or problem solving.”
- **Participation Restrictions:** “Participation restrictions in normal daily activities, such as working, engaging in social and recreational activities, and obtaining health care and preventive services.”

Although the term “people with disabilities” is occasionally used to refer to a single group of people, it actually refers to a broad population with a variety of requirements. Two people with the same impairment can be affected differently. Some disabilities are hidden or difficult to detect. Also, disabilities and problems associated with them vary from person to person. These problems affect the disabled person mentally as well as socially. Education and skill development becomes a challenge for the disabled people because of their impairments or disabilities. When trying to get education or employable skills and land a job that is meaningful and provides appropriate working conditions, people with disabilities in India face numerous obstacles. The United Nations Convention on the Rights of People with Disabilities (UNCRPD) has been ratified by India, however people with disabilities still face significant challenges in the in gaining education and in the labour market. However, in India, the makers of the constitution and the legislators have been lenient towards the disabled persons while drafting the constitution and making special laws for their well-being.

In India, there is a constitutional framework for the disabled persons. The makers of the constitution have included some provisions for disabled people for their benefit and betterment. Article 41 of the Constitution of India, the Directive Principles of State Policy (DPSP) is mentioned and states that “the State shall make effective provision for securing right to work, to education and to public assistance in cases of unemployment, old age, sickness and *disablement*, within the limits of its economic capacity and development”.³ The subject of “relief of the disabled and unemployable” is specified in the state list of the Seventh Schedule of the Indian Constitution.

² *International Classification of Functioning, Disability, and Health*, World Health Organization, <http://www.who.int/classifications/icf/en/> (last visited June 21, 2022).

³ INDIA CONST. art. 41.

Need for the empowerment of persons with disability

Disability is contentious, multifaceted, unpredictable, dynamic and multi-layered. When considered from various theoretical frameworks and contrasting opinions, the term “disability” has multiple connotations, which adds to the confusion. Since the early 1900s, occupational therapists and rehabilitation specialists have advocated for the social model of disability, which emphasizes the interplay between biology, the individual, and the social environment as well as its multifaceted etiology. Occupational therapists made a strong case for the therapeutic, recreational, and financial advantages of “occupations” to treat people with disabilities by highlighting the fact that disabilities persisted due to restrictions on activity participation, which were sustained by unfavorable social environments. However, the dominance of the medical model in the second half of the 20th century impacted rehabilitation models and resulted in reductionistic philosophy, which switched the focus from enhancing functional performance to repairing dysfunction in body structure and function.⁴ According to World Health Surveys, there are about 25% of people worldwide who are disabled.⁵ The 2011 World Health Organization Report on Disability highlighted the severity of this load in India and compared it with the glaring lack of rehabilitation specialists and programmes there.⁶ India, being a signatory of the United Nations Convention on Rights of Persons with Disabilities (UNCRPD)⁷, has a long distance to go before fully executing the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), which calls for the empowerment of individuals with disabilities.

In order to inform, encourage, support and empower individuals with disabilities to influence local decision-making processes and actively participate in the services they receive, empowerment entails a strategy for influencing local services. It’s important that the disabled persons should speak up for themselves, raise their voice, and take up this role to live their life according to their wishes. It enables people with all kinds of disabilities to participate fully and achieve their maximum sustainable independence level in society as equal and responsible contributors.⁸

Some reasons as to why empowerment of disabled people is necessary are as follows:

- **To curve a path to a better society:** We play a significant role in social development and growth when we assist others in pursuing and achieving their goals. We can ensure that more people enter the workforce by offering social services like

⁴ Reema Samuel, and K S Jacob, *Empowering People with Disabilities*, 40(4) Indian J Psychol Med. 381-384 (2018), https://doi.org/10.4103/IJPSYM.IJPSYM_90_18.

⁵ Id.

⁶ World Health Organization, *World Report on Disability* (Geneva), World Health Organization, 2011.

⁷ United Nations Organisation, *Convention on the Rights of People with Disability* (Geneva), United Nations Organisation, 2006.

⁸ ENABLE ME, *10 Reasons Why We Need to Empower People with Disabilities*, <https://www.enableme.ke/en/article/10-reasons-why-we-need-to-empower-people-with-disabilities-1275> (last visited June 21, 2022).

appropriate health care for those with disabilities. The general social environment is improved and the economy grows as a result of this united effort to help people with disabilities.

- **To promote tolerance and mutual respect among people with disabilities and those without:** Since their perceived limits are so great, people with disabilities experience prejudice and inequality. That's why it is vital to inform and educate the public about multiple impairments and how to engage with those with disabilities appropriately. Campaigns and seminars can be used to carry out this civil education. With the right information, more people will be understanding and compassionate to those who have impairments, fostering a climate of respect. In addition, this awakening will result in more tolerant views across all fields, enabling more people with disabilities to contribute to societal advancement.
- **To reduce and eventually eradicate the negligence of people with disabilities:** People can be affected by disability in a variety of ways. Sadly, people's disabilities are frequently unknown to others. Affected individuals may feel neglect when people are ignorant about the different types of impairments. It is crucial to empower people with disabilities so that assistance can be provided to the affected individuals and their families. This can be accomplished by developing programmes that offer neglected disabled people with disabilities access to healthcare and housing.
- **To help nurture responsible individuals that contribute to society:** People with disabilities are not less capable of contributing to society. By providing equal opportunities and the appropriate respect, we help those with disabilities develop a sense of confidence and a sense of belonging. This promotes growth attitudes, and regardless of a limitation, a person will pursue and work toward their goals, positively impacting society in the process.
- **Empowering people with disabilities impacts the economy positively:** Supporting initiatives that give disabled individuals access to training and employment possibilities could ultimately result in lower tax rates and a sense of empowerment among the disabled. This raises living standards while simultaneously boosting the economy.
- **To help people with hidden disabilities to come out and get proper assistance:** Some people live with infirmities that they either conceal or are completely unaware of. This is quite regrettable. We must therefore increase public knowledge of these infirmities, establish forums for dealing with these problems, and give these people more influence. People with these abilities may require extra care, thus appropriate awareness needs to be promoted to encourage the provision of pertinent support.

- **To bridge the gap between the minorities for total equality:** We must teach one another the value of coming together as humans despite our differences if we want to empower people with disabilities. The goal of fighting for the rights and fair treatment of those with disabilities is to build a tranquil, accepting environment. Additionally, regardless of physical or mental disabilities, acts of kindness unite all people. We get closer and create a better society when we work together to empower those who can't advocate for themselves.
- **To tackle and minimize cases of abuse on people with disabilities** News about the exploitation of people with disabilities for fraud and other crimes has been widely reported in some third-world nations. We can expose such heinous activities and safeguard potential victims by empowering persons with disabilities. Enacting legislation to protect persons with disabilities and penalise those who abuse and exploit them is another way to address the issue. The responsibility for overseeing initiatives to prevent such incidents should fall under the purview of representatives of people with disabilities.
- **To provide easy access to all services**
The same opportunities and services must be available to people with disabilities as to people without disabilities. For instance, they must attend school, have access to healthcare, and have a job. Additionally, they require access to specialised services like rehabilitation and aids like wheelchairs or braille materials. By involving individuals with disabilities in more decision-making, we provide them the chance to easily access these services, improving lives in the process.
- **To inform people with disabilities of their rights and to ensure they are protected**

Giving pertinent information about many elements of their well-being and educating them about their legal rights and advantages are further ways to empower individuals with disabilities. Due to their frequent exclusion from legal decision-making processes, the majority of people with disabilities are unaware of their rights and frequently suffer abuse and exploitation. Governments should engage minorities' representatives in legislative and general decision-making processes in order to dramatically increase the empowerment of individuals with disabilities. An inclusive society where individuals with disabilities are given the same respect, love, and kindness as everyone else is what empowerment initiatives around the world are aiming to build. The impact could be genuinely revolutionary if individuals with disabilities can speak up and demand their rights. But we must all pitch in. Empowerment is essential because it helps persons with disabilities realise their full potential and brings about lasting social change.

Various challenges faced by the disabled persons

We encounter many obstacles in daily life that test the limits of what it is to be human. We actually become God's best creation when we conquer those obstacles. The only impairment in life, according to Scott Hamilton, is a negative outlook.⁹ Anyone who wishes to achieve happiness in life needs to have this kind of thinking. One should always maintain a positive outlook and believe that there is light at the end of the tunnel because there is no value to dwelling on little inconveniences.¹⁰

Some of the challenges faced by persons with disability are as follows:

1. **Accessibility:** The environment we live in is not a simple place. Every move we take must be met with a number of challenges. For persons with physical disabilities, this is considerably worse. They mainly rely on wheelchairs or crutches to go around. As a result, they cannot afford the luxury of unrestricted movement. Furthermore, it is uncommon for public spaces to be built with accessibility for people with impairments in mind. The hallways are either too small or there are no ramps for them to use. In order to make it a little bit easier for disabled individuals to go around, many wheelchairs today are mechanised, and buildings are erecting private home elevators. Accessibility can be of four types, access to information, access to transport, access to buildings, and access to Health care.
2. **Education:** In a perfect world, all people would have access to free education, as Gurudev Rabindranath Tagore envisioned, but this is far from reality. Education is a basic human right. Since many disabled children don't attend school, they are denied access to a foundational education. They are unable to compete in the life's race like other young people. In order to address this problem, a number of educational facilities have been established. These facilities concentrate on the education of these special needs children, who study the Braille System and benefit from adapted technology.
3. **Access to Healthcare:** The health care system is already overburdened in a nation of 1.3 billion people. Persons in poverty often lack access to quality healthcare, and disabled people often have it even worse. People with intellectual disabilities are frequently abused by healthcare professionals, which exacerbates the situation. Only with appropriate understanding and empathy can this be resolved. The disabled individuals see the silver lining in these circumstances and support one another in every manner they can. In order for NGOs to better meet people's healthcare needs, it is therefore urged that everyone make a donation.
4. **Myths and Stereotypes:** There has been social advancement, financial growth for some segments of the Indian population, and general progress, but our culture

⁹ NARAYAN SEWA SANSTHAN, *10 Problems faced by people with disabilities*, <https://www.narayansewa.org/blog/10-problems-faced-by-people-with-disabilities> (last visited June 22, 2022).

¹⁰ Id.

nevertheless has a gloomy, orthodox quality that appears to have attached itself to us like a leech. When we engage with those who have impairments, we frequently fall prey to misconceptions that result from our ignorance of and lack of empathy for these individuals.

5. **Feeling of being ignored:** When we deal with someone who is physically disabled, it does not necessarily follow that he also has a hearing or vision impairment. This kind of thinking frequently prevents us from interacting and communicating with these folks. The only way to remove these obstacles for people with disabilities is to raise awareness.
6. **Lack of Employment:** Any citizen's employment is dependent on their education and acquired talents. These folks will inevitably lag behind other applicants for that employment if they are denied access to basic schooling. The government has put in place programmes that should ensure employment for those with disabilities.
7. **Feeling of being incompetent:** Persons with disabilities require more time than other people to complete a task. He is unable to easily complete simple activities due to his impairment. This causes the disabled person to feel as though he is bringing his friends low and makes him sad and enraged.
8. **Teased and Abused:** People frequently take pleasure in disparaging others. Bullying the weak and disadvantaged is how they feel superior. People with disabilities frequently find themselves on the receiving end of such heinous acts of violence.
9. **Being Patronized:** It's common to say to someone with special needs, "I know what you're going through," or "I realise this must be difficult." These kinds of expressions are never adequate to describe the difficulties and challenges that folks encounter on a daily basis. A typical individual cannot understand that person's feelings in their entirety.
10. **Relationships:** People are difficult to understand. They evaluate others using a set of standards that might or might not be applicable in all circumstances. All mistrust and misunderstanding stem from these preconceptions. Most disabled people don't find mates easily, which frequently makes their lives depressing and lonely.

If people practise more tolerance and understanding when interacting with those who have special needs, all these problems can be resolved. It is important to provide employment opportunities for the disabled since doing so will enable them to live independently and with fulfilment. We ought to improve the accessibility of our surroundings for the disabled. The layout of the residences for the disabled should be improved for their comfort. If people practise more tolerance and understanding when interacting with those who have special needs, all these problems can be resolved. It is important to provide employment opportunities for the disabled since doing so will enable them to live independently and with fulfilment. We ought to improve the accessibility of our surroundings for the disabled. The architecture of the homes for the disabled should be modified for their comfort. One can always help those in need in their own personal ways, no matter how small the donation.¹¹

¹¹ RISE 'N SHINE, *Some of the Challenges faced by disabled persons*,

Effects on psychology of the disabled persons

People who discover or first encounter their disability go through stress, have to deal with life changes and shifting values, and deal with disability-related challenges throughout their lives. From a sociological standpoint, individuals who are experiencing disability for the first time must also deal with the role of family, cross-cultural issues and adjustments, the repercussions of negative attitudes toward people with disabilities as a group, and the roles of professionals who help them with adjusting. They must go through an adjustment and self-evaluation process because their way of life and living has changed in many different ways.

Disabilities need to be understood from a systems approach with its psychological, social, economic, and public health settings rather than from a linear medical perspective. Interventions that are primarily concerned with the structure and operations of the body are not only reductionistic, but also ineffectual. In order to effectively address the personal, familial, societal, cultural, economic, and political aspects of the individual, holistic and rehabilitation interventions must be multifaceted. With its emphasis on useful labour and social engagement, occupational therapy is crucial to reducing the impacts of disability.

The division of treatment into different phases, such as acute, subacute, and chronic, is a frequent practice in medicine. Rehabilitation was once thought to be only necessary in the later stages of the illness, but new knowledge reveals that deficits can exist regardless of the length or severity of the illness, necessitating early attention and rapid interventions in relation to functioning and occupation. Even if medical problems demand more focus during the acute period, psychosocial management is now also included in this phase in the majority of developed nations. Psychosocial management is still only employed in the later stages of illness in India and only when pharmaceutical management has failed to enhance functionality. It is important that productivity-boosting interventions start as soon as feasible, regardless of the illness's stage, given the increased socioeconomic burden that a person with a mental illness bears.

Disability breeds dependence, which causes frustration, tension, and worry as well as a low sense of self-worth. Because of the helplessness, hopelessness, frustration, dependency, sense of loss, and altered behaviour of those around them, people with physical disabilities have substantially greater levels of stress, anxiety, and depression. They believe that if they had been more lucky, their lives may have taken a different turn. People who are aware that their impairment prevents them from achieving their desired goals experience substantially greater depression. They do not feel at home in society with other regular individuals. They occasionally encountered issues when attempting to integrate with society. Physically handicapped people are also unable to support themselves in day-to-day activities, which leads to a sense of dependency on others and dissatisfaction, both of which can lead to stress

<https://risenshine.org.za/2018/08/06/some-of-the-challenges-faced-by-disabled-persons/> (last visited June 22, 2022).

and anxiety. Another significant element that contributes to sadness in people with physical disabilities is physical unattractiveness.

Disabled people also have a distorted self-esteem. Self-esteem issues are brought on by feelings of inadequacy, guilt, shyness, social inhibition, independence, helplessness, disengagement, disguised hospitality, etc. They lack confidence and believe they are less effective than people who can move freely. They are unable to trust both themselves and other people. They become demotivated and are unable to speak in front of regular people. They lose confidence in themselves. Low levels of self-esteem are positively correlated with high levels of stress, anxiety, and depression. An individual's self-esteem begins to deteriorate as their degree of depression, stress, and anxiety rises.

When a person begins to believe that they are useless, they begin to lose their self confidence, which lowers their motivation and belief in their own talents. This fills them with negativity, and this negative self image is what causes them to have poor self esteem. But as they begin to live with their disability, accept that they are not less fortunate than others, and stop blaming themselves or others for their disability, they are better able to adapt to the situation. As a result, their self-esteem starts to improve and the intensity of their depression, stress, and anxiety starts to decrease. The way society views the disabled individuals needs to change, and those who are physically challenged themselves need to reconfigure how they view themselves.

Role of government in the betterment of disabled persons

People in society frequently have low expectations of people with disabilities. They require more assistance from the relevant authorities because they are unable to move as quickly as other people or perform simple tasks as easily. This assistance enables persons with disabilities to live more fulfilling lives. Therefore, following are the certain government programmes for the disabled in India designed to make their already challenging lives a little bit simpler:¹²

- **Divyanjan Swavalamban Yojana:** According to the Rights of Persons with Disabilities Act, 2016¹³ regulations, the Divyangjan Swavalamban Yojana's goal is to make the concessional benefit available to those who are differently abled. This scheme helps the persons with disabilities in various ways, like, When someone is seeking to start something that would either directly or indirectly improve their financial situation or give them more opportunity to better their lives, even after graduating from school, one should continue studying to advance his education. By enrolling in the courses required to increase his work options, he can develop his

¹² NARAYAN SEWA SANSTHAN, *Government Schemes for Disabled in India*,

<https://www.narayansewa.org/blog/10-problems-faced-by-people-with-disabilities> (last visited June 22, 2022).

¹³ Rights of Persons with Disabilities Act, 2016, No. 49, Acts of Parliament, 2016 (India).

profession and skill set. Purchase or equip his wheelchair-accessible car with superior accessories that will make his daily activities just a little bit easier, This programme offers the visually impaired a loan option so they can purchase the things they need to improve their lives. The National Handicapped Finance and Development Corporation is providing financial assistance by providing banking facilities for Persons with Disabilities to make loans at a very low annual percentage rate.

- **Deendayal Disabled Rehabilitation Scheme (DDRS):** In order to help individuals with special needs accomplish jobs that improve their surroundings and ensure that Persons with Disabilities have equal possibilities to self-empower as everyone else, the government of India created the DDRS as one of its programmes for the disabled. This promotes social justice and equity. All of the institutions and organisations listed are eligible to use DDRS, which is funded by the Ministry of Social Justice and Empowerment. The Persons with Disabilities Act, 1995¹⁴ is what gave rise to this programme. Objectives of this scheme are as follows:
 1. To raise their chances of pursuing education at all levels and in all possible ways, to increase their chances of professional and vocational prospects, which will eventually enable them to find suitable jobs and become financially independent.
 2. To construct places where people can perform creative arts, engage in sports, go on short trips, or receive travel funds. These places should also promote the local culture and ensure that they are socially inclusive.
 3. Providing assistance and ensuring that residents of the government rehabilitation homes have decent housing where they can live happily.
- **Assistance for Disabled Persons (ADIP):** The ADIP programme was created to assist people with disabilities in buying a variety of aids for daily living. This programme was designed with the primary goal of assisting Persons with Disability in obtaining the most up-to-date and improved items that enable them to live more fully, boost their physical capabilities, and increase their social acceptance, all of which improve their general mental health. The impact of their disability is greatly lessened by these advanced aids, which are scientifically developed to match the unique demands of the user and allow them a chance to achieve financial independence. These aids and appliances are created in accordance with Bureau of Indian Standards specifications, offering the greatest amount of assistance. This ministry's National Institutes, ALIMCO, and NGOs assist in putting this programme into action.
- **Accessible India Campaign:** The Department of Empowerment of Persons with Disabilities (DEPwD) started the Accessible India Campaign, also known as the Sugamya Bharat Abhiyan, across the entire country to provide Persons with Disabilities with universal accessibility. This includes building

¹⁴ The Persons with Disabilities (Equal Opportunities, Protection of Rights and full participation) Act, 1995, No. 1, Acts of Parliament, 1996 (India).

of environment accessibility, transportation system accessibility, Information and Communication Eco-System Accessibility, etc.

Some general entitlements to the persons with disabilities are:¹⁵

- Section 80U of the Income Tax Act: 1961¹⁶ allows income tax deductions for people with disabilities. Those with disabilities ranging from 40% to 80% are eligible for a deduction of Rs. 50,000. For individuals with a disability of more than 80%, a deduction of Rs. 1,000,000 is offered.
- Legal guardians of disabled: Dependents may deduct expenses for medical treatment, training and rehabilitation, or annuity payments under Section 80DD of the Income Tax Act, 1961¹⁷ of their income tax return. Dependents with 40% to 80% disabilities are eligible for a deduction of Rs. 50,000, and dependents with 80% or more disabilities are eligible for a deduction of Rs. 1,000,000.
- The payment of professional tax is not required for those with impairments.

Some general educational entitlements to the persons with disabilities are:¹⁸

- **National Scholarship Scheme for Persons with Disabilities:** A scholarship is given for taking longer-duration post-secondary, professional, or technical courses. From Class 9 onwards, a scholarship is offered to pupils who have autism, cerebral palsy, mental retardation, or various disabilities. In the month of June, advertisements are published in all national dailies and online at MSJE. If the applicant's disability is greater than 40% and the family's combined income is less than Rs. 15,000 per month, they are qualified.
- In-government sponsored and
- Government-aided educational institutions, there is a 3% reservation for students with disabilities.
- **Comprehensive Education Scheme for Disabled Children:** The programme offers built-in transportation and infrastructure that is accessible and barrier-free, as well as supplies of books, uniforms, and school supplies, specialised learning aids, and scholarships for students with disabilities. Other provisions in the programme include a third language exemption, modifications to the curriculum to support inclusive

¹⁵ The Centre for Internet and Society, *Central Government Schemes*, <https://cis-india.org/accessibility/blog/central-govern-ment-schemes> (last visited June 22, 2022).

¹⁶ The Income Tax Act, 1961, § 80U, No. 43, Acts of Parliament, 1961 (India).

¹⁷ The Income Tax Act, 1961, § 80DD, No. 43, Acts of Parliament, 1961 (India).

¹⁸ *Supra* note 15.

education, and exemptions from math and pictorial questions for visually impaired students. Students with learning disabilities, orthopaedic disabilities, and visual impairments may also use scribes or readers.

- **The Inclusive Education for the Disabled at Secondary Stage (IEDSS):** This programme assists children with disabilities who are 14 years of age or older in finishing their secondary education at government, local authority, and government-aided schools from Class 9 to Class 12. The programme identifies children with disabilities who are transferring from elementary to secondary education and offers them access to learning materials, transportation services, hostel accommodations, scholarships, books, assistive technology, and scribes and readers.
- **Rajiv Gandhi Fellowship Scheme:** This programme offers scholarships to people with disabilities so they can pursue graduate degrees like the M.Phil. and Ph.D. All universities and institutes covered by the University Grants Commission are included in the programme, which provides 200 fellowships each year. If they meet the conditions of the programme, all disabled students accepted into M. Phil. or Ph. D. programmes at any university or academic institution are eligible to receive the fellowship. A maximum of five years will be given for the fellowship.

Similarly there are various employment and social security schemes launches by the Indian Government for the betterment of disabled persons like 3% reservation in employment scheme by the Ministry of Personnel, Public Grievances and Pension, Roster system for reservation, Carry forward of employment reservation, Age relaxation for direct recruitment, Non denial of promotion, Identification of jobs, Postings/Transfer of disabled employees, Special employment exchanges, Incentives for private employers, Award of dealership/agency by oil companies, Financial assistance from National Handicapped Finance & Development Corporation, The Indira Gandhi National Disability Pension Scheme, Composite Regional Centres for Persons with Disabilities (CRCs), District Disability Rehabilitation Centres (DDRCs), Assistance to Disabled Persons for Purchase /Fitting of Aids and Appliances (ADIP Scheme), Public Sector Banks, The National Handicapped Finance and Development Corporation (NHFDC), Deendayal Disabled Rehabilitation Scheme (DDRS), Scheme of National Awards for the Empowerment of Persons with Disabilities, and Trust Fund for the Empowerment of Persons with Disabilities.¹⁹

Role of non-governmental organizations in the betterment of disabled persons

The term “disability” has changed dramatically in the current context, notably during the previous few decades thanks to the so-called “social model of disability”. So to deal with this

¹⁹ *Supra* note 15.

developing worry affecting the nation, the NGO's plays a proactive role in supplying the required possibilities in strengthening this nascent group.²⁰

The fact that these crippled or, more accurately, "differently abled" people's potential and abilities are not fully utilised or explored raises serious concerns. If correctly employed or channelled to its best potential, it may be a significant loss of human resources that could prove to be beneficial for the development of society as a whole. This is where the role of NGO disability in India gets apparent. So, the NGO that acts as the key organs of the civil society strive towards building a favorable climate and an atmosphere free of obstacles where the disabled can also enjoy a healthy life like its dominant equivalents in the society.

Conclusion

Health disparities are influenced by the aspects of disability and mental illness in many different ways. They affect health constitutively among the respective groups, both physically and mentally, and also impact the health instrumentally through co-morbidities, making individuals vulnerable to health complications and influences mental wellbeing activities such as exercises or physical healthcare access. Recognizing the intersectional function of these identities in relation to other identities like caste, race, and socioeconomic class is equally crucial. Another significant way that these characteristics, either directly or indirectly, shape health inequities is through stigma and the marginalisation that goes along with them. The direct result manifests as insensitivity, lack of representation, and discrimination in medical services. From the interpersonal and familial level to the community, health system, and policy level, this operates at all levels. By barring people from social networks, education, and employment possibilities and driving them into poverty, stigma can also have an indirect impact on health inequalities. This can have an impact on people's health, nutrition, and access to healthcare.

All three facets of vulnerability share the subjective experience of navigating a stigmatising and discriminatory society and health system. The ability to challenge the notion of unfairness that is explained solely in terms of differentials is made possible by the central role that discriminatory experiences play in determining health. It forces us to take experience into account as a valid and pertinent consequence in order to portray and comprehend health and health disparities. Therefore, promoting health equity will require a diversely inclusive social structure.

²⁰ Asha Bhavan Centre, <https://ashabhavancentre.medium.com/what-is-the-role-of-ngo-in-empowering-the-disabled-in-india-59e943e4e87> (last visited June 22, 2022).