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Capacity Building among Women with Disabilities for Inclusive Growth

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ABSTRACT

Economic growth alone will not determine the sustainability and development of any country; it is the pattern of inclusive growth and capacity building of human resources of that country. In a Beijing Review Process by Disabled Peoples' International (D.P.I.) has come up with grim information on the situation of women with disabilities. It cites a recent study conducted by Disability Rights Promotion International (D.R.P.I.), a non-governmental organization that monitors rights of persons with disabilities around the world, which states that women with disabilities in India face triple discrimination of being female, being disabled and being poor. It is now becoming recognized within women's movements and academic gender studies that there is a triple intersection between poverty, violence, and women with disability. In India, women with disabilities, were found to be powerless, isolated, anonymous and vulnerable to abuse and violence. Their plight was worse than both, men with disabilities and women without disabilities. Women with disabilities are facing more discrimination from their family members and in society. In particular, UNCRPD Article 6 recognizes that women and girls with disability are subject to multiple discriminations and places an obligation on signatory countries to take appropriate measures to ensure that women and girls with disability enjoy fundamental freedom and human rights. To recognize UNCRPD article 6, research in this area is a need of an hour to face the present challenges, discrimination and violence against women with disabilities and to find out the intervention strategies for capacity building among women with disabilities for the promotion of inclusive growth among women with disabilities for their independent living.

KEYWORDS:

Introduction

Economic growth alone will not determine the sustainability and development of any country; it is the pattern of inclusive growth and capacity building of human resources of that country. The development and utilization of human resources promote national development. An inclusive growth among human resources is vital for any nation's overall development. Inclusive growth means growth that does not leave behind vulnerable groups, but creates opportunities for them to have access to education, health, social services and jobs, that provide for a secure and decent life, and leads towards stable families and stable communities. The principle of equal rights for the persons with disabilities and non disabled persons implies that the needs of each and every individual are of equal importance.

Current Scenario of Women with Disabilities

All resources must be employed for every individual in the universe to get equal opportunity for participation which leads to a holistic human resource development of a nation. Fred Miller draws attention to the situation where: although some people with disability are becoming empowered, diversity among people with disability needs to be acknowledged and attention paid to marginalized groups — those with psychosocial disability, intellectual disability, multiple disabilities, women and youth and those living in remote and rural areas. Despite helpful laws, policies and systems of practice in some countries, women with disability are less educated, experience higher rates of unemployment, are more likely to be abused, are poorer, more isolated and experience worse health outcomes. In a Beijing Review Process by Disabled Peoples' International (D.P.I.) has come up with grim information on the situation of women with disabilities. It cites a recent study conducted by Disability Rights Promotion International (D.R.P.I.), a non-governmental organization that monitors rights of persons with disabilities around the world, which states that women with disabilities in India face triple discrimination of being female, being disabled and being poor. It is now becoming recognized within women's movements and academic gender studies that there is a triple intersection between poverty, violence, and women with disability. Women with an intellectual disability and those who are profoundly deaf are at very high risk of sexual abuse. The study was conducted in India and Kenya on behalf of D.P.I. and paints a gloomy picture on the plight of women with disabilities and the stigma they endure on account of their disability. D.P.R.I. with the help of its partners in both countries interviewed men and women with various impairments. In India, women with disabilities, were found to be powerless, isolated, anonymous and vulnerable to abuse and violence. Their plight was worse than both, men with disabilities and women without disabilities. Women with disabilities are facing more discrimination from their family members and in society. In India the XIth Five Year Plan (2007 -2012) clearly mentions the need to consider the situation of women with disabilities in all its complexity, focusing on the need for an intersectional understanding of discrimination in order for policy to be effective. For the first time in the history of Indian planning there is an attempt to move beyond empowerment and recognize women as agents of sustained socio-economic growth and change. The Eleventh Five Year Plan acknowledges women's agencies and tries to ensure that their needs, rights and contribution are reflected in every section of the Plan document. Carolyn Frohmader (2012), Stepahnie Osfield (2012) presented paper on forced and coerced sterilization of girls and women with disabilities. Helen Meekosha (2012) member of Women with Disabilities Australia (WWDA) represented 56th session of the United Nations Commission and presented paper on Rural Women & Girls with Disabilities: Economic Empowerment & Political Participation from the Australian Perspectives. WWDA also presented thematic study on Violence against Women with Disabilities was submitted to the United Nations in December, 2011. Brief paper on Global Campaign to Stop Torture in Health Care: Sterilization of Women with Disabilities (2011). Policy Paper on the human rights framework to document the range of data, research and information needed in order to give a comprehensive assessment of the situation of women with disabilities in Australia focus on the article from the Convention on the Rights of Persons with Disabilities paper then prescribes the key quantitative and qualitative data and research required under each article, and links this to Australia's international human rights obligations and domestic policy context (July,2011). There are several research articles that address women and gender in the research process, as well as those that reference or make use of particular research methodologies, philosophies, or theories in studying women with disabilities. Broun, L., & Heshusius, L. (2004, Spring) conducted research on 'Meeting the abled?/disabled? Self when researching the lives of disabled women Danieli, A., & Woodhams, C. (2005, October) conducted emancipatory participatory research for studying disability espoused by some disability researchers and activists. The paper argues that the advocacy of participatory and emancipatory research can be criticized on several grounds including problems of internal inconsistency and contradiction, an overly selective use of the works of feminist researchers and that research using such an approach could constitute an exercise of power that potentially marginalizes some voices and potentially oppresses some disabled people and researchers. Ultimately,

it is suggested, the emancipatory paradigm may serve to undermine the generation of knowledge that can be used by disabled people for self-emancipation. It "concentrates on missing information–information that directly affects women's lives. Vital data have been deleted, buried, altered, or otherwise gone missing from government websites and publications: priorities have changed, funding cut, research findings distorted, important social differences masked, critical committees and programs dismantled." Noonan, B. M., Gallor, S. M., & Hensler-McGinnis, N. F. (2004, January) conducted a qualitative study of the career development of highly achieving women with physical and sensory disabilities. Scior, K. (2003, October) conducted study using discourse analysis to study the experiences of women with learning disabilities. Thorne, S., McCormick, J., & Carty, E. (1997, January-February) deconstructed the gender neutrality of chronic illness and disability. Wight-Felske, A. (1990) written to raise the awareness of researchers to the issue of disability and to give a voice to women with disabilities. Specifically, it outlines the ways in which women with disabilities have been excluded from research, provides a framework for research for and with women with disabilities, presents a guideline for non-stereotyping language, and also addresses the ways in which people can be informed about women and disabilities.

The Convention on Rights of Persons with Disabilities contains a list of general principles to provide multilateral support for the person with disabilities. These principles include:

- respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of people;
- non-discrimination;
- full and effective participation and inclusion in society;
- respect for difference and acceptance of people with disability as part of human diversity and humanity;
- equality of opportunity;
- accessibility;
- equality between men and women; and
- respect for the evolving capacities of children with disability and respect for the right of children with disability to preserve their identities.

Gender is, therefore, a cross cutting theme and the human development reports, surveys of Government and Non Government bodies, the Public Pulse and other studies conducted for many years in all over the world show that some women with disabilities experience complex challenges and are lagging behind in economic and social terms and require multilateral support.

Conclusion

In particular, UNCRPD Article 6 recognizes that women and girls with disability are subject to multiple discriminations and places an obligation on signatory countries to take appropriate measures to ensure that women and girls with disability enjoy fundamental freedom and human rights. To recognize UNCRPD article 6, research has been undertaken to know the present challenges, discrimination and violence against women with disabilities and to find out the intervention strategies for capacity building among women with disabilities for the promotion of inclusive growth among women with disabilities for their independent living.

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