

## **Welfare Schemes Satisfaction of Persons with Disabilities: A Study of Hyderabad.**

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### **Abstract**

*Persons with Disabilities (PwD) are among the vulnerable people and stakeholders of welfare schemes seeking equality before law and opportunity in matters of public enrolment. The study is aimed to assess disability welfare schemes awareness, accessibility and availing levels of persons with physical disabilities and evaluate the welfare schemes satisfaction of persons with physical disabilities (PwD) of Hyderabad district of Telangana, India. The WSS (Welfare Schemes Satisfaction) analysis using self-anchored scale, consisting of 60 items on a four-point Likert scale with 0.944 Cronbach's Alpha reliability was developed. Further, the relationship between Welfare schemes Awareness, Accessibility, Availing (independent variable) and WSS (dependent variable) of PwD was statistically significant and relationship of each dimension of Welfare Schemes (WS) and WSS was also found non spurious. The findings argue for more focus on awareness, accessibility and availing of welfare schemes for the empowerment of PwD through disability welfare schemes.*

**Key Words:** *Welfare Schemes, Welfare Schemes Satisfaction, Persons with Physical Disabilities*

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## **Introduction**

World Health Organization defines “disability as loss of function at the level of the whole person which may include inability to communicate or to perform mobility, activities of daily living or necessary vocational or avocational activities. Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments and disability is a condition which results from the interaction between persons with impairments and environmental barriers which hinder their full and effective participation in society on an equal basis with others” (UNCRPWD, 2007). As per the World Report on Disability (2011) more than 1 billion people in the world live with some form of disability (about 15 percent of the world’s population), of whom nearly 200 million experience considerable difficulties in functioning. In India about 2.21 percent of the total population, which constitute 26.81 million persons, are affected with one or more forms of disability (Census, 2011). Disability is not a hidden concept in the current world; all are well versed with the term and to some extent about the cause and consequences of disability and a lot is being done to bridge the gap between the development and disability. At the grass-root level the persons with disabilities and the persons concerned with the awareness, accessibility and availing of facilities need to work together to create assets for the nation. 'A society which is good for disabled people is a better society for all' (Beckles, 2004) now disability is no longer an issue that can be conveniently brushed under the carpet. India ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD, 2007). The Ministry of Social Justice & Empowerment is the main agency of the central government that promotes services for the people with disabilities through its various schemes. Its primary object is to promote services for people with disabilities through government and non-government organizations, so that they are encouraged to become functionally independent and productive members of the nation through opportunities of education, vocational training, medical rehabilitation, and socio-economic rehabilitation.

A plethora of Acts and articles, reports, documentation work and researches indicated that disability in developing societies need indiscriminate approach for disable friendly environment. Article 4 of the Rights of Persons with Disabilities (RPD) Act mandates Governments to take legislative measures for the implementation of rights recognized in the Convention. A landmark development where the disabled people’s movement identified the role of social and physical barriers in disability. The transition from an individual, medical perspective to a structural, social perspective described the shift from a “medical model” to a “social model” in which people were viewed as being disabled by society rather than by their bodies. Condition of Persons with Disabilities had been improving due to many factors like active roles of International Non-Governmental Organization and National Non-Governmental Organization in influencing

government agenda of action, development of new disability policies, more awareness about disability related issues, increasing level of education, role models from disabled community; India's dedicated Acts (The Mental Health Act, 1987; The Rehabilitation Council of India, 1992; The National Trust Act, 1999; The Persons with Disabilities Act, 1995) related to disability besides many constitutional provisions and in 2003 the Ministry of Social Justice & Empowerment (MSJ&E) published the 'National Policy for Persons with Disabilities' (the 'Disability Policy'). Currently India had passed the Rights of Persons with Disabilities Act, (RPD, 2016); Further, the gap between the Persons with Disabilities (PwD) and the development process in spite of Central and State Welfare Schemes for the Persons with Disabilities, which prelude the need of this study in order to enquire about the situation and satisfaction of persons with disabilities towards the schemes and its impact on their lives.

## **Review of Literature**

The **Social Security Advisory Committee (SSAC, 1988)** favored a single allowance and recommended improved accessibility and speed of delivery of benefit for the disabled people. Introduced Personal Independence Payment (PIP) to improve access to support by streamlining the claims process and establish a more objective, efficient, fair and consistent basis of assessment. Also included measures to support disabled people's entry into employment and improve income maintenance benefits for the disabled through Disability employment credit later made Disability Working Allowance (DWA) for people with disabilities. Akabas et. al, (1992) states that "The attitude of employers often interferes with bringing workers with disabilities into the workplace." According to the findings displayed by ADA (1999) that 82 percent of organizations made existing facilities accessible to disabled employees, 79 percent were flexible in the application of HR policies, and 67 percent restructured jobs or modified work hours for. This study argued on how far accommodations beyond the ADA's scope ought to go for the benefit of both the employer and the employee? Discussed the Kaldor-Hicks model of Cost Benefit Analysis (CBA) and Pareto Optimal state in which both involved parties gain in employment of the disabled person (the employer and employee). Mark LeBar (1999) encloses that "the access to land for subsistence which permit survival, without that access for self-preservation welfare could be justified only as a means of securing the conditions of Right" stated by Kent on welfare but right to welfare defended by James Sterba was 'conditional on people doing all that they legitimately can to provide for themselves' (Sterba, 83n.; cf . also 77). **Stein (2003)** explored in his article that disability-related accommodations were totally inefficient and therefore not viable from even a social benefits perspective. It was found that there was shortage of disability awareness and management programs instituted by corporations, then was adopted as part of their business practices including tax breaks to employ greater

numbers of disabled workers. The Government of India formulated the National Policy for PwD in February (2006) which deals with Physical, educational & economic rehabilitation of PwD. It also focuses on barrier free environment, social security, research etc. The National Policy recognizes that PwD are valuable human resources for the country and seeks to create an environment that provides equal opportunities, protection of rights and full participation of PwDs. Keefe et al, (2009) A report provided series of background papers from Indian and international researchers, NGOs and both quantitative and qualitative interactions with the Indian disability community and officials dealing with disability matters in various sectors were included. A range of findings from the U.P. and T.N. survey, cumulatively suggest that PwD households and individuals were notably worse off than average. Though education sector had been relatively progressive in policy terms, yet there was a need to improve the quality of education and strengthening education institutions. There were poor employment outcomes in public and private sectors, thus there was a need to improve the employment practices in the same. A focus on outcomes for PwD suggested the priority of institutional reforms and strengthening. Promoting access for PwD was a long-term agenda, thus by improving the policies, procedures, and processes, it could be achieved. Flynn (2011) A global comparative study of Ireland, implementation and monitoring mechanisms for national disability strategies. Conducted at international, regional, and comparative country levels, this study highlighted a number of critical success factors for implementing and monitoring strategies, including leadership from government and civil society, the participation of disabled people in implementation and monitoring, transparency and accountability in reporting on progress, independent monitoring and external review, and the ability to measure progress with indicators of disability equality were included. Countries unite in their pursuit of human rights laws and policies to improve the social and economic status of persons with disabilities. World report on disability (2011) the World Health Organization and the World Bank Group jointly produced World Report on Disability. This landmark international treaty reinforced the understanding of disability as a human rights and development priority. It suggests steps for all stakeholders including governments, civil society organizations and disabled people's organizations to create enabling environments, develop rehabilitation and support services, ensure adequate social protection, create inclusive policies and programs, and enforce new and existing standards and legislation, for the benefit of people with disabilities and the wider community. The Report focuses on measures to improve accessibility and equality of opportunity; promoting participation and inclusion; and increasing respect for the autonomy and dignity of persons with disabilities. Sightsavers (2012) documented the Policies and schemes of central and state Governments in India targeting for PwD. This document is compiled information, suggestions on the acts, policies and schemes of central and state governments for PwDs. Document stated that Disability certificate and identity card is the basic document that a PwD of more than 40 per cent

disability requires in order to avail any facilities. “Although India has a growing disability rights movement and one of the most progressive policy frameworks in the developing world, a lot more needs to be done in creating awareness and ensuring implementation” (Sightsavers.2012). This document reveals that prevalence of lack of awareness-discrimination -no service-no inclusion led to vicious cycle of invisibility. The schemes were not in consonance of National laws, there was variation of schemes from state to state, lack of focus on women with disabilities, lack of barrier free environment, issues of accessibility and assistive technology, no access to credit schemes. Thus, PwD were unable to avail benefits through the schemes. Farhat (2012) A Study conducted in Hyderabad on PwD was an unpublished work on person with disabilities. In this study sample of 200 respondents were selected randomly from Homes, hostels, schools, NGOs of Hyderabad. Data was collected from Persons with disabilities through a structured interview schedule. The study showed that the 40.5 percent females and 59.5 percent males were not satisfied with the welfare schemes. Department for Work and Pensions (DWP, May 2013) statistics, states that legislation rationing access to benefit and also directing front-line policy implementation was required. First Country Report (2015) states that now appropriate terminology plays a very crucial role in creating awareness. Patronizing terms like ‘divyangjan’ promotes only a charitable mindset and an unfortunate stereotyping of people with disabilities. To compound the problem, there is also a lack of awareness among people with disabilities regarding the facilities available at the voting booths. The RPD Act (2016) mandates that all polling stations be accessible to persons with disabilities and that all materials related to the electoral process be easily understandable by and be accessible to them. First Country Report (2015, paragraphs 106 and 107) brought forth the lack of election literature and website of Election Commission of India. Found that public transport system, public structures, were the main impediment to full realization of the right to participation in cultural life, recreation, leisure and sport. Mid-day meal did not reach many children with disabilities who were neither attending school or were in home-based programs. However, they do not detail out the procedure for availing these services. Issues of availability were mentioned along with the suggestions to make the schemes available to PwD were also provided. CIVIL APPEAL NO.9096 OF 2013 (Arising out of SLP (Civil) No. 7541 of 2009). Judgement by Sathasivam, et al. (2013) visualized the aspect of employment as a key factor in the empowerment and inclusion of PwD. It was an alarming reality that disabled people were out of the job not because their disability came in the way of their functioning rather social and practical barriers that prevent them from joining the workforce. It was also found in the report that the Act was enacted in 1995 but the disabled people failed to acquire benefits easily. As a result, many disabled people live in poverty and in deplorable conditions. They were denied the right to make a useful contribution to their own lives and to the lives of their families and community. Even though the Act was enacted way back in 1995, the disabled people failed to get required benefit until today. Another

problem was that reservation scheme of SC, ST and OBC was vertical, whereas the reservation in favor of PwD was horizontal. The compliance with accessibility standards and guidelines as PwD were continuously encountering barriers on roads, in built environment and in transport even after the enforcement of PwD Act (sec,44,45,46). Documents stated many incidences of PwD facing issues of accessibility in education and employment. In order to ensure the candidates with disabilities of non-discrimination and any bias against them on the ground of their disabilities, chief commissioner suggested that at least one of the members of the selection boards/committees to be person with disability or who worked in the disability sector. Office Memorandum (OM) dated 26<sup>th</sup> March, 2015, stated that the implementing agencies of ADIP scheme reported that the school going children from age 16 and above were deprived of getting motorized tricycles and wheel-chairs as 18 and above age was considered in the Act and thus it was revised. Chopra & Pudussery (2014) “The success of any scheme depends on a great deal on adequate awareness among those for whom it is intended, so that they can fight for their rights. The study found awareness levels were relatively high among pensioners and even where family support was available, pension was necessary for social security”. An assessment of Social Security Pensions in India was done and the patterns of usage of the pension were indicative of its importance in the lives of the beneficiaries. An evaluation of the scheme also brought for issues related to the diminutive amount, inefficient disbursement mechanism, cost of collection and the lack of a fixed pattern of payment. RPD Act (2016) lays down the principles for empowerment of persons with disabilities: respect, dignity, freedom to make one’s own choices, no n-discrimination, full and effective participation in society, acceptance, and equality of opportunity, accessibility, and inclusive education. Also suggests for removing barriers in all fields, reasonable accommodation, access to all forms of information, to any scheme, program, facility or service offered and social security like the disability pension, provisions of aids and appliances for PwD, etc. were mentioned in this Act.

Review of literature gave an understanding of central and state schemes, policies, Acts and measures for PwD. Further the issues of discrimination, accessibility, awareness were also mentioned. Studies found on assessing Disability Adjusted Life Years (DALYs, Priya 2001), disability assessment framework (Harris, 2014) but lack of studies on standardized scales to measure the welfare schemes satisfaction. Thus, this study proposed awareness, accessibility and availing of welfare schemes specifically locating the conceptualization of welfare schemes satisfaction and possible indicators to measure and empirically operationalize it. An attempt was made to develop the instrument for the purpose of this research studying the dimensions of awareness, accessibility and availing levels of welfare schemes illustrating welfare schemes satisfaction of PwD of Hyderabad.

## **Objectives of the Study**

- ❖ To assess disability welfare schemes awareness, accessibility and availing level of persons with physical disabilities.
- ❖ To evaluate the level of welfare schemes satisfaction of persons with physical disabilities.

## **Hypotheses of the study**

- ❖ H\_1: There is relationship between awareness of welfare schemes and welfare schemes satisfaction
- ❖ H\_2: There is relationship between accessibility of welfare schemes and welfare schemes satisfaction
- ❖ H\_3: There is relationship between availing of welfare schemes and welfare schemes satisfaction

## **Methodology**

The design of this study is quantitative and descriptive in nature. It attempted to describe the level of awareness, accessibility and availing of welfare schemes by the persons with disabilities depicting their welfare schemes satisfaction and effect on life satisfaction after availing of welfare schemes. When we want to verify whether a cause produces an effect in general, we are likely to use quantitative methods (Rubin and babbie, 2010:42). The structured interview schedule, based on extensive review of literature and expert consultation, was designed for purpose of data collection for this study. Pre-testing was also done to check the reliability of the instrument before final data collection. The data was analyzed using quartile, percentage, mean, standard deviation, variance and chi square through SPSS 20 version.

### **Area of Study and Sampling Design**

Persons with Physical Disabilities of Greater Hyderabad Municipal Corporation (GHMC), connected with NGOs, schools and hostels provided by the government, constituted the universe of the present study. The total Persons with Disabilities population of Greater Hyderabad Municipal Corporation was 177909 (Census2011) and Persons with Physical Disabilities was 119874; persons with visual impairment (46882); persons with hearing (41202) and speech impairment (16424); persons with loco-motor impairment (9056) and multiple disabilities (6310), received from the, Department of welfare for the senior citizens and persons with

disabilities, Nampally, Hyderabad, 2017. Circles have been selected on the basis of Simple Random Sampling from four Zones of Hyderabad on the basis of lottery randomization. (East, South, Central and West Zones). The sampling procedures which ensure that the sample statistics would be correct within certain limits referred to as a ‘representative sampling plan’ (Lal Das, 2005:221). Descriptive research design and multi-stage sampling technique was adopted for the study. The population of the study, range in between 75000 to 10,00000 of Krejcie & Morgan (1970) table and the required sample was 384. “The law of inertia of large numbers of sample size, show that samples have stronger and accurate position in fully representing the population”, (Rao, 2008 cited in Raza,2014). Therefore,394 PwD were chosen as representative sampling plan of persons with physical disabilities having disability certificate and availing welfare schemes. Respondents were interacted with a structured interview schedule. The representative data of these 394 respondents was analyzed to reflect on the detailed profile of the respondents, the analysis of awareness, accessibility and availing dimensions to produce the levels of these dimensions and their relationship with welfare schemes satisfaction.

### Reliability of the Scale

**Table1: Reliability Analysis Results of the Instrument for testing Welfare Scheme Satisfaction (WSS) of PwD**

Instrument to measure welfare schemes satisfaction of PwD (WSS)				
Variables of instrument	Rating of the instrument on four-point scale	No. of Respondents	No. of Items	Reliability Analysis (Cronbach’s ALPHA)
Awareness level+ Accessibility level+ Availing level=Welfare Schemes Satisfaction [WSS]	Awareness &Availing level: High=4; Medium=3; Low=2; No=1; Accessibility level: Most of the time=4; Sometimes=3; Rarely=2; Never=1	100 (Pre-test)	60	0.876
		394 (Total sample)		0.944

### Dimensions of Welfare Schemes Satisfaction

Awareness, Accessibility and Availing levels of welfare schemes constitute the welfare satisfaction of PwD. The reliability analysis of the instrument was done for the total sample (N=394). Table 1 provides the results of reliability analysis for this dimension of the instrument having 60 items (N=394). The reliability analysis (Alpha) result for the instrument came to high



value of 0.944 Cronbach's Alpha scale. This further increased the confidence on the self-anchored instrument developed for measuring welfare schemes satisfaction of PwD.

**Instrument to measure welfare schemes satisfaction of Persons with Disabilities:**

Awareness level+ Accessibility level+ Availing level=Welfare Schemes Satisfaction [WSS]

Awareness &Availing level: High=4; Medium=3; Low=2; No=1; Accessibility level: Most of the time=4; Sometimes=3; Rarely=2; Never=1

**WSS**, a new instrument for measuring Awareness, Accessibility and Availing of Welfare Schemes was conceived and operationalized. The instrument focussed on these three major dimensions of overall Welfare Schemes to assess its satisfaction among Persons with Disabilities. There are 60 items/questions pertaining to Awareness, Accessibility and Availing dimensions of Welfare Schemes for the Persons with Disabilities. In all items the responses were pre-coded on four-point Likert having a value range from 1 to 4. Awareness & Availing level with score as High=4; Medium=3; Low=2; No=1; Accessibility level with score as Most of the time=4; Sometimes=3; Rarely=2; Never=1. The 20 items were randomized into a form and titled the Welfare Scheme Satisfaction (WSS). Thus, the structured instrument for measuring welfare schemes satisfaction (WSS) in this study consisted of total 20 welfare schemes (items/ questions) which have been mentioned thrice making total 60 items in the instrument for knowing their awareness, accessibility and availing levels of welfare schemes by the PwD.

**Results**

**Welfare Schemes Satisfaction (WSS) of the Persons with Disabilities**

The mean score of the WSS was 140.67±31.61. This meant that in terms of WSS, majority 45.7 per cent of the respondents had medium level of satisfaction. The 26.9 per cent PwD had low, and 25.6 per cent high level of WSS.

**Table 2 Summary score of Welfare Schemes Satisfaction of PwD**

WSS	Frequency	Percent
LOW	106	26.9
MEDIUM	187	47.5
HIGH	101	25.6
TOTAL	394	100.0
<b>Statistics PWD (N=394)</b>		
Mean	140.67	
Std. Deviation	31.613	
Variance	999.359	

Range	107
Minimum	81
Maximum	188
Q1	110.00
Q2	131.00
Q3	177.00

### Association of dimensions of Welfare Schemes Satisfaction (WSS)

Table 3 provides that the bivariate association between the awareness of WS (independent variable) and WSS (dependent variable) was found to be significant and the value of co-efficient of contingency was also substantial ( $\chi^2 = 454.831$  df =4 p=.000 c=0.732). Thus, in this study awareness has statistically significant association with welfare schemes satisfaction of respondents. The research hypothesis (There is relationship between awareness of welfare schemes and welfare schemes satisfaction) was accepted.

**Table 3: Awareness of WS and WSS**

WSS	Awareness			Total
	Low	Medium	High	
<b>Low</b>	95(89.6%)	0(0.0%)	11(10.4%)	106(100.0%)
<b>Medium</b>	16(8.6%)	30(18.0%)	141(75.4%)	187(100.0%)
<b>High</b>	0(0.0%)	90(89.1%)	11(10.9%)	101(100.0%)
<b>Total</b>	111(28.2%)	120(30.5%)	163(41.4%)	394(100.0%)
<b><math>\chi^2=454.831</math>df=4 p=.000 c=0.732</b>				

Table 4 further provides that the bivariate association between accessibility (independent variable) and welfare scheme satisfaction (dependent) of respondents was significant and the value of co-efficient of contingency was also substantial ( $\chi^2 = 362.890$  df =4 p=.000 c=0.692). Thus, in this study accessibility has statistically significant association with welfare scheme satisfaction of respondents. The research hypothesis (There is relationship between accessibility of welfare schemes and welfare schemes satisfaction) was accepted.

**Table 4: Accessibility of WS and WSS**

WSS	Accessibility			Total
	Low	Medium	High	
Low	106(100.0%)	0(0.0%)	0(0.0%)	106(100.0%)
Medium	64(34.2%)	47(25.1%)	76(40.6%)	187(100.0%)
High	0(0.0%)	101(100.0%)	0(0.0%)	101(100.0%)
<b>Total</b>	170(43.1%)	148(37.6%)	76(19.3%)	394(100.0%)
<b><math>X^2=362.890</math> df=4 p=.000 c=0.692</b>				

Table 5 further provides that the bivariate association between WSS (independent variable) and availing of welfare schemes (dependent) of respondents was significant and the value of coefficient of contingency was also substantial ( $\chi^2 = 423.187$  df =4 p=.000 c=0.720). Thus, in this study welfare schemes satisfaction has statistically significant association with availing of welfare schemes of respondents. The research hypothesis (There is relationship between availing of welfare schemes and welfare schemes satisfaction) was accepted.

**Table 5: Availing of WS and WSS**

WSS	Availing			Total
	Low	Medium	High	
Low	102(96.2%)	0(0.0%)	4(3.8%)	106(100.0%)
Medium	15(8.0%)	79(42.2%)	93(49.7%)	187(100.0%)
High	0(0.0%)	101(100.0%)	0(0.0%)	101(100.0%)
<b>Total</b>	117(29.7%)	180(45.7%)	97(24.6%)	394(100.0%)
<b><math>X^2=423.187</math> df=4 p=.000 c=0.720</b>				

These three hypotheses were accepted and thus Trivariate analysis was done to validate the bivariate association of dimensions of the instrument developed to be reliably used to know the welfare schemes satisfaction of PwD.

### Association of Awareness and WSS control variable as Availing dimension of WS

The bivariate association between Awareness of WS and welfare schemes satisfaction has been tested by controlling availing dimension of welfare schemes, to understand their relationships with each other.

**Table 6 Awareness, WSS and Availing dimension (Control Variable)**

Availing			WSS			
			Low	Medium	High	Total
<b>Low</b>	Awareness of WS	Low	91(100.0%)	0(0.0%)	0(0.0%)	91(100.0%)
		High	11(42.3%)	15(57.7%)	0(0.0%)	26(100.0%)
		Total	102(87.2%)	15(12.8%)	0(0.0%)	117(100.0%)
	<b>X<sup>2</sup> = 60.221 df=1 p=.000 c=0.583</b>					
<b>Medium</b>	Awareness of WS	Low	0(0.0%)	1(100.0%)	0(0.0%)	1(100.0%)
		Medium	0(0.0%)	30(25.0%)	90(75.0%)	120(100.0%)
		High	0(0.0%)	48(81.4%)	11(18.6%)	59(100.0%)
		Total	0(0.0%)	79(43.9%)	101(56.1%)	180(100.0%)
	<b>X<sup>2</sup> = 52.296 df=2 p=.000 c=0.474</b>					
<b>High</b>	Awareness of WS	Low	4(21.1%)	15(78.9%)	0(0.0%)	19(100.0%)
		High	0(0.0%)	78(100.0%)	0(0.0%)	78(100.0%)
		Total	4(4.1%)	93(95.9%)	0(0.0%)	97(100.0%)
	<b>X<sup>2</sup> = 17.127 df=1 p=.000 c=0.387</b>					

Table 6 shows the relationship of Awareness of WS when controlled by third variable Availing of WS has statistically significant association at low level (**X<sup>2</sup> = 60.221 df=1 p=.000c=0.583**), medium level (**X<sup>2</sup> = 52.296 df=2 p=.000 c=0.474**) and at high level (**X<sup>2</sup> = 17.127 df=1 p=.000 c=0.387**).

Thus, the original bivariate association between Awareness of WS and welfare schemes satisfaction remained the same (table 3). That mean the bivariate association between welfare schemes satisfaction and Awareness of WS was *non-spurious* when controlled by Availing dimension.

### Association of Accessibility and WSS with control variable as Awareness dimension of WS

The study also attempted to analyze and validate the bivariate association between Accessibility of WS (Independent variable) and WSS of PwD (Dependent variable) and the effect of awareness dimension of welfare schemes aspect on this association.

**Table 7 Accessibility, WSS and Awareness dimension (Control Variable)**

Awareness			WSS			
			Low	Medium	High	Total
<b>Low</b>	Accessibility of WS	Low	95(90.5%)	10(9.5%)	0(0.0%)	105(100.0%)
		High	0(0.0%)	6(100.0%)	0(0.0%)	6(100.0%)
		Total	95(85.6%)	16(14.4%)	0(0.0%)	111(100.0%)
	<b><math>X^2 = 37.661</math> df=1 p=.000 c=0.503</b>					
<b>Medium</b>	Accessibility of WS	Medium	0(0.0%)	21(18.9%)	90(81.1%)	111(100.0%)
		High	0(0.0%)	9(100.0%)	0(0.0%)	9(100.0%)
		Total	0(0.0%)	30(25.0%)	90(75.0%)	120(100.0%)
	<b><math>X^2 = 29.189</math> df=1 p=.000 c=0.442</b>					
<b>High</b>	Accessibility of WS	Low	11(16.9%)	54(83.1%)	0(0.0%)	65(100.0%)
		Medium	0(0.0%)	26(70.3%)	11(29.7%)	37(100.0%)
		High	0(0.0%)	61(100.0%)	0(0.0%)	61(100.0%)
		Total	11(6.7%)	141(86.5%)	11(6.7%)	163(100.0%)
	<b><math>X^2 = 56.544</math> df=4 p=.000 c=0.507</b>					

Table 7 provides that the bivariate association between Accessibility of WS and welfare schemes satisfaction was re-examined by controlling Awareness dimension, (a third variable as control variable). The relationship of Accessibility of WS when controlled by third variable Awareness of WS has statistically significant association at low level ( $X^2 = 37.661$  df=1 p=.000 c=0.503), medium level ( $X^2 = 29.189$  df=1 p=.000c=0.442) and high level ( $X^2 = 56.544$  df=4 p=.000 c=0.507).

Thus, the original bivariate association between Accessibility of WS and welfare schemes satisfaction remained the same (table 4). That mean the bivariate association between welfare schemes satisfaction and Accessibility of WS was *non-spurious* when controlled by Awareness dimension.

**Association of Accessibility and WSS with control variable as Availing dimension of WS**

The study also attempted to analyze and validate the bivariate association between Accessibility of WS (Independent variable) and of PwD (Dependent variable) and the effect of Availing dimension of welfare schemes aspect on this association.

**Table 8 Accessibility, WSS and Availing of WS (Control Variable)**

Availing			WSS			
			Low	Medium	High	Total
<b>Low</b>	Accessibility of WS	Low	102(89.5%)	12(10.5%)	0(0.0%)	114(100.0%)
		High	0(0.0%)	3(100.1%)	0(0.0%)	3(100.0%)
		Total	102(37.2%)	15(12.8%)	0(0.0%)	117(100.0%)
	<b><math>X^2 = 20.937</math> df=1 p=.000 c=0.390</b>					
<b>Medium</b>	Accessibility of WS	Medium	0(0.0%)	47(31.8%)	101(68.2%)	148(100.0%)
		High	0(0.0%)	32(100.0%)	0(0.0%)	32(100.0%)
		Total	0(0.0%)	79(43.9%)	101(56.1%)	180(100.0%)
	<b><math>X^2 = 49.757</math> df=1 p=.000 c=0.465</b>					
<b>High</b>	Accessibility of WS	Low	4(7.1%)	52(92.9%)	0(0.0%)	56(100.0%)
		High	0(0.0%)	41(100.0%)	0(0.0%)	41(100.0%)
		Total	4(4.1%)	93(95.9%)	0(0.0%)	97(100.0%)
	<b><math>X^2 = 3.055</math> df=1 p=.000 c=0.175</b>					

Table 8 provides that the bivariate association between Accessibility of WS and welfare schemes satisfaction was re-examined by controlling Availing dimension, (a third variable as control variable). The relationship of Accessibility of WS when controlled by third variable Availing of WS has statistically significant association at low level ( $X^2 = 20.937$  df=1 p=.000 c=0.390), medium level ( $X^2 = 49.757$  df=1 p=.000 c=0.465) and high level ( $X^2 = 3.055$  df=1 p=.000 c=0.175).

Thus, the original bivariate association between Accessibility of WS and welfare schemes satisfaction remained the same (table 5). That mean the bivariate association between welfare schemes satisfaction and Accessibility of WS was *non-spurious* when controlled by Availing dimension.

### Discussion & Recommendations

The mean score of respondents for awareness dimension was  $57.34 \pm 17.67$  whereas for accessibility was  $42.00 \pm 8.24$  and availing component of welfare schemes was  $41.32 \pm 6.69$ . The overall WSS score for respondents was  $140.67 \pm 31.61$ . Further the study found that the mean score of respondents for WSS was  $140.67 \pm 31.61$ . WSS in terms of percentage it was found that majority 45.7 per cent of the respondents had medium level of satisfaction and rest 26.9 per cent and 25.6 per cent PwD had low, high level of WSS respectively. The relationship between Welfare schemes (Awareness, Accessibility, Availing, independent variable) and WSS (dependent variable) of PwD was found statistically significant. The findings argue for more focus on awareness, accessibility and availing of welfare schemes for the empowerment of PwD

through disability welfare schemes. It was also observed that the representation of awareness, accessibility and availing of welfare schemes for WSS of PwD has significant association with welfare scheme satisfaction (WSS) and further it was felt that there was need of reexamining different dimensions of WSS. When it was reexamined with each dimension of WS and WSS by controlling the dimensions of welfare scheme Awareness and Availing, the results were found that there was *Non spurious* relation between each dimension of WS and WSS. Thus, the affirmative action for the empowerment of PwD i.e., the welfare schemes, show medium level of Welfare Schemes Satisfaction of PwD in this study, as there were awareness, accessibility and availing issues. The reviews also support this study and state that there is a need to take measures to improve accessibility and equality of opportunity; promoting participation and inclusion; and increasing respect for the autonomy and dignity of persons with disabilities according to World report on disability, 2011; Philip O'Keefe et al, (2009); issues and challenges of persons with disabilities, enclosing the insufficiency of disability pension for the PwD, Policies and programs of central and state schemes, Sightsavers (2012); RPD Act, 2016; Chopra & Pudussery (2014); Flynn, 2011.

Thus, the need for strengthening the welfare schemes for bringing PwD in the mainstream, it demands central and state's more efforts and resources in empowering and bringing up the deprived sections of the society. In terms of socio-economic status, the respondents are in the low category in general and more specifically in upper lower that is category IV of Kuppuswamy's socio-economic class. Thus, there is a need to strengthen socio-economic status of persons with disabilities and their family/caregivers. Motivate them to utilize welfare schemes and residential facilities to become a work force in the development process of the country.

## **Conclusion**

It could be concluded that the bivariate association between three dimensions awareness, accessibility and availing of welfare schemes and WSS was found significant and relationship of each dimension of WSS and WSS was also non spurious and majority of the PwD have medium level of WSS. These three dimensions have a significant contribution in welfare schemes satisfaction of PwD. This study made an attempt to diagnose the welfare schemes satisfaction of PwD of Hyderabad through an instrument (WSS, a self-anchored scale) developed to know the WSS of PwD of Hyderabad through awareness, accessibility and availing levels of welfare schemes. The result of this study disclosed the levels of the dimensions of the instrument which concluded that there is a gap between persons with disabilities and awareness, accessibility and availing of welfare schemes. Thus, this study would be helpful in strengthening policy making of welfare schemes for the benefit of PwD.

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