

## **Unfreedom and Wage gaps for Disabled Persons in India**

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There are voluminous analyses on the issues of labour and its market in India, but not many discuss the issues of disability and the participation of disabled persons in labour market. Though, there have been various studies on the issues of disabled persons which have generated a great deal of scientific and political literature. Since the decade of 1970s, the growing social and political movements of disabled persons, world-wide, have tremendously influenced the study and analysis of disability and rehabilitation policies. In the era of liberalized regime and commodification of labour, it is very important to analyse the work conditions of disabled persons. In most of the countries, public opinion and debate on the nature of disability and the challenges to the community has undergone a drastic transformation during the last couple of decades. Consequently, there has been a remarkable shift in social perception and the issues of disability from a purely individual centered medical or clinical problem to a socio-political problem. The phenomena of disability can no longer be treated as a personal state of affairs, as the traditional approach to disability uses to be. Thus, there is greater need to focus attention on the structural character of disability.

The promotion and protection of rights for disabled peoples is a challenging task especially in the flexible labour market regime. This study seeks to analyse the activities, policy and concern for the promotion and protection of rights of the most vulnerable section of the society – the disabled persons. The structural character of disability seeks to explain social exclusion in terms of social barriers faced by the disabled persons in the society. Enabling persons with disabilities to prepare for and engage in respectful position in society with their strengths, abilities, and capabilities must be a priority concern to the policy makers.

This study tries to bring out the loopholes and structural mismatch (demand and supply) in policies focused for the disabled persons which cause to its failures. This paper is divided into four main sections. First section elaborates the concept of disability with the new initiations developed by the United Nations with rights perspective and it also looks at some theoretical aspects to measure the cost of disability. The second section discusses the present status of

disabled persons using the data provided by the NSSO and Census. Using this data for disabled persons, this section draws attention on the mismatch among the principled positions (agreements, UN Conventions) and what actually is in practice at the front of policy implementation in the Indian context. The third section tries to draw an association in the labour market and the participation of disabled persons with the help of international co-ordination. Fourth and Final section of this paper contains some suggestions for the policy improvement with conclusions.