

5. ***To empower persons with disabilities in India, it is imperative to shift from a charity-based approach to a rights-based approach. Analyse.*** (150 words) 10

**Approach:**

- Briefly mention the status of persons with disability in India.
- Highlight the approach of the state in alleviating the challenges faced by the persons with disability.
- Discuss the need to adopt a rights-based approach in India.
- Conclude accordingly.

**Answer:**

According to the Census 2011, in India, the population with disabilities is around 26.8 million, constituting 2.21% of India's total population. Irrespective of the size of the population, policies in India have failed in removing infrastructural, institutional and attitudinal barriers for the persons with disabilities.

To resolve the issues and challenges related to persons with disability, the government of India came up with a landmark act on disability – **The Rights of Persons With Disabilities Act, 2016**. The act increased the number of disabilities from **7 to 21**. It also increased the **quota of reservation** for persons with disabilities from 3% to 4% in government jobs and 3% to 5% in higher education institutions.

Despite the noble intent of the act, the act has not been able to yield desired changes. This is because policy interventions in India have been followed 'charity based approach', which has the following limitations:

- Under this approach lies a **power relationship** between givers and receivers where the givers voluntarily fulfills the need of the beneficiaries. This limits the choice and benefits for the receivers.
- The approach gives an impression that the problem has been solved by rolling out doles, without altering/modifying the **fundamental (economic, political, social and bureaucratic) structure**, which is the root cause of the problem.
- In India, the statistics point out the lack of **disability prevention orientation** in the state sponsored policies and schemes in India. This ignorance stems from the society's and state's attitude towards the persons with disability.

Therefore it is high time for state to move away from the '**charity-based approach**' to the '**rights-based approach**':

- Rights based approach brings a new progressive paradigm especially for those disabilities that have so far been neglected and marginalized by making access to **social security not as a 'doles' but as rights**.
- It makes a commitment to its people with disabilities and **mandate to the public institutions and its authorities to protect**, fulfill and promote all rights of all people with disabilities.
- Until now, disability issues have managed to get only a minuscule space in the mind space of policy makers and decision makers. Rights based approach brings **requisite attitudinal and institutional changes in the bureaucracy**.

Further, there is an urgent need for political will to ensure that disability is included across all policies, across all Ministries and Departments, and a time frame is fixed to make our facilities, schools, colleges, public places, etc. accessible for all people with disabilities and adequate resources are allocated.

6. ***Discuss the status of paternity leave in India and state its significance. Also, mention the challenges in granting paternity leave in India.*** (150 words) 10

**Approach:**

- Briefly explain the meaning of paternity leave.
- Highlight its status in India and mention its significance.
- Discuss the challenges in granting paternity leave in India.
- Conclude on the basis of the above points.