

FROM LEGISLATION TO PRACTICE: THE CHALLENGES OF ENFORCING DISABILITY ACCESS LAWS AND ENSURING COMPLIANCE

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ABSTRACT

A vital component of creating an inclusive society is guaranteeing fair access for people with impairments. With an emphasis on how legislative and regulatory frameworks influence accessibility to public spaces and services, this study explores the relationship between disability rights and public policy. Seminal laws are at the centre of this conversation. In the US, accessibility is mandated by the Americans with Disabilities Act (ADA) for public structures, transit, and communication services. It also examines the role that international accords, such as the United Nations Convention on the Rights of Persons with Disabilities (CRPD), play in establishing universal accessibility standards. By assessing these variables, the study emphasizes the need for consistent policy innovation and active stakeholder participation to attain full accessibility, stressing a strategy that balances legal requirements with real-world application. This study examines the effects of advocacy groups in advancing policy formulation and enforcement, assesses how well these policies improve accessibility and identifies enduring issues.

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Keywords: Americans with Disabilities Act (ADA), Public Spaces, Legislative Frameworks, Advocacy Organizations, International Conventions.

INTRODUCTION

In India, the transition from legislative goals to the effective execution of disability rights and accessibility faces considerable obstacles, even with progressive legal frameworks. The Rights of Persons with Disabilities Act (RPWD Act) 2016 marks a crucial step forward in acknowledging and meeting the requirements of individuals with disabilities, requiring extensive access to public areas, services, and opportunities. However, translating these legislative aspirations into tangible improvements has proven difficult¹. For instance, while the Act outlines detailed accessibility standards, many public buildings, transportation systems,

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¹ National Human Rights Commission, *Disability Rights* (2018)

<https://nhrc.nic.in/sites/default/files/DisabilityRights.pdf> accessed 18 November 2024.

and educational institutions still fall short of meeting these requirements². An illustrative example is the persistent inaccessibility of many older government buildings and public transport facilities, which often lack the necessary modifications such as ramps, accessible restrooms, and designated parking spaces. This research paper examines the disconnect between the legislative goals of the RPWD Act and the practical realities faced by individuals with disabilities in India. By analyzing case studies, enforcement mechanisms, and compliance challenges, the paper aims to identify critical gaps and propose targeted solutions to enhance the effectiveness of disability access policies, ensuring that legislative commitments are meaningfully realized across the country.

Article 21 of the Indian Constitution guarantees the right to life and personal liberty, which includes the protection of dignity and access to public services. This has a lot to do with disability access regulations, which mandate that individuals with impairments have access to public spaces and services. Strong enforcement is necessary since this right may be infringed upon in the absence of adequate infrastructure like ramps and elevators.

According to the "procedure established by law" in Article 21, any loss of rights must be fair and reasonable. However, enforcing disability access regulations involves challenges such as inadequate infrastructure, a lack of knowledge among those affected, and unequal application by local governments. Furthermore, persons with disabilities may struggle to report infractions due to intricate processes and difficult-to-access complaint mechanisms.

To address these difficulties, it is critical to increase enforcement by boosting money, performing regular checks, and maintaining openness. Raising awareness, providing training, investing in accessible facilities, and developing simple complaint processes are critical to maintaining compliance and upholding the rights listed in Article 21. These steps will encourage inclusion and protect the rights of individuals with disabilities³. These actions will promote inclusivity and support the rights of people with disabilities.

"Disability access is not just a policy; it is a fundamental right to equal participation and dignity in all aspects of society."

² Campaign for Judicial Accountability and Reforms, 'Indian Laws Pertaining to Persons with Disabilities' (CJP, 2022) <https://cjp.org.in/indian-laws-pertaining-to-persons-with-disabilities/> accessed 18 November 2024.

³ Lloyd Law College, 'Right to Life under Article 21 of the Indian Constitution' (Lloyd Law College, 09 July 2024) <https://www.lloydlawcollege.edu.in/blog/right-to-life-article-21.html> accessed 18 November 2024.

LEGISLATIVE FRAMEWORK

1. Historical Context and Evolution of Disability Laws in India

The development of disability legislation in India reflects a progressive and transformative path toward acknowledging and safeguarding the rights of individuals with disabilities. Traditionally, the approach to disability in India was predominantly medical and welfare-oriented, emphasizing institutional care and charitable assistance rather than prioritizing rights and social inclusion.

The foundational framework for disability rights in India commenced with the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act of 1995, which represented a pivotal change in policy⁴.

This law, which aimed to protect the rights of individuals with disabilities and facilitate their integration into society, was India's first significant move in addressing disability concerns. It laid the foundation for upcoming reforms by addressing important issues including public access, employment, and education.

The Rights of Persons with Disabilities Act (RPWD Act), which superseded the 1995 Act and brought India's disability rights into compliance with international norms, particularly the United Nations Convention on the Rights of Persons with Disabilities (CRPD), marked a significant advancement. By creating additional categories, improving accessible features, and highlighting the significance of inclusive employment and education opportunities, the RPWD Act expanded the scope of disability rights⁵. It required that public buildings and spaces be made accessible and strengthened the legal mechanisms to combat discrimination and promote social participation.

Section 4 stipulates the necessity for accessibility in public buildings, transportation, and digital platforms, to remove obstacles that hinder access. Section 12 emphasizes the right to education

⁴ Asha Bhavan Centre, 'Disability Rights Movements: History in India' (Medium, 16 October 2017) <https://ashabhavancentre.medium.com/disability-rights-movements-history-in-india-7fb1f7399517#:~:text=In%20the%20year%201995%2C%20the,government%20services%20and%20education%20institutions/> accessed 18 November 2024.

⁵ Jelsyna Chacko, 'Evolution of Disability Rights in India: Tracing How the Path Was Paved and Breaking the Barriers That Remain' (Bar & Bench, 10 December 2022) <https://www.barandbench.com/columns/evolution-of-disability-rights-in-india-tracing-how-the-path-was-paved-and-breaking-the-barriers-that-remain> accessed 18 November 2024.

by mandating inclusive practices in mainstream schools and allocating seats for students with disabilities in higher education and vocational training programs. Section 33 pertains to employment, requiring job reservations for individuals with disabilities in government positions, thus fostering equal employment opportunities. Section 35 facilitates the creation of National and State Funds aimed at supporting the empowerment and welfare of persons with disabilities⁶. Section 39 delineates the responsibilities of the National and State Commissions for Persons with Disabilities in overseeing implementation, addressing complaints, and suggesting policy enhancements. Lastly, Section 45 introduces provisions to prevent harassment and abuse, establishing legal frameworks to protect rights and ensure justice. Collectively, these sections constitute a comprehensive framework intended to advance equality, accessibility, and inclusion for individuals with disabilities in India.

Resource Constraints and Financial Barriers in Disability Rights and Public Policy

In the realm of disability rights and public policy, resource limitations and financial obstacles present considerable challenges that impede the full realization of rights and equal opportunities for individuals with disabilities. These obstacles have a negative impact on infrastructure, support networks, and the provision of necessary services, which leads to systematic disparities in access and involvement.

1. Inadequate Funding for Disability Services

In order to guarantee access to necessary services like healthcare, education, and work accommodations, public policies created to help people with disabilities necessitate a significant financial commitment. However, governments frequently lack the resources necessary to adequately finance these important initiatives. For instance, underfunding may influence accessible public transportation, specialized educational materials, and personal support services, leading to service delivery gaps that disproportionately impact people with disabilities.

⁶ *Vikaspedia*, 'Rights of Persons with Disabilities Act, 2016' (Vikaspedia) <https://vikaspedia.in/social-welfare/differently-abled-welfare/policies-and-standards/rights-of-persons-with-disabilities-act-2016> accessed 18 November 2024.

2. High Costs of Assistive Technologies

For many people with disabilities to become independent and fully engage in society, assistive technologies—such as communication tools, hearing aids, and mobility aids—are essential. However, these gadgets' exorbitant price poses serious financial obstacles, especially for those with low incomes. Access may be further restricted by inadequate insurance coverage or state subsidies, rendering these technologies unaffordable for many. Financial limitations frequently make it difficult for public policy to close this gap, depriving people with disabilities of the resources they require to live freely.

3. Limited Accessibility of Public Infrastructure

Making public areas, transit networks, and services accessible is one of the fundamental tenets of disability rights. However, the required changes to create completely accessible workplaces are sometimes hampered by cost constraints.

4. Barriers to Healthcare Access

People with disabilities sometimes require specialized medical treatment, which can be costly and difficult to access due to financial constraints. These obstacles include insufficient insurance coverage and significant out-of-pocket expenses for therapies, treatments, and medical equipment. Underfunded public healthcare systems sometimes lack the means to offer people with disabilities comprehensive, reasonably priced care. Because of this, there are still gaps in health outcomes, which are made worse by the absence of funding in public policy.

Addressing Resource Constraints and Financial Barriers in Public Policy

To effectively address these challenges, public policies must prioritize:

- Increased funding for disability-related programs and services.
- Expansion of subsidies for assistive technologies and healthcare services.
- Investment in accessible infrastructure to comply with legal accessibility standards.
- Enhanced financial incentives for employers to hire and accommodate persons with disabilities.
- Strengthening social security programs to provide more adequate financial support.

PUBLIC AWARENESS AND EDUCATION: OVERCOMING SOCIAL BARRIERS IN DISABILITY RIGHTS AND PUBLIC POLICY

Public awareness and education are essential in breaking down the **social barriers** that impede the full realization of **disability rights** and hinder the effectiveness of **public policy**. Although laws like the ADA provide a legal foundation for equality, societal attitudes and a lack of understanding can still prevent meaningful progress⁷.

1. Shifting Perceptions of Disability

Many misconceptions about disability persist, often portraying individuals with disabilities as dependent or incapable. To support policy implementation, **public awareness campaigns** are needed to promote a more inclusive and respectful understanding of disability, recognizing the autonomy and rights of individuals with disabilities⁸.

2. Promoting the Social Model of Disability

Public education should emphasize the **social model of disability**, which frames disability as arising from societal barriers rather than individual impairments. Raising awareness about how changes to physical and social environments can remove these barriers is key to fostering inclusion.

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3. Policy as an Educational Tool

Disability legislation, such as the Americans with Disabilities Act (ADA), serves to safeguard rights while simultaneously raising public awareness. Comprehensive public policy must incorporate educational initiatives to guarantee that both individuals and organizations comprehend their legal obligations and the significance of accessibility.

⁷ UD Services, 'Barriers for Persons with Disabilities' (UD Services, 10 May 2022) <https://udservices.org/barriers-for-persons-with-disabilities/> accessed 18 November 2024.

⁸ Iryna Babik and Elena S Gardner, 'Factors Affecting the Perception of Disability: A Developmental Perspective' (National Center for Biotechnology Information, 21 June 2021) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8255380/> accessed 18 November 2024.

4. Early Education in Schools

Incorporating **disability awareness** into school curricula can help develop more inclusive attitudes from an early age. Teaching children about disability, accessibility, and equality can reduce stigma and empower future generations to advocate for disability rights.

5. Media Representation

The media has a significant role in shaping public perceptions. **Positive and accurate representation** of people with disabilities can challenge stereotypes and shift societal attitudes. Policies that encourage inclusive media portrayals can help raise awareness.

6. Community and Business Engagement

Workplace education programs and **community initiatives** can drive a greater understanding of disability rights. Educating employers, local governments, and community organizations about the benefits of inclusion promotes equitable opportunities and accessibility.

7. Combatting Discrimination

Public education campaigns focused on **anti-discrimination** measures can address biases and promote equality. These campaigns should emphasize the legal consequences of discrimination and the value of diversity in all sectors of society.

8. Empowering Individuals with Disabilities

Education efforts must also empower persons with disabilities to understand and advocate for their rights. **Empowerment programs** that focus on self-advocacy and leadership can ensure individuals with disabilities actively participate in social, political, and economic life⁹.

Overcoming social barriers to disability rights requires a combination of **public education, awareness, and enforcement**. By fostering inclusive attitudes and increasing understanding,

⁹ Zsofia Szlamka, Bethlehem Tekola, Rosa Hoekstra and Charlotte Hanlon, 'The Role of Advocacy and Empowerment in Shaping Service Development for Families Raising Children with Developmental Disabilities' (National Center for Biotechnology Information, 29 May 2022) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9327816/> accessed 18 November 2024.

society can move closer to fully implementing policies that ensure equality and accessibility for all¹⁰.

JUDICIAL APPROACH TO DISABILITY RIGHTS: LANDMARK JUDGMENTS AND THEIR IMPLICATIONS

The judiciary has been instrumental in promoting the rights of individuals with disabilities through several significant rulings. These rulings emphasize the need for an atmosphere that promotes inclusion and respect in addition to upholding the rights of people with disabilities.

1. Virender Kumar v. Delhi Transport Corporation

In the case of *Virender Kumar v. Delhi Transport Corporation*¹¹, The topic of workplace accommodations for workers with impairments was discussed by the court. The ruling emphasized that employers are obligated to provide alternative work options to employees who sustain injuries resulting in disabilities while ensuring that the employees receive the same pay scale and benefits as before. This ruling demonstrates the judiciary's dedication to protecting workers' rights and guaranteeing fair treatment for people with disabilities.

2. Government of NCT of Delhi v. Bharat Lal Meena

The case of *Bharat Lal Meena v. Government of the National Capital Territory of Delhi* brought attention to the shortcomings in the way disability reservations are being implemented in government jobs. The court determined that individuals who have obtained the necessary certification in their field are deemed capable and qualified to pursue professional roles, regardless of their disability status. This judgment reinforces the principle that certification and qualifications should take precedence over disabilities, advocating for merit-based evaluations.

3. Amita v. Union of India

A similar stance was taken in the case of *Amita v. Union of India*, where the judiciary reaffirmed the rights of persons with disabilities to pursue their chosen professions based on

¹⁰ *AlsoWeb*, '5 Ways People with Disabilities Overcome Social Barriers' (*AlsoWeb*, 20 December 2023) <https://alsoweb.org/nonprofit-blog/5-ways-people-with-disabilities-overcome-social-barriers/> accessed 18 November 2024.

¹¹ Ananya Tiwari and Chehak Gandhi, 'Bridging the Justice Gap: Towards a Comprehensive Policy for Accessible Legal Aid and Justice for Persons with Disabilities in India' (*Manupatra*, 19 July 2024) <https://articles.manupatra.com/article-details/Bridging-the-Justice-Gap-Towards-a-Comprehensive-Policy-for-Accessible-Legal-Aid-and-Justice-for-Persons-with-Disabilities-in-India> accessed 18 November 2024.

their qualifications and certifications. The court's ruling in this case, which emphasizes that a handicap should not prevent eligible people from pursuing professional opportunities, is consistent with the views stated in the Bharat Lal Meena case.

Implications and Challenges

Although the court is crucial in promoting disability rights, there are still issues in putting decisions into practice. Among these difficulties are:

1. **Infrastructure Adjustments:** To accommodate people with impairments, workplaces, courts, and public areas must undergo physical and technical modifications.
2. **Sensitization and Training:** To properly comprehend and use inclusive approaches, legal professionals and other stakeholders need to get training.
3. **Policy Reforms:** To facilitate disability inclusion and conform to court decisions, legislative frameworks must be updated on a regular basis.
4. **Monitoring and Compliance** To guarantee that court orders are obeyed and accommodations are put in place, robust monitoring systems are required.

In conclusion, even if court decisions have improved the rights of people with disabilities, resolving these implementation issues is crucial to fostering an inclusive atmosphere.

GLOBAL PERSPECTIVES ON DISABILITY RIGHTS

Due to a variety of cultural, political, and economic factors, the conversation surrounding disability rights has undergone substantial change on a worldwide scale. Examining these worldwide viewpoints offers a thorough grasp of how other locations handle the needs and rights of individuals with disabilities, highlighting the progress made thus far and pointing out areas that still require improvement.

1. International Frameworks and Conventions

The 2006 adoption of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) represents a significant turning point in the development of disability rights. Underscoring values like non-discrimination, accessibility, inclusion, and participation, this treaty creates a thorough framework for the defense and advancement of disability rights. An

international commitment to advancing disability rights and fostering inclusive societies is demonstrated by the broad adoption of the CRPD by UN member states.

2. Regional Approaches and Legislation

Europe: Through a number of laws and directives, the European Union (EU) has taken the lead in promoting disability rights. The objectives of the EU Disability Strategy 2010–2020 were to improve living conditions for people with impairments, support equal opportunities, and increase accessibility¹².

- North America: In the United States, the Americans with Disabilities Act (ADA), enacted in 1990, represents a landmark in disability rights legislation, prohibiting discrimination based on disability and mandating accessibility across sectors including employment and public accommodations. Canada's Accessible Canada Act is designed to create a barrier-free environment by addressing accessibility issues in federal jurisdiction areas such as transportation and communications.

- Asia: Disability rights in Asia vary considerably due to diverse socio-economic contexts. Countries such as Japan and South Korea have established comprehensive disability rights legislation, including Japan's Basic Act for Persons with Disabilities and South Korea's Take Action against discrimination toward people with disabilities. In contrast, many other Asian nations are still developing their disability rights frameworks, necessitating enhanced legal and support structures.

- Africa: Disability rights in Africa are influenced by a mix of local customs and international human rights standards. The African Union's Protocol on the Rights of Persons with Disabilities aims to address these issues continent-wide. However, challenges such as limited resources, infrastructural barriers, and prevailing societal attitudes continue to affect the effective implementation of disability rights.

3. Emerging Trends and Innovations

The global trend toward inclusive design is centered on ensuring that spaces, goods, and services are usable by all people, regardless of their ability. In order to address accessibility

¹² Mark Priestley (ed), *Disability and the Life Course: Global Perspectives* (Cambridge University Press 2001) <https://assets.cambridge.org/97805217/93407/sample/9780521793407ws.pdf> accessed 18 November 2024.

concerns from the outset, this kind of thinking is increasingly being included in tech, design, and urban planning.

Assistive Technologies: Assistive gadgets and smart technologies, among other advances, are changing accessibility by improving the independence and quality of life of people with impairments. In an effort to foster more inclusion, nations are starting to incorporate this technology into their public policies and services.

Advocacy for Disability Rights: International advocacy groups like Disability Rights International and the Global Partnership for Disability and Development play a critical role in promoting awareness, influencing legislation, and aiding grassroots initiatives around the globe. These organizations play a critical role in advancing disability rights globally.

4. Challenges and Future Directions

Despite substantial progress, several challenges persist in achieving comprehensive disability rights globally:

- **Implementation Gaps:** Many countries face challenges in effectively implementing and enforcing disability rights laws and policies.
- **Societal Attitudes:** Persistent negative attitudes and stereotypes about disability continue to impede progress in many regions.
- **Resource Constraints:** Economic limitations and inadequate infrastructure can hinder efforts to enhance accessibility and provide support services.

Future directions in global disability rights will likely focus on strengthening implementation mechanisms, promoting inclusive policies, fostering international cooperation, and addressing intersectional issues such as the combined impact of disability with other forms of marginalization¹³.

Global perspectives on disability rights reveal a diverse range of approaches and levels of advancement. While international frameworks like the CRPD provide a foundational structure,

¹³ Johannes Schuster and Nina Kolley, 'Disability as a 'New' Global Social Theme: The Role of International Organizations in an Expanding Global Policy Field' in *International Organizations in Global Social Governance* (Springer, 7 April 2021) https://link.springer.com/chapter/10.1007/978-3-030-65439-9_9 accessed 18 November 2024.

regional and national efforts vary widely. Ongoing collaboration, innovation, and advocacy are essential to advancing disability rights and ensuring that all individuals with disabilities have equitable opportunities to be actively involved in society.

THE AMERICANS WITH DISABILITIES ACT (ADA) OF 1990: HOW IT CHANGED LIVES FOR PEOPLE WITH DISABILITIES

The ADA passed in 1990, is a groundbreaking civil rights law designed to stop discrimination against people with disabilities and promote their active involvement in society. This all-encompassing legislation touches on many areas of life, such as jobs, public services, places open to the public, and communication¹⁴. Its effects have been significant, reshaping the everyday experiences of countless Americans living with disabilities.

1. Employment:

Impact:

The employment provisions of the ADA mandate that employers must offer reasonable accommodations to employees with disabilities and forbid discrimination based on disability in hiring, promotion, or termination processes¹⁵.

Example:

Consider Sarah, a graphic designer who has a visual impairment. Before the ADA, Sarah faced significant challenges in finding employment due to inadequate workplace accommodations. However, with the ADA in place, her employer is required to provide her with screen reader software and adjustable lighting to accommodate her needs. As a result, Sarah can perform her job effectively and contribute her skills to the workplace, leading to greater job satisfaction and career growth.

¹⁴ ADA National Network, 'Learn About the ADA' (ADA National Network) <https://adata.org/learn-about-ada> accessed 18 November 2024.

¹⁵ National Education Association, 'Understanding Rights, Protections, and Accommodations for Employees with Disabilities' (National Education Association, 7 May 2024) <https://www.nea.org/resource-library/understanding-rights-protections-and-accommodations-employees-disabilities> accessed 18 November 2024.

2. Public Services:

Impact:

The ADA mandates that state and local governments provide equal access to public services and programs. This includes ensuring that facilities, transportation, and services are accessible to individuals with disabilities.

Example:

In a city with newly implemented ADA regulations, a public library upgrades its facilities to include ramps, accessible restrooms, and adaptive technology for people with disabilities. This upgrade enables John, a wheelchair user, to visit the library, participate in community events, and access resources that were previously unavailable to him. The improvements enhance his ability to engage with the community and access educational materials.

3. Public Accommodations:

Impact:

The ADA mandates that businesses and public accommodations must offer accessible facilities and services. This includes modifications to physical spaces and providing auxiliary aids and services to ensure accessibility.

Example:

Emily, who is deaf, enjoys dining out but often encounters difficulties in restaurants where communication with staff is challenging. Thanks to ADA requirements, many restaurants now offer menus in braille, provide sign language interpreters upon request, and have accessible communication devices. This makes it possible for Emily to enjoy dining out with friends and family without facing communication barriers.

4. Telecommunications:

Impact:

Telecommunications regulations under the ADA ensure accessibility of telephone and television services for individuals with hearing and speech impairments, including relay services and closed captioning.

Example:

Mark, who has a hearing impairment, can use a video relay service (VRS) provided under the ADA to communicate with friends and family through video calls, where a sign language interpreter facilitates the conversation. Additionally, television programs and movies with closed captioning allow him to fully enjoy media content, enhancing his ability to stay informed and entertained.

5. Accessibility Standards:

Impact:

The ADA sets standards for the design and construction of accessible buildings and facilities, ensuring that new structures and renovations meet accessibility requirements¹⁶.

Example:

Laura, a new resident in an apartment complex, finds that the building complies with ADA accessibility standards, featuring wide doorways, accessible parking spaces, and an elevator. This design enables Laura, who uses a wheelchair, to live independently and comfortably in her new home, providing her with the freedom and autonomy she needs.

The lives of individuals with disabilities have been changed with the help of The Americans with Disabilities Act ensuring equal access and opportunities in multiple facets of daily life. It has improved job opportunities and public services while also enhancing accessibility in public areas and communications¹⁷. The ADA has been instrumental in championing disability rights and creating a more inclusive society. The examples provided illustrate how the ADA's provisions have positively affected individuals' lives, enabling greater participation, independence, and integration into the community.

¹⁶ ADA Information and Technical Assistance Center, 'The ADA, Structural Accessibility, and Existing Buildings' (2017) 21 ADA Information and Technical Assistance Center 1 <https://www.adainfo.org/article-archive/ada-structural-accessibility-and-existing-buildings> accessed 18 November 2024.

¹⁷ Barry A Whaley, Jonathan G Martinis, Giuseppe F Pagano, Sara Barthol, Jessica Senzer, Pamela R Williamson and Peter D Blanck, 'The Americans with Disabilities Act and Equal Access to Public Spaces' (National Center for Biotechnology Information, 25 March 2024) <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10961913/#:~:text=The%20ADA%20aims%20to%20address,o%20E2%80%9Coutright%20intentional%20exclusion%2C%20the> accessed 18 November 2024.

CONCLUSION

The transition from legislation to practice in disability access laws illustrates both significant progress and persistent challenges. While comprehensive legal frameworks such as the Americans with Disabilities Act (ADA) and the United Nations Convention on the Rights of Persons with Disabilities (CRPD) have established essential standards for accessibility and non-discrimination, the effective implementation of these mandates remains complex¹⁸. Key obstacles include infrastructural barriers, where existing facilities often require substantial retrofitting to comply with modern accessibility standards. Financial constraints exacerbate this issue, particularly in economically disadvantaged regions where limited resources hinder the ability to make necessary modifications. Furthermore, the limited awareness and training among various stakeholders, such as employers, service providers, and public officials, hinders compliance efforts, as many individuals may not completely grasp their obligations¹⁹. Inconsistent enforcement practices further undermine progress, highlighting the need for robust monitoring and regulatory mechanisms. Societal attitudes and stereotypes about disability also pose significant challenges, impacting efforts to foster inclusivity. Addressing these multifaceted issues necessitates a coordinated approach that includes strengthening enforcement mechanisms, securing adequate funding, expanding training programs, and promoting cultural change. Through sustained collaboration and a commitment to these goals, it is possible to bridge the gap between legislative intent and practical implementation, thereby it is crucial to make certain that the rights and needs of individuals with disabilities are fully acknowledged and met.

¹⁸ *Disability in Public Health*, 'Conclusion' (Disability in Public Health)

<https://disabilityinpublichealth.org/conclusion/> accessed 18 November 2024.

¹⁹ Gautam Badlani, 'Rights of Persons with Disabilities Act, 2016' (iPleaders, 14 August 2022)

<https://blog.ipleaders.in/rights-of-persons-with-disabilities-act-2016/> accessed 18 November 2024.