The scope of this literature review focuses on the human, social, cultural and legal issues relating to disability and rights of persons with disability that encompasses concepts like inclusion, accessibility, equality and non-discrimination. The review of literature also covers the public perception and societal attitude towards disability as it is a key factor in creating barriers to the inclusion and participation of persons with disabilities in the society.

In the present review of literature the researcher undertakes very briefly to review the attitudes towards disability followed by concept of disability, issues on rights of the disabled in global as well as Indian context. The result of this review should be considered in the light of several limitations and constrains faced by the researcher during the research. With a limited time frame the researcher despite of making all the attempts to unearth the relevant literature on disability, finds difficulties to explore all the areas of disabilities. Disability is a vast area and since it is relatively a new phenomenon, very limited research materials are available for the researcher covering all the relevant issues. The researcher faces difficulties in finding research materials on disability rights movement and analysis of efficacy of disability laws in India.

**Societal Attitude and Disability:**

Disability is a social construct and Societal Attitude defines disability to a large extent. Paul T. Jaeger and Cynthia Ann Bowman consider disability as a social construct and explore the factors that shape the social standing, limitations and legal rights of persons with disabilities. Disability is socially constructed in the book titled “Understanding Disability: Inclusion, Access and diversity”. The author in the first part examines the social role disability through history to present. The author examines disability as human, social, cultural, legal and policy issues that encompasses concepts like inclusion, access, diversity and legal rights.\(^\text{177}\) While negative societal attitudes to

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disability persist there is also evidence that attitudes to disability are improving worldwide. A clear relationship between attitudes and personal experience of disability was found through empirical testing across several countries. The negative attitudes towards intimate relationships for people with disabilities indicate that people with disabilities are still not fully integrated within society. People with disabilities who voluntarily meet with other people with disabilities collectively may hold the most positive attitudes of all towards disability. The negative attitudes of people with disabilities towards disability and other people with disabilities is an area that requires attention as such attitudes can slow progress towards equality.178

Attitudes and Employment

When appropriate supports are provided employers express positive attitudes toward workers with intellectual and mental health difficulties.179 The discrepancy between expressed willingness to employ and actually employing people with disabilities...


in the USA identified in earlier studies appears to be diminishing particularly among employers who were participants of vocational/supported employment programs. A service agency between employer and potential employee may be crucial, particularly in the case of employees with intellectual disabilities, improving the employment outcomes of people with disabilities by assisting employers to recognize the potential of employees with disabilities.

Attitudes and Education

Young people with disabilities attach great importance to being treated sensitively and the same as anyone else, including being listened to and having their views and experiences treated as authentic. Schools can actively engage in challenging negative societal attitudes to disability. Teachers’ attitudes towards students with disabilities have a significant impact on their educational experience.

Changing Attitudes

Understanding social constructions\textsuperscript{183} of disability and impairment can help to explain why people with disabilities have been marginalized and discriminated against and can draw attention to what needs to be done to eliminate negative attitudes. Attitudes are complex so interventions must also be wide-ranging. It is important to understand what each intervention can bring to change behavior and attitudes and how interventions interlink.\textsuperscript{184} Contact with people with disabilities under particular conditions can reduce prejudice. Affective ties including forming close friendships appear to be very effective in reducing prejudice. Disability Awareness Training is required for all but how it is carried out is important.\textsuperscript{185} The impact of disability awareness training should be evaluated. In the absence of personal experience and contact the media may play a larger role in determining attitudes and knowledge than otherwise and, in these circumstances, the need for an enlightened, responsible and non-discriminatory media culture becomes more important. Understanding and promoting the values underpinning basic human rights or the basic human conditions required for development, equality, autonomy, dignity and solidarity/social justice - is essential if governments and individuals are to commit themselves to ensuring that each and every person can access the conditions required to live as self-determining individuals.

**Rights of the Disabled:**

Comparison of the UN Principles for Older Persons (1999) with the UN Standard Rules on the Equalization of Opportunities for Persons with Disabilities (1992) shows a number of overlapping concerns. The UN Standard Rules outline key preconditions for equal participation of people with disabilities in society. The Rules assert that persons with disabilities have the right to remain within their local communities\textsuperscript{186}. Similarly, the UN Principles assert that older persons should remain integrated in society.\textsuperscript{187} Both


\textsuperscript{184} Hewstone, M. *Contact and Categorization: Social Psychological Interventions to change Intergroup Relations*. In C.N. Macrae, C. Stangor & M. Hewstone (Eds) STEREOTYPES AND STEREOTYPING (pp 323-368), New York: Guilford Press(1996)


\textsuperscript{186} (UN 1992, para. 26).

\textsuperscript{187} (UN 1999, para. 7).
documents call for actions to support independence and autonomy.¹⁸⁸ Both documents call for services to assist people to reach their optimum level of function.¹⁸⁹ Both documents assert the right of people to accessible environments.¹⁹⁰ Both documents support the fundamental right of all people to participate in society. Pursuing Justice for the Mentally Disabled,¹⁹¹ Grant H. Morris considers whether lawyers act as zealous advocates when they represent mentally disordered, involuntarily committed patients who wish to assert their right to refuse treatment with psychotropic medication. After discussing a study that clearly demonstrates that lawyers do not do so, the article explores the reasons for this inappropriate behavior.

Michael Perlin characterizes the problem as sanism, which he describes as an irrational prejudice against mentally disabled persons of the same quality and character as other irrational prejudices that cause and are reflected in prevailing social attitudes of racism, sexism, homophobia, and ethnic bigotry.

The author critiques Perlin's characterization of the problem and suggests other reasons for the phenomenon, including a belief that the civil commitment decision proved that the person was incompetent to make treatment decisions, and a belief that the decision on what treatment should be administered is a medical judgment to be made by the patient's doctor and should trump any patients' rights claim. The article concludes by considering whether aggressive advocacy would substantially improve the situation. Most patients accept or are coerced into accepting medication that their doctor prescribes. Because, competency hearings are only conducted for those patients who assert a right to refuse medication, few patients would be affected by more aggressive attorney advocacy. Those patients who are successful in resisting coerced treatment are likely to be released from the hospital without an improvement in their mental condition and processed through the criminal justice system when they are detained in the future.

¹⁸⁹ (UN 1992, Rule 3; UN 1999, para. 11).
¹⁹⁰ (UN 1992, Rule 5; UN 1999, paras. 5 & 6).
¹⁹¹ Grant H. Morris, Pursuing Justice for the Mentally Disabled, 41. SAN DIEGO LAW REVIEW,
On the question of inaccessibility to justice Stephanie Ortoleva, focuses on the important concept of access to justice and what it means to persons with disabilities. It also addresses how the United Nations (UN) Convention on the Rights of Persons with Disabilities (CRPD) provides for awareness of the requirements to provide access to justice for persons with disabilities. She seeks to answer the question of what is access to justice and why it is important for persons with disabilities. “Access to Justice” is a broad concept, encompassing peoples’ effective access to the systems, procedures, information, and locations used in the administration of justice. Persons with disabilities have often been denied access to fair and equal treatment before courts, tribunals, law enforcement officials, prison systems, and other bodies that make up the justice system in their country, because they have faced barriers. Additionally, persons with disabilities have been discriminated against in terms of attaining positions as lawyers, judges, and other officials in the justice system. Such barriers not only limit the ability of persons with disabilities to use the justice system, but also limit their ability to contribute to the administration of justice to society and to the community as a whole. This important right is enumerated in Article 13 of the CRPD.

She further outlines the legal framework in which this right is developed. Subpart A explores the right under the CRPD. Subpart B outlines the comparable right in other international conventions and Subpart C makes a similar analysis under regional treaties. The right of access to justice is intrinsic to all human rights treaties. The citations to specific provisions and the interpretations of these provisions by the various treaty Committees provides guidance on the development of a formulation of this right in Article 13 of the CRPD by the United Nations Committee on the Rights of Persons with Disabilities (CRPD Committee), and other international bodies. The various treaty Committees also provide guidance for States Parties to the CRPD as they implement its provisions.

The author also highlights specific areas of denials of access to justice for persons with disabilities. Subpart A addresses the denials to persons with disabilities as people who seek to learn about or seek to obtain information about how the justice system works. Subpart B explores denials of justice to Disabled People's Organizations (DPOs) advocating for disability rights. Subpart C addresses the barriers persons with disabilities face as clients generally. Subpart D explores the exclusion of persons with disabilities from positions as lawyers. Subpart E documents the ongoing exclusion of persons with disabilities as jurors. Subpart F explores the barriers to access to the courthouse. Subpart G enumerates the situations persons with disabilities face as criminal defendants and prisoners, and Subpart H outlines the problems confronted by those who are victims of crime.

Briefly outlines some common barriers to disability inclusion in rule of law and justice reform programming it is has been observed that access to justice is often addressed in rule of law and justice reform programming conducted by international donors and implementing partners. Regrettably, many of these programs ignore the interests of persons with disabilities in designing their programs, despite the mandate to do otherwise, as contained in the CRPD and in the donors' own guidelines. Finally the paper outlines effective strategies for achieving inclusion of disabled persons in rule of law and justice reform programming. These suggestions are detailed in several categories: Subpart A discusses legal analysis, research and institution reform; Subpart B emphasizes the role of training judges, lawyers, and other justice professionals; Subpart C describes the methods that might increase the number of judges and lawyers with disabilities; Subpart D relates to the role of Disabled Persons and DPOs in such efforts; Subpart E describes needed reforms in the criminal justice system; Subpart F explores techniques for community education and awareness; and Subpart G outlines reforms in the essential element of physical access to courts and judicial tribunals. Part VII sets forth conclusions and recommendations moving forward, with a focus on the roles of the CRPD committee, States Parties, and disabled persons and DPOs.
On the question of disability, equality and identity Laura L. Rovner explores the theory that the success of the disability community in infusing the socio-political model of disability into federal law has been significantly eroded by recent judicial decisions interpreting the ADA that are grounded in the medical model of disability. Over the past several decades, the disability movement has worked to shift society's understanding of disability away from the medical model and toward a socio-political/civil rights model. In the article, I discuss the idea that although the ADA seemed to represent significant legislative progress in the law's recognition of the socio-political model of disability, cases interpreting the ADA, particularly its reasonable accommodation mandate, actually may be moving the disability rights movement backward in terms of the courts' impact on societal constructions of people with disabilities.

In the article, she examines the Supreme Court's decision in Board of Trustees of the University of Alabama v. Garrett, 531 U.S. 356 (2001) to explore this issue and its implications for the disability rights movement. Of particular concern is the Court's holding that the Equal Protection Clause requires only 'formal equality' and its position that the ADA's reasonable accommodation mandate constitutes a form of 'special treatment' that is not consistent with the Constitution's guarantee of equal protection. I assert that by adopting this position, the Court not only has attacked one constitutional underpinning of the statute, but also the foundation of the disability rights movement: that is, the construction of disability itself. In this way, Garrett and similar decisions are fundamentally troubling to the disability rights movement because disability activists have looked to the law-and specifically the concept of 'rights'-to express the vision and goals of the movement, and to assist in the political self-definition of the movement. To the extent the disability rights movement, like other identity-based social movements, continues to look to the law for guidance about its identity, Garrett and similar decisions represent a significant threat, not only to the rights and remedies they may take away from disabled people, but also because of their construction of disability itself. Similarly, persons with various forms of disabilities which include children, women and adults are relegated to the background and often treated as outcast. They are perceived as "objects"

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of charity, rather than “subjects” with rights. They suffer discrimination in diverse sectors of the society and are equally excluded from the mainstream of the society.

Likewise, they are exempted from enjoying their invaluable rights and privileges which most of the other members of the society benefit from. This is in no doubt contrary to international and regional human rights instruments which eschews discrimination in all its forms. Sadly, a handful of these disabled persons end up getting involved in street begging and other ridiculous activities owing to frustration. Most of them, especially disabled children and women suffer from psychological trauma and depression as a result of the rejection they encounter. The government is equally guilty, as it exhibits an attitude of indifference towards disabled persons. This entire ordeal is a clear deprivation and encroachment on their fundamental human rights.

Considering the above, this paper will take an in-depth look at the common forms of violations or barriers faced by disabled persons in the society and the grave effect of such violations. Practicable and concrete recommendations that will help safeguard the inherent dignity of these vulnerable groups will then be proffered.

Jeremy Cooper’s comprehensive volume assesses the relationship between legal rights and disability and the effect of law, legal process and third party professional intervention on the lives of people with disabilities. Stressing the crucial role played by disabled people themselves in fulfilling the promise of the worldwide rights movement, the chapters examine this relationship across a variety of themes, stressing the legal elements of each issue, and the extent to which law can assist in strengthening individual rights in that area. The contributors, who are all either academics or other professional experts in their field, write in a jargon free accessible style. The authors focus their writings to cater the interest of lawyers, human rights activists, and health care professionals and to disabled people generally. The contributors have drawn their analysis on new perspectives on working in partnership with disabled people; the changing attitudes to the rights of people with disabilities across the globe; improvements to the rights of disabled people through legal process, using national and international law; an examination of the rights and entitlement of disabled people to community care, housing.

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employment, education, and special services for children; disabled people and mental
health law; and messages from disability research for law.

Luke Clements, Janet Read view that 'Human rights' has increasingly come to be
seen as a significant framework, both to aid understanding of the experiences of those
who face oppression, and to underpin social, legal and political measures to counter it.
Disabled People and the Right to Life uses this framework to explore how disabled
people’s right to life is understood in different national contexts and the ways in which
they are or are not afforded protection under the law, emphasizing the social, cultural and
historical forces and circumstances which have promoted disabled people’s right to life or
legitimated its violation. Written by an international panel of contributors including
individuals holding public office, academics from the fields of law, social policy,
disability studies and bioethics as well as practitioners and activists attempting to further
disabled people’s human rights, this truly interdisciplinary book will be of interest to
students and researchers of disability, law, social policy and human rights. 195 Marcia H.
Rioux, Lee Ann Basser Marks, Lee Ann Basser, Melinda Jones196 examines the changing
relationship between disability and the law, addressing the intersection of human rights
principles, human rights law, domestic law and the experience of people with disabilities.
Drawn from the global experience of scholars and activists in a number of jurisdictions
and legal systems, the core human rights principles of dignity, equality and inclusion and
participation are analyzed within a framework of critical disability legal scholarship.

Renu Addlakha197 points out that since the 1970s, the international disability
rights movement, the United Nations and national governments across the world have
attempted to ameliorate the status of the disabled population through a range of legislative
and policy measures primarily in the areas of health, education, employment, accessible
environments and social security. While the discourse in the disability sector in India has
shifted from charity and welfare to human rights and entitlements, disability studies as an

195 LUKE CLEMENTS, JANET READ, DISABLED PEOPLE AND THE RIGHT TO LIFE:
196 MARCIA H. RIOUX, LEE ANN BASSER MARKS, LEE ANN BASSER, MELINDA
JONES, CRITICAL PERSPECTIVES ON HUMAN RIGHTS AND DISABILITY LAW,
Martinus Nijhoff Publishers, (2011) 552 page
197 RENU ADDLAKHA, DISABILITY STUDIES IN INDIA: DIALECTIC BETWEEN
GLOBAL DISCOURSES AND LOCAL REALITIES, Taylor & Francis Group, (2013) 441 pages
interdisciplinary academic terrain that focuses on the contributions, experiences, history and culture of persons with disabilities has not yet taken root.

Janet Read, Luke Clements, David Ruebain suggest that how the law can be used to promote good practice and policy development for disabled children and young people. The authors take an anti-discriminatory and inclusive approach that involves parents and children in decision-making and advocacy. The authors summaries recent research on common needs and problems of disabled children, young adults and their families, and what support services are valued by them. Individual chapters cover issues affecting children at different stages in the life course, including receiving diagnosis, ensuring educational and social inclusion, and establishing autonomy and independence in early adulthood. The overlapping legal responsibilities of social services, health and education are explained and changes arising from the Children Act 2004 are highlighted. Disabled Children and the Law is an essential reference for practitioners, policy makers, students and families.

Very little literature seems to address the relationship between rights claims of people with disabilities and older people. Priestley, M. and Rabiee, P. addresses some important areas of commonality in the political interests of older and disabled people. The paper reports findings from survey and interview research with local organizations representing older people, and their engagement with disability issues. We begin by reviewing similarities in the claims and mobilization of older and disabled people, and by reviewing the groups that participated in the study. The main part of the paper identifies substantive policy issues that were perceived as important to older people. Here, there are considerable areas of overlap with the claims of disabled people's organizations (for example, in relation to information, independent living, accessible housing, transport, social support, and incomes). We review these commonalities and offer some thoughts on the potential for political alliance between the two movements. The paper concludes that, while there are considerable areas of common ground, there remain cultural barriers to the mobilization of such alliances.

Mark C. Weber asks how disability rights ideas can be reconciled with and might transform the law of public assistance. The social model of disability forms the basis of most disability rights thinking. This model recognizes that impairments do not by themselves disable, but disability instead arises from a dynamic between a person’s physical and mental conditions and society’s environmental and attitudinal barriers: Paraplegia does not cause disability but for stairs, curbs, and human attitudes that limit accessibility. The social model focuses on changing the environment; its close corollary, the civil rights approach to disability, looks to anti-discrimination law to remove limits on opportunity created by society’s physical places and prevailing attitudes. The Americans with Disabilities Act embodies the civil rights approach, but it has not been successful in lifting people with disabilities out of poverty; many people with disabilities continue to need public welfare to live. This reality has led some writers to propose abandoning the emphasis on civil rights in disability law and returning to an emphasis on welfare and related interventions that typically entail a medical or charity orientation toward disability. This article strikes out in a different direction, arguing that the civil rights approach, when thoughtfully applied, supports continued disability-specific welfare programs, and further that it supports various improvements in the law of public welfare: more in-kind assistance programs; adjustment of disability benefits qualification standards to give more attention to the disabling effects of stigma; adoption of partial disability benefits programs and reduced means testing; changes in non-disability-related welfare; expanded universal benefits; and a Disabled Worker Tax Credit. This article compares the reforms envisioned by a nuanced application of the civil rights approach with ideas about welfare derived from principles of reciprocity, universal vulnerability, and international human rights. This article compares the reforms envisioned by the thoughtful development of the civil rights approach with ideas about welfare derived from principles of reciprocity, universal vulnerability, and international human rights.

Nadia Von Benzon, Karen E. Makuch (Karen E. MacDonald) and Zen Makuch seek to show that a legal right exists for disabled children to experience nature. Evidence

200 Mark C. Weber, Disability Rights, Welfare Law, 32 CARDOZO LAW REVIEW p. 2483

201 Nadia Von Benzon, Karen E. Makuch (Karen E. MacDonald) and Zen Makuch, The Right for Disabled Children to Access the Natural Environment: A Law and Policy Critique,
from international and UK national legislation and national case law is used to support this claim. However, despite the existence of a right for disabled children to access the natural environment, this legal review found little evidence to indicate that a duty to provide disabled children with these experiences is imposed upon any party. In the absence of such a duty, disabled children will be unable to reify their right to natural environment access. Currently, disabled children remain reliant on dedicated organizations and individuals to provide them with support to access the natural environment. This is a serious policy and regulatory concern as the number of disabled people in the UK stands at one in five persons.

Graeme Lockwood and Lorraine A. Schmall draws a comparative analysis between US and UK laws on disability and focus on the operation of the law relating to disability discrimination in two Western market economies: the United States and the United Kingdom. It describes and evaluates the strengths and weaknesses of the legal approach to the prevention of disability discrimination in each country. Certain differences in the philosophy behind the legal framework and in the substantive content are readily apparent despite the fact that it is claimed that ADA is the model upon which UK legislation is based. Comparative transnational study may shed insights into the operation of the two laws. Both laws emanate from a philosophy that people with disabilities should have the same rights, access, and control over choices in their own lives as people without disabilities have. An employer must undertake reasonable efforts to accommodate a worker with a disability by changing something in the work environment. Despite significant and frequent amendment of each of the laws, their identical goals of getting or keeping disabled people employed have not been met. Britain's scheme is more likely than the States' to help employees who become disabled stay on the job, and employers in the UK typically accommodate disability-related absence with an already-existing panoply of mandatory benefits, including sick leave and sick pay, coupled with free public health care. Fewer than half of all employers in the US offer health insurance, and only a small minority offer sickness or disability wage replacement. In both countries, mental health accommodations are rare.

202 Graeme Lockwood and Lorraine A. Schmall, UK-US: Comparative Disability Law, working papers series. December 8, 2009
Jayna Kothari suggests that according to the 2001 census, India has more than twenty million people suffering from various disabilities. However, disability law in India does not adequately address this issue. The author analyses the rights of the disabled people from the perspectives of equality and human rights. It argues that due to various disabilities these people are discriminated against and that, like any other citizen of the country, they have an equal share in its resources. Although the government over the years has made efforts to improve the lives of disabled people, much of it remained only symbolic in nature. The major step forward, however, came with the passing of the Persons with Disability (PWD) Act in 1995. The volume critically reviews this Act, which is aimed to provide equal opportunities to the people with disabilities. It contends that though the Act has been in force since 1996, due to lack of clarity, often the civil society groups, judges, and even lawyers have found its provisions difficult to interpret. The author also discusses the role of private sector in providing social security to the disabled. She further addresses the critical issue of amending the disability law to bring it in compliance with the prevailing international legislation—the UN Convention on the Rights of Persons with Disabilities (CPRD).

The author collates some of the most recent pioneering work on disability studies from across the country. The essays presented here engage with the concept of disability from a variety of disciplinary positions, socio-cultural contexts and subjective experiences within the overarching framework of the Indian reality. The contributors including some with disabilities themselves provide a well-rounded perspective, in shifting focus from disability as a medical condition only needing clinical intervention to giving it due social and academic legitimacy.

The editor outlines key issues that would be germane to any disability studies endeavour in India and South Asia, and will appeal to academics, activists, institutions,
laypersons and professionals involved in social welfare, sociology, disability studies, women's studies, psychiatry, rehabilitation, and social and preventive medicine.

Shruti Pandey, Priyanka Chirimar, Deepika D'souza \(^{204}\) brings together among other things progressive judgments from various Indian Courts and forums relating to the rights of persons with disabilities on issues like employment, education, access, housing and social security, apart from those laying down some vital general principles of disability rights.

Divyashree Baxipatra \(^{205}\) in her article considering the rights of the differently Abled in India: Law through cases and analysing the realities observes that many, if not most, differently-abled persons are hidden away, stigmatised, and hardly exist in any official way, according to statistics and the community. The number of people with disabilities in India is substantial and likely to grow; disability does not “go away” as countries get richer. Persons with disability are most neglected lot not only in the society but also in the family and more often an object of pity. There are hardly any meaningful attempts to assimilate them in the mainstream of the nations life. The apathy towards their problem is so pervasive that even the number of the disabled persons existing in the country is not well documented. People with disabilities in India are subject to deprivation in many dimensions of their lives. Social attitudes and stigma play an important role in limiting the opportunities of disabled people for full participation in social and economic life, often even within their own families. India has one of the more progressive disability policy frameworks in the developing world. However, there remain huge challenges in operationalizing the policy framework. In the existing scenario of indifference the number of such persons is surging and their problems are mounting.

Since the 1990s India has slowly awakened to the rights of the disabled population and started shedding its traditional largesse approach. The “disability legislations” which came together were a culmination of a long, tenacious, struggle for

\(^{204}\) SHRUTI PANDEY, PRIYANKA CHIRIMAR, DEEPIKA D'SOUZA, DISABILITY AND THE LAW, Human Rights Law Network India. (2005) 722 pages

\(^{205}\) Divyashree Baxipatra, Rights of the Differently Abled in India: Law, Cases & the Reality, KIIT Law School, May 18, 2013
rights and marked a hard-earned victory for the disabled population of the country. It however, took them a while a few years to realize that their struggle was far from over. The paper looks at the status of the persons with disability in India in terms of the legal framework, the role of the judiciary and the reality that persists.

Summary

This literature review concludes by stating that disability is socially constructed. The ways in which society classifies and reacts to disability have a profound impact on the lives of disability and which is reflected in societal attitude and public perception towards disability. The ways also in which a society chooses to legally define disability have a tremendous impact on the social standing and civil rights of persons with disabilities. This review finds that disability has gained the most societal acceptance in the developed nations as compare to the developing nations like India. Interventions that have been shown to influence attitude formation include direct contact, legislation, supporting participation of people with disabilities in all spheres, mainstreaming and dismantling structures of segregation and discrimination, political, organization and widespread debate and discussion in academic and public domains around disability issues. Each of these “interventions” has a role to play in generating positive attitudes towards disability. Awareness and understanding of disability is increasing in India with a great effort and struggle of persons with disabilities and support of non-governmental organizations. The Review finds that attempts must be made to translate research evidence into practice. With regards to employment of persons with disabilities, this literature review has illustrated the concerns of employers, the vital role the government and non-governmental organizations in ensuring equal employment opportunities for people with disabilities, the decreasing gap between expressed willingness to hire and actual hiring, the lack of consistent national framework on providing equal opportunities of employment for persons with disabilities. The direct and indirect efforts made in many jurisdictions of the developed world and brought a change in societal attitudes. In India there is a need to formulate policy and an effective legislation at national level to ensure substantive equality of persons with disabilities in the field of employment, education, independent living and full social participation.