

DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

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**FIFTH ANNUAL PROGRESS REPORT
ON IMPLEMENTATION OF
THE WHITE PAPER ON
THE RIGHTS OF PERSONS WITH DISABILITIES**

April 2020 – March 2021

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1. FOREWORD

This year marks the 150th anniversary of the birth of Mme Charlotte Mannya Maxeke. The Government of South Africa declared 2021 the Year of Charlotte Mannya Maxeke to remember the legacy and immense contribution by this trailblazer and struggle icon. We are proud as a country of this historical significance because uMama Charlotte Maxeke's legacy lives on as a major contributor to the emancipation of women in South Africa. uMama Charlotte Mannya Maxeke will become the second woman to be honoured in this way since 2018 when our struggle icon Albertina Sisulu was honoured.

This, the 150th year since the birthday of uMama Charlotte Mannya Maxeke, is an important year for South Africa. We recognise women of courage and fortitude who pursued the same cause as struggle icons like Nelson Mandela, Walter Sisulu and Oliver Tambo, to name but a few. Mme Charlotte Mannya Maxeke made an indelible impact on many areas, including education, welfare, community development, faith and politics. She stood out as one of the leaders of the liberation struggle who fought for the empowerment of women.

On 26 March 2020, the President of the Republic of South Africa declared a National Disaster and put the country on lockdown due to the outbreak of the COVID-19 Pandemic. The purpose was to put measures in place to mitigate and combat the spread of the virus by ensuring safety and protection of all citizens. The World Health Organisation (WHO) declared COVID-19 as a global humanitarian crisis and emergency. The global crisis of COVID-19 is deepening pre-existing inequalities, exposing the extent of exclusion and highlighting that work on disability inclusion is imperative.

Even under normal circumstances, persons with disabilities are less likely to access health care, education, employment and to participate in the community. They are more likely to live in poverty, experience higher rates of violence, neglect and abuse, and are among the most marginalized in any crisis-affected community. The COVID-19 pandemic has further compounded this situation, disproportionately impacting persons with disabilities both directly and indirectly. Humanitarian emergencies have a significant impact on the lives of persons with disabilities.

Article 11, of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), requires that State Parties must put measures in place to ensure safety and protection of persons with disabilities during situations of armed conflict, national disasters, situations of risk and humanitarian emergencies. The requirements of Article 11 of the UN CRPD have been embedded into the White Paper on the Rights of Persons with Disabilities (WPRPD) which serves as an instrument to develop mechanisms for domestication of the UN CRPD.

The White Paper on the Rights of Persons with Disabilities, approved by Cabinet on December 9, 2015, incorporates the vision and objectives of the National Development Plan as well as the 2030 Agenda for Sustainable Development, with all these instruments working to achieve set targets by 2030.

Implementation of the WPRPD in South Africa requires that every public representative and public servant, across all three spheres of government, all institutions promoting democracy, all regulatory bodies, national and provincial legislatures, the private sector and non-governmental sector should interrogate current practices, protocols, policies, laws and systems through a disability lens.

Therefore, this report provides a full overview of how government departments have complied with the requirements of the WPRPD and the requirements to ensure the safety and protection of persons with disabilities during national disasters and situations of humanitarian emergencies. The COVID-19 pandemic made persons with disabilities even more vulnerable, and the purpose of this report is to reflect on interventions and measures adopted by government to reduce their vulnerability.

2. EXECUTIVE SUMMARY

Cabinet approved the White Paper on the Rights of Persons with Disabilities (WPRPD) and its Implementation Matrix on December 9, 2015. Cabinet further directed that the department responsible for national disability coordination must provide updates on the progress made on the implementation of the WPRPD on an annual basis. The emphasis of the WPRPD is on embedding disability inclusion within government's policy and legislative, planning, budgeting, programming, monitoring, evaluation and reporting systems.

This is the fifth Annual Progress Report which covers the period 1 April 2020- 31 March 2021. It focuses predominantly on a high-level assessment of the extent to which national government departments have embedded the policy directives of the WPRPD into their respective systems and highlighting key implementation challenges and sharing some evidence of good practice for benchmarking purposes.

The report assesses the progress of government interventions made during the state of national disaster and the impact of COVID-19 on the lives of persons with disabilities. To identify the challenges experienced by persons with disabilities and the interventions made by government, the Department of Women, Youth and Persons with Disabilities (DWYPD) hosted quarterly meetings and webinars. Furthermore, the DWYPD in partnership with the United Nations Office of the High Commissioner on Human Rights (UN OHCHR) conducted a research study on the Impact of COVID-19 on persons with disabilities. The stakeholder consultative engagements and the research study presents the results which is contextualised in accordance with all strategic pillars of the WPRPD.

2.1 GENERAL OBSERVATIONS

The fifth year of implementation was centred on ensuring that disability is embedded into Government-Wide Monitoring and Evaluation, planning and reporting systems and inclusion of disability specific indicators into the Medium-Term Strategic Framework (MTSF). The DWYPD also observed a huge decline in terms of compliance from reporting institutions due to lack of planning and mainstreaming strategies to implement the disability rights agenda and WPRPD policy directives. The

department also invested its efforts on providing technical support on disability specific reporting requirements to reporting institutions and these efforts assisted in collecting data for reporting for the year under review.

It was also observed that the WPRPD implementation Matrix targets were not properly consulted and negotiated with reporting institutions following the approval of the WPRPD policy in 2015. In addition to the above, an institutional survey on the policy implementation was conducted to determine challenges and possible solutions with regard to the reporting template / matrix. The survey results points that there is high reluctance to comply with the requirements of the policy directives. The proposed possible solution is to review the implementation matrix by developing a harmonised disability rights reporting framework which strengthens the integration of reporting obligations as well as evidence and a results-based approach.

The recommendations contained in this Report are aimed at strategic level action with the aim of accelerating embedding responsibility for implementation of the WPRPD within the governance and administrative systems of government.

2.2 HIGHLIGHTS

Some of the highlights emerging from the compliance reports, as well as engagements during the webinars and consultative meetings, include the following thematic areas:

- a) Access to health;
- b) Access to education;
- c) Access to information;
- d) Access to social services;
- e) Safety and protection;
- f) Access to economic opportunities;
- g) Access to quarantine and isolation sites; and
- h) Participation and consultation.

The inclusion of disability into the national state of disaster regulations, particularly on the protection and safety measures for persons with disabilities, was very progressive from government from a legislative point of view. The continuous provision of Sign Language Interpreters for the National Corona-Virus Command Council (NCCC)

briefing platforms was a significant intervention in terms of addressing access to information for persons with disabilities. SADA highlighted that the provision of Sign Language Interpreters was not always continuous, and some provincial briefing platforms were not always catered for. Testing sites were often overlooked in the provision of in-person or video remote sign language interpreting. The use of video remote communications (Virecom) interpreting technology was not deployed though it was available in South Africa.

The representation of DWYPD at the NCCC work streams was also a key highlight for disability mainstreaming and universal access during the state of the national disaster. The Department of Public Service and Administration (DPSA) and the Department of Labour and Employment (DoLE) announced measures for employees with disabilities, and this contributed to their safety and well-being in the employment environment.

The social relief packages for persons with disabilities and economic relief measures for entrepreneurs with disabilities were disability inclusive and also contributed immensely towards progressive realisation for the rights of persons with disabilities. Specific directives were issued by the Departments of Social Development and Basic Education to provide guidance and measures for persons with disabilities at residential facilities during the COVID-19 pandemic.

The ongoing work in strengthening disability disaggregation of statistics and non-financial administrative data, as well as the work done on the development of the Disability Inequality Index and standardising measure of disability, will ensure that the country is able to measure future progress in reducing inequality between persons with disabilities and those without.

South Africa is held in high regard for its approach to, and progress made with, implementing the UNCRPD. The country has appeared before the UN CRPD Committee for constructive dialogue on the baseline country report and the committee released their concluding observations emanating from the dialogue. The process is currently underway to put systems in place to implement and comply with the requirements of the committee. The country also participated, among others, in the thirteenth session of the Conference of States Parties to the UNCRPD, hosted virtually by the United Nations in New York in December 2020 and also participated at the

advocacy workshops to lobby for African Member States to sign and ratify the African Union Protocol on the Rights of Persons with Disabilities.

Through partnership with the UN Agencies, approximately **\$20 000** funding was made available to conduct a research study in order to explore the impact of COVID-19 on persons with disabilities in South Africa. The research study was completed during the year in review.

2.3 CHALLENGES

This report highlights the challenges with enforcement of legislation, regulations and minimum norms and standards, often due to weak accountability mechanisms. This applies across sectors, as well as across all three spheres of government. Behavioural change is a slow process and implementation of the WPRPD requires a significant shift in attitudes as well as behaviour towards persons with disabilities and their families from society in general, and public servants in particular.

Further challenges include:

- Lack of compliance with building regulations (SANS 10400 Part S);
- Universal design standards contained in the Integrated Public Transport Network Grant requirements;
- Continued exclusion of children with disabilities from compulsory education by placing them on long waiting lists or unavailability of accessible scholar transport;
- Deprivation of decision-making and self-determination rights of many persons with psychosocial, intellectual and/or severe communication disabilities;
- Lack of access to decent, accessible housing and neighbourhoods;
- Huge backlogs and long delays in the provisioning of even the most basic assistive devices required for education, mobility and communication;
- A downward trend in access to decent work for persons with disabilities; and
- A disability sector struggling to survive within the current economic climate.

All of these pose significant challenges in creating an environment in which children and adults with disabilities can thrive and participate as equal citizens.

There is a continuous lack of compliance with disability reporting requirements and failure by all spheres of government to institutionalise disability rights into departmental wide planning, responsive budgeting, monitoring and evaluation. The current disability mainstreaming strategies and planning is too fragmented and not process or results based.

According to the United Nations policy brief on persons with disabilities and COVID-19, issued during May 2020, “the global crisis of COVID-19 is deepening pre-existing inequalities, exposing the extent of exclusion and highlighting that work on disability inclusion is imperative. Persons with disabilities one billion people are one of the most excluded groups in our society and are among the hardest hit in this crisis in terms of fatalities.”

Even under normal circumstances, persons with disabilities are less likely to access information and services such as health care, education, employment and to participate in the community. They are more likely to live in poverty, experience higher rates of violence, neglect and abuse, and are among the most marginalised in any crisis-affected community. COVID-19 has further compounded the situation, disproportionately impacting persons with disabilities both directly and indirectly.

2.4 RECOMMENDATIONS

Having assessed progress made towards implementing the policy directives of the White Paper on the Rights of Persons with Disabilities within the national sphere of government, and having assessed systemic challenges reported and observed, the following corrective measures are recommended:

- a) Executive Authorities must strengthen efforts to champion implementation of the WPRPD within their respective departments/institutions.
- b) Accounting Officers must ensure that the WPRPD policy directives are embedded in departmental/institutions annual performance plans, operational

plans, standard operating procedures, responsive budgets, performance management and reporting systems.

- c) Department of Justice, Constitutional Development and Correctional Services must establish recourse mechanisms for defaulters and non-compliant institutions on Universal Design and Access Standards and ICASA's Code for Persons with Disabilities Regulations, 2021
- d) The Department of Cooperative Governance must take the lead to ensure disability inclusion during the national state of disaster, through planning and budgeting for access to information for persons with disabilities e.g. Provision of Sign Language Interpreters, Subtitles and close captioning in all national briefings during the state of disaster. They must ensure full representation of persons with disabilities in technical committees established to manage current and future national disasters.
- e) The Department of Health must ensure that all identified quarantine sites and isolation areas are fully accessible to all persons with disabilities. They must ensure that awareness material and information is made available in accessible formats. The department must also develop a more responsive system to eradicate backlogs of assistive devices, expand the range of assistive devices to all persons with disabilities, and improve on turnaround times for issuing of assistive devices.
- f) The Departments of Basic Education and Higher Education and Training must put measures in place to ensure safety and protection of learners and students with disabilities in all learning facilities during the COVID-19 pandemic and during other future national disasters. They must ensure that online learning initiatives are fully accessible to learners and students with disabilities.
- g) The Department of Social Development must ensure that measures are put in place for the protection of persons with disabilities in residential facilities. Further it must be ensured that persons with disabilities have continuous provision of social services and disability related grants and benefits without interruption during the state of national disaster.

- h) Accounting Officers must ensure that each institution has an approved WPRPD Implementation Plan, inclusive of organisational design, reasonable accommodation support provisioning for both staff as well as external programme participants, budgets, departmental skills plans, departmental employment equity plans, entity oversight etc.
- i) The Department of Public Service and Administration must prioritise the development of guidelines for formalising and strengthening the designation/appointment of disability rights coordinators in all public institutions, inclusive of organisational design.
- j) The National School of Government must prioritise the development of credit-bearing and non-credit bearing contact as well as accessible online universal design and disability inclusion courses contributing towards the implementation of the WPRPD and UNCRPD.
- k) The Department of Planning, Monitoring and Evaluation must ensure that a disability dimension, Programme of Action and that the relevant WPRPD directives are embedded in the development of the 2019-2024 Medium Term Strategic Framework. Establish mechanisms to ensure inclusion of disability into the key planning and monitoring instruments of government, enforce compliance for mainstreaming of Women, Youth and Persons with Disabilities on Strategic Plans and Annual Performance Plans.
- l) The Department of Labour and Employment must give consideration to the establishment of a Statutory Committee to develop a more coherent understanding of the downward trend in employment equity for persons with disabilities. This should culminate in the development of a more comprehensive cost employment support strategy for accelerated access to decent work for persons with disabilities.
- m) All government institutions must comply with the disability reporting requirements and report timeously.

COVID-19 Research Report Higher level recommendations:

- n) Consultation and participation of persons with disabilities (Self-Representation)
- In accordance with the internationally adopted disability slogan 'nothing about us without us', it is recommended that persons with disabilities must be fully consulted and involved in all government planning processes, policy development and decision-making structures established to manage current and future national disasters.
 - Relationships need to be built and maintained with DPOs and NGOs supporting persons with disabilities.
- o) Safety and protection of persons with disabilities
- It is recommended that the safety and protection of persons with disabilities are prioritised during the state of disaster and situation of humanitarian emergencies.
 - Prioritise safety and protection of persons with disabilities especially in institutional settings and care centres
 - Prioritise safety and protection of women and girls with disabilities experiencing gender-based violence during the state of national disaster.
- p) Accessibility to government services, information and communication, and the public environments.
- It is recommended that government must ensure access to basic services, information and communication, and access to identified screening and testing sites, quarantine, and isolation sites for all persons with disabilities during the national state of disaster.
 - Information and communication must be made available and be offered in all accessible formats to all persons with disabilities (braille, audio-visual, large prints, electronic and print media, social media, online education and training, sign language interpretation services, close-captioning, subtitles etc.)
 - The Departments of Cooperative Governance and Government Communication Information Services must set aside a budget to ensure that

all national/public briefing platforms on national disasters have sign language interpretation services, close-captioning, and subtitles for persons with disabilities.

q) Access to employment and economic opportunities

- It is recommended that government must ensure that persons with disabilities benefit equally to all announced employment and economic relief measures during the national state of disaster
- Employment environments need to provide reasonable accommodations to those that require it, especially to those with comorbidities.

r) Access to social services

- Provisioning of psychosocial support services.
- Provisioning of social grants and social relief of distress.
- Provisioning of food parcels.

s) Access to health

- Provisioning of PPE.
- Screening methods and procedures must be accessible.
- Healthcare information must be accessible.
- Transportation barriers need to be addressed.

t) Access to education

- Accessible online education including assistive devices and data devices.
- Prioritise special schools and school hostels.
- Safety and protection of learners.

u) Having disability-specific disaggregated data

- All government departments need to obtain specific disability data in order to develop evidence-based and appropriate interventions and support.

v) Benchmarking and partnerships

- Establish partnerships and benchmark on international and continental disability practices and interventions

3. INTRODUCTION

“Disability mainstreaming involves and is centred on ensuring that disability is at the centre of all development initiatives as a norm and undisputable principle; that all policies, budgets, plans and programmes address the individual needs of persons with disabilities; and the implications for persons with disabilities of any planned action; including legislation, policies and programmes is assessed. It is also about addressing all direct and indirect aspects of disability, as well as the causes and effects of disability thus ensuring that one develops a long term, holistic and more sustainable solution”.

White Paper on the Rights of Persons with Disabilities, 2015

3.1 Purpose

Cabinet approved the White Paper on the Rights of Persons with Disabilities (WPRPD) and its Implementation Matrix on December 9, 2015. Cabinet further directed that the department responsible for national disability coordination must provide an update on the progress made on the implementation of the WPRPD on an annual basis.

3.2 Reporting Period

This report covers the period 1 April 2020 – 31 March 2021.

3.3 Focus

This Fifth Annual Progress Report focuses primarily on the national sphere of government, with some anecdotal evidence on achievements and challenges in the provincial sphere.

This Report focuses predominantly on a high-level assessment of the extent to which national government departments have embedded the policy directives of the WPRPD into their respective planning, budgeting, and service delivery and reporting systems, whilst highlighting key implementation challenges and sharing some evidence of good practice for benchmarking purposes.

This report assesses progress against government interventions on persons with disabilities during the state of national disaster and the impact of COVID-19 on persons with disabilities in accordance with the WPRPD policy directives. The DWYPD in partnership with the United Nations Office of the High Commissioner on Human Rights (UN OHCHR) conducted a research study on the Impact of COVID-19 on persons with disabilities. The stakeholder consultative engagements and the research study presents the results which is contextualised in accordance with all strategic pillars of the WPRPD.

3.4 Process Followed in Compiling the Annual Progress Report

The WPRPD was officially launched at the National Disability Rights Summit in March 2016. Copies of the gazetted WPRPD were subsequently made available to Departments with a covering letter detailing their obligations in embedding disability inclusion within their systems and alerting them to Cabinet's decision that progress reports on implementation be submitted to Cabinet annually.

The National Department for Women, Youth and Persons with Disabilities (DWYPD) is responsible for the National Disability Rights Coordination Mechanisms which set an agenda to all spheres of Government on disability priorities. The department is also responsible to coordinate performance reports from all sectors of society in compliance with national and international treaty obligations such as the White Paper on the Rights of Persons with Disabilities (WPRPD), the Protocol to the African Charter on Human and People's Rights on the Rights of Persons with Disabilities and United Nations Convention on the Rights of Persons with Disabilities (UN CRPD).

Accounting officers of all national government departments as well as provincial Directors Generals were provided with an outline of the quarterly reporting process and requirements from June 2020 to March 2021. The deadline for submissions were set for end of each quarter, and technical support from the DWYPD was made available and provided for departments which required support in compiling their quarterly reports. Information was also sourced from reporting institutions through the Integrated Disability Reporting Template which was used as a tracking tool for the implementation of the UN Concluding Observations and COVID-19 intervention measures.

Forty-two (42) national government departments were requested to report, with only twenty-five (25) reports were received within a set deadline. Six (6) out of nine (9) provinces submitted reports. This gives us a 60% compliance rate for national departments and a 67% compliance rate for provinces.

The National Disability Rights Quarter one (1) Reporting Meeting for Provincial Government was convened on the 13th July 2020 and 21st July 2020 for National Departments. Due to low attendance, a follow up meeting was convened on the 14th August 2020 for outstanding national departments to submit reports. The Quarter two (2) meeting was convened on the 30th October 2020 with both national departments and provincial governments, and the third quarter meeting was convened in March 2021. The purpose of the third quarter meeting was to synthesise and validate the draft report. A standard reporting PowerPoint presentation template was shared with reporting institutions in preparation for the quarterly meetings. The template focused more on disability quarterly reports and COVID-19 interventions. This process enabled robust and frank discussions, debates and proposals for accelerated implementation of the WPRPD. The template is being simplified to assist reporting for the respective spheres of government.

4. PROGRESS ON THE IMPLEMENTATION OF PILLARS

4.1 Pillar 1 - Removing Barriers to Access and Participation

The WPRPD identifies the following six dimensions to remove barriers to access and participation for persons with disabilities:

- Changing attitudes and behaviour;
- Access to the built environment;
- Access to transport;
- Access to information and communication;
- Universal design and access; and
- Reasonable accommodation measures.

Sixteen (16) national departments and institutions contribute towards 36 indicators under this pillar. These are the Departments of Social Development (DSD), Arts and Culture (DAC), Higher Education and Training (DHET), Basic Education (DBE), Public

Works and Infrastructure (DPWI), Cooperative Governance (DCOG), Human Settlement (DHS), Transport (NDOT), Telecommunication and Postal Services (DTPS), Trade, Industry and Competition (DTIC), Justice and Constitutional Development (DOJ&CD), National School of Government (NSG), National Treasury (NT), Independent Communications Authority of South Africa (ICASA), Pan South African Language Board (PANSALB) and South African Bureau of Standards (SABS).

The following departments have reported against the policy directives and indicators outlined in pillar 1: DBE, DoH, SARS, DWYPD, DME&R, NSG, DoT, DPWI, GCIS, DSD, DPSA, DCDT, COGTA, OPSC, SAPS, DoJ&CD, DTIC, DEFF, DCS, and The Presidency.

In the main, very few of the departments which submitted reports were able to provide evidence that the measures taken during the year were flowing from the WPRPD Policy Directives. Action was therefore more of a continuation of existing initiatives, with insufficient alignment between the WPRPD directives and plans, budgets and reports. A baseline of existing initiatives prior to approval and implementation of the WPRPD is being established to inform the impact evaluation scheduled for 2022/23.

Indicator 1.1 - Changing attitudes and behaviour

The development of a National Framework for Disability Rights Awareness Campaigns has been approved by the Minister for Women, Youth and Persons with Disabilities (DWYPD) in March 2021. This framework will inform all national, provincial, local governments, human rights and social cohesion campaigns and programmes. The process has been initiated by DWYPD to obtain Cabinet approval for the framework in 2021/22 financial year. The DWYPD also implemented the National Disability Rights Awareness month and disability specific campaign on 365 days awareness under the year in review.

The Department of Basic Education (DBE) developed the guidelines for schools with learners with selected categories of disabilities to provide guidance on the containment of the spread of COVID-19. The guidelines were for schools that have the following categories of learners: learners who are blind and partially sighted; learners who are Deaf and hard of hearing; learners with autism; learners with epilepsy; learners with physical disabilities; and learners with intellectual disabilities. In addition, adaptations

were made to the *Directions and Standard Operating Procedures for the Containment of COVID-19 for Schools and School Communities* to ensure that issues relating to learners with disabilities are adequately covered. Furthermore, guidelines for healthcare and social service professionals in education were developed.

The DBE also collaborated with stakeholders and service providers with a view to converting the DBE Rainbow Workbooks into audio MP3s. Collaborated with South African Guide Dogs Association and other stakeholders on the campaign to strengthen support for schools with learners who are blind and partially sighted learners.

The National Department of Health (NDoH) has initiated a process to integrate disability into HIV and TB programmes on an ongoing basis. The NDoH also developed and piloted an online short course for healthcare workers on the early identification of spinal TB. The department also designed and distributed material to address awareness with regards to HIV/TB and health related Abuse and Violence against persons with disabilities and COVID-19 information leaflets.

The National School of Government (NSG) has finalised the Universal Access Workshop which was handed over to the Training team for roll-out. The NSG also promoted the Basic Project Management for Disability Rights Awareness Month 2020 which was delivered through a hybrid online learning and self-paced learning.

The Office of the Public Service Commission (OPSC) has trained its employees on code of conduct, constitutional values and principles of good governance and disability management in the workplace.

The South African Revenue Service (SARS) rolled out the Basic Sign Language training to eliminate the gap of communication especially for taxpayers and employees within the deaf community, and provided a Sign Language Service at identified Branch Offices during September as part of Deaf Awareness Month. The Disability Ambassadors which form part of the Regional Employment Equity and Skills development Committees represented the interests of the disability community. SARS has developed videos with subtitles which are available on YouTube to help taxpayers with disabilities with e-Filing, the MobiApp and other tax matters.

The South African Police Service (SAPS) has raised awareness on the plight of persons with albinism through their Facebook page, Twitter and Instagram. These

includes dangerous myths attached to persons with albinism, security tips for parents and children with albinism.

The DWYPD released the media advisory statements on World Autism Awareness Day and International Albinism Awareness Day during the year under review.

The DOJ&CD continued to raise awareness on vulnerable groups (LGBTI sector, women, persons with disabilities and children) on remedies available, such as equality courts, for human rights violations during lockdown through various platforms:

- radio interviews with community radio stations on human rights related issues
- Develop and disseminate plain language human rights material aimed at raising awareness, imparting knowledge and building skills to communities at large
- translating the relevant constitutional and human rights material in all official languages and accessible formats to ensure accessibility by all persons;
- Convened seminars, dialogues and information sessions on the Constitution and human rights for relevant stakeholders; and
- Conducted training on access to courts for court officials to sensitise them on disability related challenges and solutions to improve access to justice services.

The Department of Mineral Resources and Energy (DMR&E) held awareness raising and information sharing campaigns with disability organisations regarding economic empowerment and job opportunity interventions.

To ensure capacity building and sensitisation of employees on disability issues, the Department of Tourism coordinated Disability Management Training in May 2020 where supervisors and managers of employees with disabilities were trained. Employees with disabilities also attended Disability Management training in October 2020. Also, a diversity in the workplace information sharing session with employees, which focused on accommodating persons with disabilities was facilitated by NCPD on 31 March 2021.

SADA highlighted that awareness raising needs to take place at all levels of government to increase understanding which will hopefully lead to greater commitment to embed provisions contained in the WPRPD. Community dialogues should be supported to raise awareness about disability and to stimulate local conversations about the social model of disability, inclusion, and the rights of persons with disabilities. Engagement with persons with disabilities is important and can foster deeper understanding for government departments as they act to embed provisions of the WPRPD. This understanding is important in all spheres of society if social inclusion is to become a reality and stakeholder dialogues are pivotal to shift perceptions. A three-year ShonaquipSE partnership project in the Northern Cape has shown that the benefit of awareness sessions included a shift in perception, an increased ability to identify barriers and an increased knowledge of the legal & policy framework in SA and how its existence influences the lives of persons with disabilities.

Indicator 1.2 - Access to the built environment

The Universal Design and Access Framework has been approved by the Minister for Women, Youth and Persons with Disabilities (DWYPD) in March 2021 for Cabinet consideration and approval. The framework will be lobbied across all sectors in order to promote compliance and ensure inclusive environments. It is also intended to be used as a practical guide providing information and advice on Universal Design and Access for government, the private sector, civil society, and including disability rights owners themselves.

The Department of Public Works and Infrastructure (DPWI), working with the Department of Trade and Industry (DTI), the Council for the Built Environment (CBE) and the South African Bureau of Standards (SABS) is the lead agency to coordinate access to the built environment.

Measures taken towards promoting universal design and access included:

- The DPWI has developed the draft built environment development strategy in March 2021. The purpose of the strategy is to address skills development, value chain empowerment initiatives and facilitation of registration into professional bodies for designated groups.

- The National Building Regulations Act of 1977 is currently under review, universal design and access principles were considered.
- The DPWI made provision for accessibility in identified quarantine and isolation sites.

Measures taken towards accelerating 100% compliance with the Building Regulations Code 0400 Part S for all buildings owned and/or leased by the national Department of Public Works and Infrastructure, included:

- Continued implementation of the DPWI Accessibility Programme with the aim of making state-owned buildings (under the custodianship of National Government) accessible to persons with disabilities;
- All new State-owned buildings were audited and are accessible to persons with disabilities;
- Accessibility requirements are included in the tender specification for the procurement of leased accommodation;
- The Council for Built Environment hosted a series of webinars and collaborative transformation committee meetings on Universal Design and Accessibility.

The Gauteng Provincial government appointed a service provider to develop the universal design and access plan, strategy and systems. The purpose of the strategy is to comply with the national building standards requirements and improve accessibility of environments and services for persons with disabilities in Gauteng Province.

During COVID-19, inaccessible built environments directly impacted on persons with disabilities' ability to access healthcare, particularly if they werenot able to use public transportation and were therefore left to make their own way to healthcare facilities. Other environmental factors include uneven and rocky surfaces, as well as safety concerns. These remain a significant barrier for many persons with disabilities who have mobility, intellectual and visual impairments, which result in their increased vulnerability. For example, a person with cerebral palsy using crutches may have significant difficulty navigating their way across uneven surfaces, while persons with

intellectual impairments are more prone to being attacked, assaulted or taken advantage of. In addition, many buildings – including healthcare facilities – are not built with universal design principles in mind. Buildings that do not have ramps or grabrails, for example, generally pose significant challenges for persons with mobility impairments.

Lack of compliance and enforcement of the legal requirements of SANS 10400 Part S (2011, Edition 3) (National Building Regulations Act of 1977), remains a major challenge. The National Disability Rights legislation has been initiated by the South African Law Reform Commission. The legislation will provide recourse mechanisms for non-compliance on building regulations, poor implementation of universal design and access requirements.

DMR&E has conducted a Building Accessibility Audit for the National office (Matimba) and provincial audit still to be carried out.

Department of Tourism conducted internal assessment on the built environment with the purpose of providing Management with a report and recommendations on the universal accessibility of the building. Although the assessment was not conducted by an expert. However, an internal assessment was completed based on guidance received from the Department of Women, Youth and Persons with Disabilities and SANS 10400-S: 2011.

Indicator 1.3 – Access to Transport

Accessible public transport remains one of the main barriers to economic independence and participating in community life for persons with disabilities and their families. The National Department of Transport (NDoT) is mandated to implement universal design and access requirements for persons with disabilities within the transport sector and industries. The National Land Transport Act (NLTA) 2009 mandates the provision of universal access on all forms of road-based public transport (RSA, 2009a). In 2016, the DoT published the Comprehensive Integrated Transport Plan (CITP) with universal access being a minimum requirement (DoT, 2016b). Also, the DoT published standards for pedestrian crossings (DoT, 2016c) using SANS 10400 Part S, National Technical Requirement 1 (NTR 1) developed with persons with disabilities, as the WPRPD requires. The Universal Design Access Plan (UDAP) is an

output of the Public Transport Network Development (PTND). It records and measures progress towards a universally accessible transport system.

The NDoT hosted a virtual workshop for compliance reporting on universal design and access in public transport in November 2020. The purpose of the workshop was to provide the platform for municipalities to report on the implementation of infrastructure projects related to universal design and access in public transport. The COVID-19 pandemic had a huge impact on municipalities to fast track the implementation of universal design and access requirements into their infrastructure projects.

Throughout Africa, the majority of public transport such as trains, buses and minibus taxis remain inaccessible to persons with disabilities. This directly impacts on the ability of persons with disabilities to seek employment, receive an education and access healthcare thus creating economic, educational and health barriers. The lack of accessible transportation specifically negatively impacts on the ability of persons with disabilities to access healthcare services such as COVID-19 screening and testing sites, to obtain medication and receive therapeutic interventions, and to be admitted to clinics and hospitals. An inaccessible built environment directly impacts on a person with disabilities' ability to access healthcare, particularly if they are not able to use public transportation and are therefore left to make their own way to healthcare facilities.

Lockdown Level 5 challenges

When South Africa first went into hard lockdown during Level 5, no one was permitted to leave their homes other than to buy food or receive medical care. Another significant challenge was that public transportation was shut down so carers who did not have their own transportation were unable to make use of buses and trains to get to and from work. Majority of persons with disabilities rely on public transport to access work environments, schools, social services, and other economic opportunities. The lockdown caused severe challenges for persons with disabilities to access public transport due to limitation of loading capacity, travel restrictions and curfew.

The DBE is responsible to implement the National Scholar Transport programme for learners with disabilities. Although learners with disabilities are provided with

accommodation at special schools, majority of learners are still relying on transport to access education. Inadequate scholar transport for learners with disabilities remains a challenge especially during the COVID-19 pandemic.

Indicator 1.4 – Access to Information and communication

In accordance with the UNCRPD article 9, accessibility and the WPRPD specific policy directives, access to information and communication enables persons with disabilities to access services in various accessible formats. This indicator provides highlights and institutional performance reporting on implementation of the WPRPD specific policy directives on access to information and communication during the year under review.

The DWYPD as the custodian for national disability rights coordination mechanisms has provided leadership and played an advocacy role in terms of access to information and communication for persons with disabilities during the COVID-19 pandemic. This includes the provision of sign language interpreters in all briefing platforms of the National Coronavirus Command Council, the Presidential National Addresses and provided standard guidelines on procurement of sign language interpretation services to guide all government institutions.

The DWYPD also hosted a webinar on Deaf awareness month in partnership with Deaf Federation South Africa (DeafSA), in September 2020. The purpose of the webinar was to promote the South African Sign Language Charter and deaf awareness programmes, services and initiatives.

The NDoH has made provision for information, communication and awareness raising campaigns on COVID-19 related activities and guidelines to combat the spread of the virus in accessible formats to persons with disabilities.

SA Sign Language (SASL) Interpreting is being offered at designated SARS branches, every Friday during the month of September 2020. This service is meant to cater for the Deaf taxpayers, that is, facilitating communication between the agent and the taxpayer by means of Sign Language. The designated branches are: Nelspruit, Standerton, Rustenburg, Rissik Street, Pretoria CBD, Richards Bay, Durban, Port Elizabeth and Mthatha.

The Department of Communications and Digital Technologies (DCDT) as the custodian of inclusive communication, has put measures in place to ensure compliance with access to information, communication and technologies by broadcasting regulatory bodies, government institutions and private sector. The purpose was to ensure full compliance on inclusive communication for persons with disabilities during the COVID-19 pandemic.

Furthermore, the DCDT is embarking on digital inclusion for persons with disabilities such as connectivity of special schools and disability organisations and hosted an ICT Accessibility Symposium during the year under review. The DCDT is also implementing comprehensive child online protection programmes to ensure safety and protection of children with disabilities accessing information through online platforms.

The DWYPD, in partnership with GCIS, has hosted a workshop on Website accessibility during the year under review. The purpose of the workshop was to share best practice models on the design and implementation of accessible websites. The GCIS has provided national standard guidelines on the design and implementation of website accessibility (<https://www.gcis.gov.za/website-accessibility>).

The DWYPD also worked with GCIS to create a COVID-19 and persons with disabilities resource webpage (<https://www.gov.za/Coronavirus/disability>). The purpose of the webpage was to make available toolkits studies, policy directions for all government departments, private sector, and disability sector in terms of information sharing.

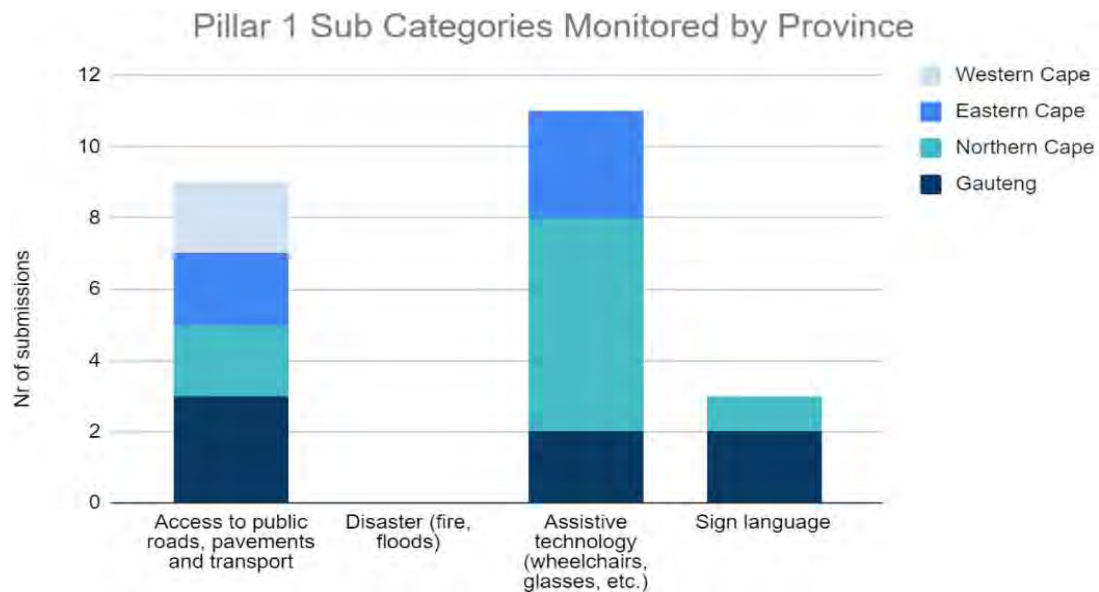
The disability sector has submitted formal complaints on government's lack of provision for information and communication in accessible formats such as close captioning, sub-titles, braille, large print and loop systems. The complaints were officially submitted to relevant departments for immediate interventions.

The DSD has, through a partnership with MTN, launched four accessible media centres in special schools, community centres and TVET Colleges in Limpopo targeting youth with intellectual disabilities, Deaf and blind youth for further development and keeping them aware of current developments.

Notable strides in the delivery of DHA Services towards advancing the rights of persons with disabilities include production of first marriage certificate in braille to a

blind couple. The smart card ID has braille features. These features are currently not present on the green-barcoded ID, therefore it advocated that persons with disabilities continue to apply for smart cards.

SADA in partnership with ShonaquipSE found families isolated from support and services, lacking the skills needed to provide fully for their children with disabilities. In order to support families, the Parent Network was established to increase support via WhatsApp, remote training and support. Another initiative sought to raise awareness about disability in partnership with Community Advice Offices South Africa (CAOSA) through disability awareness sessions across 5 Provinces. Referrals have been made by Advice offices to the parent network as a method to become more responsive to the needs of families affected by disability.



The SAPS Technology Management Services: Technology Centre of Excellence partnered with The SA National Deaf Association (SANDA) to pilot Virecom (Video Remote Communications) on Video Remote Interpreting (VRI) in Gauteng to provide communication access for Deaf people at five Police Stations, that is, Moroka, Orange Farms, Thembisa, Brooklyn and Johannesburg Central.

Indicator 1.5 – Universal Access and Design

The Universal Design and Access Framework has been approved by the Minister for Women, Youth and Persons with Disabilities (DWYPD) in March 2021 for cabinet consideration and approval. The framework will be lobbied across all sectors in order to promote compliance and ensure inclusive environments. It is also intended to be used as a practical guide providing information and advice on Universal Design and Access for government, the private sector, civil society, and including disability rights owners themselves.

The DWYPD also presented the country position statement on universal access and design during the 13th session of the Conference of State Parties to the UNCRPD, hosted virtually in December 2020.

The DHA on Compliance of Buildings to Universal Design - majority of the non-modernized DHA offices are not suitable for use by persons with disabilities as they do not comply with universal access norms and standards. The DHA is in the process of reviewing its current access model to deal with these challenges. However, a few newly procured buildings are disability compliant.

The Department of Tourism encouraged employees with disabilities to work from home during the COVID-19 pandemic. Continuous effort was made to determine the needs of employees with disabilities during remote work and provision of tools of trade were a priority and challenges raised were attended to.

Indicator 1.6 – Reasonable Accommodation Measures

The National Framework for Reasonable Accommodation has been approved by Cabinet in March 2021. The Framework provide structure to the roll-out of the Reasonable Accommodation Measures indicators in the WPRPD.

The DPSA has developed a report on the implementation of the policy on reasonable accommodation and assistive devices during the year under review.

The DHA has set aside a budget of R1 million to procure assistive devices for employees with disabilities (national and provincial) and such devices were procured as per their plan during the year under review. The Department has a COVID-19 Steering Committee which sits weekly to monitor developments on COVID-19 cases. Officials from Provinces/Ports of Entry/ Head Office report on various matters including

the risk assessment undertaken by their respective offices. DHA drafted circular 3 for a partial return of critical services. The DHA employees including Persons with Disabilities who formed part of such critical services, who are 60 years and above as well as those who have underlying co-morbidities that increase their risk to COVID-19, submitted doctors' letters to confirm their condition. As a result, subsequent arrangements were made to work from home or rarely work from office. Such was done with particular emphasis to protect high risk employees as earlier conveyed by DPSA Circular 15 of 2020.

COGTA has in line with the Occupational Health and Safety Act (OHSA), 1993, as amended, National Department of Health COVID-19 protocols, as well as the Department of Public Service and Administration guideline, put in place measures for the containment of the corona virus (COVID-19) in the department. In addition to the general prevention measures (e.g. PPE, hand wash, disinfection) of COVID-19 the department:

- Established the steering committee to monitor the implementation of COVID-19 protocols.
- Developed departmental guidelines on the management of COVID-19 cases.
- Allowed for remote working arrangements and vulnerable employees were required to submit departmentally designed declaration forms confirming their remote working.

The DEFF has encouraged employees with disabilities to work from home during the COVID-19 pandemic. The department has also ensured that Self-assessment questionnaires and temperature screening are in place to reduce the risks. Further, that assistants of persons with disabilities take care of assistive devices of persons with disabilities, by disinfecting them frequently (wheelchairs, walking canes, walkers, transfer boards, white canes, or any other product that is frequently handled and used at work), that their workstations are frequently cleaned/ disinfecting, that ablution facilities are accessible for Persons with disabilities (dedicated ablution facilities for persons with disabilities) and put a plan in place to ensure continuation of the care and support for employees with disabilities.

The DCS has put measures in place to ensure limited interruptions in the department by continuously exploring various COVID-19 response and recovery plans which are mindful of disability management with regard to business continuity. All COVID-19 related protocols as dictated by the Department of Health together with DPSA circulars are observed which include screening, social distancing, sanitising, establishment of committees across all departmental levels etc. The department does not have separate and special regulations for officials and offenders with disabilities in relation to COVID-19. In the event officials with disabilities have reported comorbidity, like all officials, they are permitted to be on lock down duty and work from home. And they are provided with necessary tools to work from home.

DMR&E has a provision of a reasonable accommodation to permanently employed officials with disabilities – (Sign language Practitioner). Following the country's national lockdown announced by the President and the uncertainty brought by COVID-19, majority of personnel worked remotely and there was frequent online communication through memos and social channels for reporting purposes and to ensure that restrictions and guidelines imposed by the lockdown were adhered to;

- It was Ensured that persons with disabilities had access to e-communication and virtual platforms to enable them to participate in consultations, transformation matters and decision-making processes to shape the policy documents and guidelines;
- Due to the restrictions, no physical contact was allowed, operations have been scaled down, but provision of departmental essential and critical services continued. Achievement with regards to COVID-19 interventions has been affected due to the technological challenges experienced and virtual interactions that excludes those with no access to modern and virtual technology.

The Presidency provided reasonable accommodation to employees with disabilities such as transport (from-to home and work), three (3) motorized wheelchairs, and allocated parking and provided employees with necessary work tools. The Presidency further established the Pandemic Management Task Team (PMTT), the SOP was developed on handling of employees' comorbidities, suspected and confirmed COVID-

19 cases. Screening process at all entries were mandatory in the Department, Residences etc., provision of PPE to all employees, a Rotational Schedule was implemented for employees in order to minimise the risk of contracting the virus in the workplace and employees with comorbidities were allowed to work from home, where possible.

The NSG has six (6) employees with disabilities who are accommodated through the Policy on Reasonable Accommodation and Assistive Devices. These employees were accommodated as follows during the lockdown:

No.	Type of disability	Gender		Age		Work from home	Rotation	Transport provided
		M	F	<35y	>35y			
1	Hard of hearing	1			1	1		
2	Mobility	1			1		1	1
3	Mobility		1		1		1	1
4	Speech	1		1			1	
5	Mobility	1			1		1	
6	Other	1			1	1		

Having moved to Level 1, 100% employees are expected back in the office. However, further accommodation is provided for all employees in line with the DPSA regulations.

4.2 Pillar 2 - Protecting Persons with Disabilities at Risk of Compounded Marginalisation

The WPRPD identifies the following four dimensions for specific protective measures to be taken to ensure that the rights of persons at risk of compounded marginalisation are protected and upheld:

- The right to life;
- Equal recognition before the law;
- Access to justice; and
- Freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse.

Eleven (11) national departments and institutions contribute towards the 17 indicators under this pillar. These are the departments of Health (NDoH), Labour and Employment (DoLE), Home Affairs (DHA) and Correctional Services (DCS) respectively, and additionally, South African Police Services (SAPS) the DSD, DBE,

DPWI, DCOG, NDOT and DoJ&CD. All respondents reported against the matrix on progress made.

The following departments have reported against the policy directives and indicators outlined in pillar 2: NDoH, COGTA, DoJ&CD, DWYPD, SAPS, DSD, DBE, DHET and DCS.

Indicator 2.1 - The right to life

The NDoH has taken measures to protect the lives of persons with disabilities during the national state of disaster. These measures includes combatting the spread of the virus and raising awareness on safety and protection.

The Department of Cooperative Governance and Traditional Affairs in terms of section 27 (2) of the Disaster Management Act, 2002, the minister for COGTA issued the National Disaster Regulation 11B (7) which was published on 2nd April 2020 in the government gazette. This regulation included and provided safety and protection measures for persons with disabilities.

The Department of Home Affairs is also responsible for the implementation of the UN Convention on the Rights of Persons with Disabilities (UN CRPD). In this regard, the DHA is responsible for article 18 - liberty of movement and nationality and implement other articles of the convention to the extent they are applicable, e.g. article 27 – Work and employment and article 29 -Participation in political and public life to name a few.

The DHA renders its mandate to Persons with Disabilities in line with article 18 of the UN CRPD, which states:

- Liberty of movement and nationality - Persons with disabilities have the same freedom as others to obtain citizenship, cross borders and change nationality. Children with disabilities must be registered at birth and have the same rights as others to a name, nationality and, as far as possible, to be cared for by their parents.
- While the department renders services to persons with disabilities, the unfortunate part is that our the population register/certificates/other documents

provided by the department do not capture a person's status on disability as it is the case with other variables such as sex, age, names, citizenship etc.

- To remedy this discrepancy, the department has formed part of the consultation process led by Stats SA in a project to harmonise the definition of disability.
- The effect of this process will result in DHA capturing disability status when a child applies for a birth certificate, when a child applies for an ID, when someone registers a marriage and applies for a marriage certificate, and it will include capturing the disability status in a death certificate when someone is deceased.
- The implication of the disability harmonization project on the BMA will be to capture disability status on travel documents such as passport, visa and permit.
- The achievement of this project is critical for DHA and BMA as it will give effect to article 31 of the UN CRPD (statistics and data collection).

Indicator 2.2 - Equal recognition before the law

The DoJ&CD through the South African Law Reform Commission (SALRC) has finalised and released the approved report on project 122 "Assisted Decision-Making" to the public during the year under review.

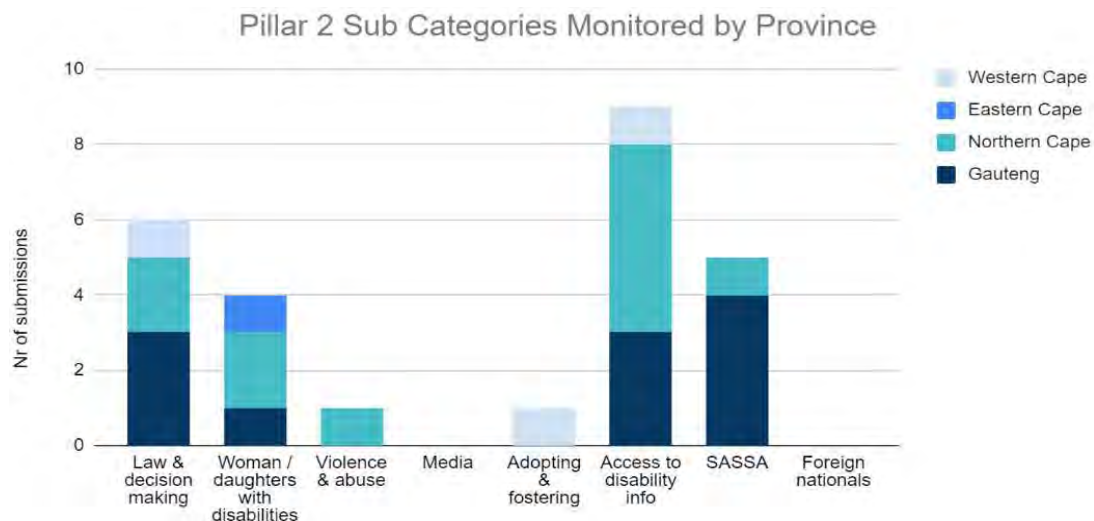
Indicator 2.3 - Access to justice

The DoJ&CD has put measures in place to ensure access to justice for persons with disabilities on an equal basis with others. These measures includes amongst others, the establishment of the South African Law Reform Commission Advisory Committee on the domestication of the UN CRPD, Project 148. The objectives and outcomes of the committee will determine the development of disability rights legislation. The SALRC has released the issue paper for project 148 under the year in review.

The DoJ&CD has embarked on capacity building programmes for their line-function officials at courts, judges, and legal representatives on access to justice for persons with disabilities. This capacity development programmes and training was conducted through the justice college and the Chief Directorate: Promotion of the Rights of Vulnerable Groups. The DoJ&CD promotes access to justice through the code of practice on Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (PEPUDA). The DoJ&CD developed a national policy framework on reasonable accommodations for court users with disabilities.

The DWYPD is supporting the process through technical, content and expert advice. Furthermore, the DWYPD has supported the process by means of hosting consultative meetings with relevant stakeholders to solicit inputs and public opinion on the issue paper for project 148.

The National Commissioner for the South African Police Services (SAPS) has approved the Draft Strategy on Provision of Services to Persons with Disabilities, which outlines the responsibilities of each business unit with regards to improving access to police services by persons with disabilities. The report on the implementation of SAPS action plan on policing persons with disabilities was put together from submissions of provincial commissioners and divisional commissioners. The report highlights progress made in ensuring disability inclusion within SAPS programmes. The SAPS has processed financial applications for assistive devices of officials with disabilities, but it was not finalised due to COVID-19 lockdown restrictions. Training of SAPS members on COVID-19 was arranged but was not fully implemented due to members reporting for duty on a rotational basis.



Indicator 2.4 - Freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse

The WPRPD requires relevant state organs to take effective legislative, administrative, judicial or other measures to prevent persons with disabilities from being subjected to torture, or cruel, inhumane, degrading treatment or punishment. This applies mostly

to persons with disabilities who are temporarily or permanently based at institutional settings or government funded/non-funded and private residential facilities and protective workshops.

The Department of Social Development (DSD) has released directions and guidelines on measures to combat the spread of COVID-19 virus on residential facilities. These measures and mechanisms were inclusive of all residential facilities which accommodates persons with disabilities and were aimed at addressing protection and safety of persons with disabilities against torture, abuse, punishment, degrading treatment and also the COVID-19 virus. The DSD further developed Standard Operating Procedures and Guidelines for Residential facilities, Protective workshops and Partial Care Centres for children with disabilities in response to the COVID-19 pandemic, also with proposed services to be provided during and postthe pandemic. Further work on COVID-19 includes training of parents and partial care facilities (day-care centres) administrators on COVID-19.

The Department of Basic Education (DBE) has released directions and guidelines on measures to combat the spread of the COVID-19 virus on residential facilities particularly on schools for learners with special needs. These measures and mechanisms also provided risk assessment for the closure and re-opening of schools which were inclusive of all residential facilities which accommodates learners with disabilities and were aimed at addressing protection and safety of learners with disabilities against torture, abuse, punishment, degrading treatment and the COVID-19 virus.

The Department of Higher Education and Training (DHET) has released directions and guidelines on measures to combat the spread of the COVID-19 virus within Post School Education and Training institutions (PSET). These measures and mechanisms also provided risk assessment for the closure and re-opening of institutions which were inclusive of all residential facilities that accommodated students with disabilities and were aimed at addressing protection and safety of students with disabilities against torture, abuse, punishment, degrading treatment and the COVID-19 virus.

In April 2020, the Department of Correctional Services released directions and guidelines on measures to combat the spread of the COVID-19 virus. These measures

included protocols on visiting hours, protection and safety of offenders with disabilities including employees with disabilities against the COVID-19 virus.

In May 2020, SAPS released directions and guidelines on measures to combat the spread of the COVID-19 virus. These measures included protocols on visiting hours, protection and safety of offenders and victims of persons with disabilities against the COVID-19 virus. The SAPS had issued a code of conduct for enforcement of officers during the state of national disaster in order to manage and ensure protection for all citizens. Furthermore, SAPS was also responsible for issuing and verification of travel permits for care-givers and personal assistants to persons with disabilities.

The COVID-19 disability research report recommended that security and law enforcement agencies prioritise the safety and protection of persons with disabilities in institutional settings and care centres, women and girls with disabilities experiencing gender-based violence during the state of national disaster and situation of humanitarian emergencies.

4.3 Pillar 3 - Supporting Sustainable Integrated Community Life

The WPRPD identifies the following five dimensions for specific measures to be taken to support sustainable integrated community life:

- Building socially cohesive communities and neighbourhoods;
- Building and supporting families;
- Accessible human settlements/neighbourhoods;
- Access to community-based services supporting independent living; and
- Protection during situations of risk and disaster.

The following departments have reported against the policy directives and indicators outlined in pillar 3: DSD, DWYPD, DSAC, DHS, DWS, DCOG, COGTA, DPSA, DoLE, DPWI, NDoH, DHA, DTIC, DoT, SAPS, DoJ&CD, and DMV

Indicator 3.1 - Building socially cohesive communities and neighbourhoods

The DSD, in partnership with the Japan International Cooperation Agency (JICA) successfully implemented Phase 2 (2016 -2020) of a project focusing on piloting disability inclusive community development approaches in the social development

sector. The project has resulted in the development of practical Guidelines on the Empowerment of Persons with Disabilities and Disability Mainstreaming at district level. These guidelines aligned to the country's district development model. The launched guidelines were shared with the broader sector, national departments including DWYPD. The DSD facilitated capacity building on the guidelines and continue to monitor the implementation thereof. The project is a partnership between JICA and the DSD working in different districts/municipalities, prioritising the identification, mobilising and profiling of disability organisations & persons with disabilities in different districts and municipalities.

The Department of Sports, Arts and Culture remains an important tool in building social cohesion and inclusion in communities. Sports is a major contributor to economic and social development. Its role is well recognised by Governments, including in the Political Declaration of the 2030 Agenda, which reflects on “the contribution sports makes to the empowerment of women and of young people, individuals and communities, as well as to health, education and social inclusion objectives.”

Since its onset, the COVID-19 pandemic has spread to almost all countries of the world. Social and physical distancing measures, lockdowns of businesses, schools and overall social life, which have become commonplace to curtail the spread of the disease, have also disrupted many regular aspects of life, including sport and physical activity. To safeguard the health of athletes and others involved, most major sporting events at international, regional and national levels have been cancelled or postponed from marathons to football tournaments, athletics championships to basketball games, handball to ice hockey, rugby, cricket, sailing, skiing, weightlifting to wrestling and more.

The Olympics and Paralympics, for the first time in the history of the modern games, have been postponed, and will be held in 2021. The closure of education institutions in South Africa due to COVID-19 has also impacted the sports education sector, which is comprised of a broad range of stakeholders, including national ministers and local authorities, public and private community, teachers, scholars and coaches, parents and young learners.

The global outbreak of COVID-19 resulted in the closure of gyms, stadiums, pools, dance and fitness studios, physiotherapy centres, parks, and playgrounds. Many

individuals are therefore not able to actively participate in their regular individual or group sporting or physical activities outside of their homes. Under such conditions, many tend to be less physically active, have longer screen time, irregular sleep patterns as well as worse diets, resulting in weight gain and loss of physical fitness. Low-income families are especially vulnerable to negative effects of stay-at-home rules as they tend to have sub-standard accommodations and more confined spaces, making it difficult to engage in physical exercise.

Lack of access to exercise and physical activity also led to mental health impacts, which compounded stress or anxiety that many people have experienced in the face of isolation from normal social life. Possible loss of family member or friends from the virus and impact of the virus on one's economic and social wellbeing and access to nutrition exacerbated these effects.

Indicator 3.2 - Building and supporting families

The DSD has initiated the process to advertise the Terms of Reference for the appointment of a service provider in order to finalise the draft Minimum Norms and Standards for Respite Care Services to Families with Children with Disabilities in 2020. The service provider is expected to be appointed in 2021/22 financial year.

Indicator 3.3 - Accessible human settlements/neighbourhoods

The Department of Human Settlements, Water and Sanitation has been very active to get emergency water and sanitation services to vulnerable areas since the national disaster was announced in South Africa in March 2020.

The COVID-19 pandemic has widened existing spatial, social, and economic inequalities in cities, making the virus more harmful in a self-perpetuating negative spiral. Deep-rooted inequalities in South Africa heavily influenced the degree and nature of COVID-19 impacts. It has become clear that vulnerability to COVID-19 depends on several conditions: where in a city a person lives and works, gender, age, pre-existing health conditions, income level, type of home, and access to public services, such as health facilities, transportation, and clean water. This has led to the

pandemic having a disproportional impact on groups that were already in a situation of greater vulnerability.

Meanwhile, there is evidence that tackling COVID-19 became more challenging in rural areas with high levels of crime and violence, poor infrastructure and housing and weak local governance with ill-equipped or under-resourced frontline workers. Limited access to healthcare, basic services and adequate housing and/or public space has further undermined COVID-19 responses.

Informal settlements and high-density areas prove to be a very high risk when it came to implementing social distancing and effective sanitation practices, which is why the sector focused on bringing additional services to these areas, and where necessary moved people to safer spaces where possible.

The Department of Cooperative Governance (DCOG) is currently implementing the Integrated Urban Development Framework which is disability inclusive. The new Framework embeds the rights of persons with disabilities across all nine (9) policy levels, but its accompanying implementation plan regrettably failed to include a universal access and design and disability inclusion perspective.

The Department of Water and Sanitation has allocated budget for disability mainstreaming which amounts to R8 million (R5 million for personnel and R3 million for implementation of projects). Furthermore, the department continues to monitor and advocate for the inclusion of persons with disabilities in major infrastructural projects and programmes.

Unfortunately, there was No information reported by Department of Human Settlements during the year under review.

Indicator 3.4 - Access to community-based services supporting independent living

The DSD put measures in place to mitigate the spread of the COVID-19 virus with regards to Persons with disabilities in DSD-funded facilities and centres. DSD issued directions /regulations on the prevention, containment and management of COVID-19

in Residential facilities, protective workshops and Respite care facilities. They further developed an easy read Standard Operating Procedure (SOP) on the prevention, containment and management of COVID-19 in day care centres for children with disabilities. This translated into trained parent/families, youth with disabilities and centres on the SOP. Further training of Social Workers working with Persons with disabilities, parents & care givers and Youth with disabilities

The DSD continued to implement an Independent Living Pilot Project in partnership with JICA, focusing on strengthening community living options and quality standard of life for persons with predominantly mobility disabilities across other provinces.

Indicator 3.5 - Protection during situations of risk and disaster

In accordance with the WPRPD policy directives, state institutions should take all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters. On the 26th of March 2020, the President of the Republic of South Africa declared the state of national disaster due to the COVID-19 pandemic. The United Nations and the World Health Organisation had issued a policy brief and joint statement to all countries, providing guidelines and measures to combat the spread of the virus against persons with disabilities..

In terms of section 27 (2) of the Disaster Management Act, 2002, the minister of Department of Cooperative Governance and Traditional Affairs, (COGTA) issued the National Disaster Regulation 11B (7) which was published on 2nd April 2020 in the government gazette. This regulation included and provided safety and protection measures for persons with disabilities.

The DWYPD in partnership with the United Nations Office of the High Commissioner on Human Rights (UN OHCHR) conducted a research study on the Impact of COVID-19 on persons with disabilities. The research study report was consulted widely for validation before it was approved by the Minister for immediate implementation by all state institutions in March 2021.

The DPSA and DoLE has issued a guidelines and directions on measures to protect and ensure safety of employees including persons with disabilities at employment environments within the public and private sector.

The DSD has issued guidelines and directions on measures to combat the spread of the COVID-19 virus, to ensure safety and protection of persons with disabilities at residential facilities. SASSA has also issued guidelines and made adjustments on provision of social grants in order to protect grants beneficiaries against COVID-19 at all service and pay points.

The DPWI and NDoH has issued guidelines on establishment of quarantine sites to national and provincial governments. The purpose of the guidelines was to ensure that identified quarantine sites meet the required standards in terms of safety protocols and accessibility for persons with disabilities. The DoH was leading as mandatory to implement primary health care, COVID-19 mitigation measures and driving the safety awareness campaigns on measures to combat the spread of the COVID-19 virus.

The DHA has also issued directions and safety protocols to mitigate the spread of the virus against clients in all their service delivery key points and customer care centres.

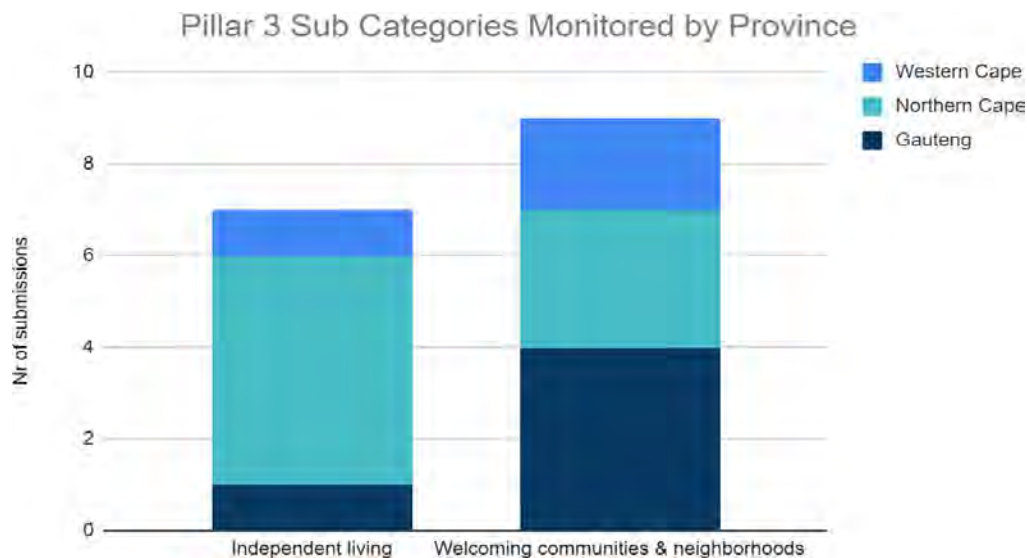
The DTIC has provided and put measures in place to protect persons with disabilities against the COVID-19 virus at all their post office service points and outlets, especially during the collection of social grants.

The DoT has issued policy directions in terms of loading capacity for public and private transport and COVID-19 safety protocol measures at all transport service points and public transport stations.

The SAPS issued guidelines and directions on safety and protection of all citizens in terms of access to police stations. Furthermore, the SAPS was also mandated to enforce law and order during the state of the national disaster.

The Department of Defence and Military Veterans (DMV) have deployed the military/national defence force to help with the maintenance of law and order during the COVID-19 pandemic. The department also provided a comprehensive written response to the questionnaire received from the special rapporteur on protecting persons with disabilities during armed conflict. The responses provided measures and legislations which guarantees safety and protection for persons with disabilities during armed conflict.

The DoJ&CS had also issued directions dealing with the adjustments of visiting hours at correctional centres and specific measures to provide guidance on access to courts for all citizens during the COVID-19 pandemic.



4.4 Pillar 4 - Promoting and Supporting the Empowerment of Persons with Disabilities

The WPRPD identifies the following five dimensions for specific measures to promote and support the empowerment of persons with disabilities throughout their life cycles—

- Early childhood development (ECD)
- Lifelong education and training
- Social integration support
- Access to healthy lifestyle support
- Supported decision-making

National departments contributing towards the implementation of this pillar include the Departments of Social Development (DSD), Basic Education (DBE), Higher Education and Training (DHET), Health (DoH), Labour (DoLE), Home Affairs (DHA), Justice and Constitutional Development (DoJ&CD), Small Business Development (DSBD) and the

South African Police Services (SAPS) and South African Social Security Agency (SASSA).

The following departments have reported against the policy directives and indicators outlined in pillar 4: DSD, DHET, DWYPD, DBE, NDoH, DoJ&CS.

Indicator 4.1 – Early Childhood Development (ECD)

In June 2020, the DSD issued standard operating procedures (SOP) and guidelines for an early childhood development (ECD) programmes and partial care facilities that provide an after-school care on measures to prevent and combat the spread of COVID-19. These SOP and guidelines were applicable to ECD programmes and partial care facilities which are registered or conditionally registered in terms of sections 95 or 98 of the Act.

Indicator 4.2 – Lifelong Education and Training

In June 2020, the Department of Higher Education Science and Innovation in consultation with the National Skills Authority (NSA) issued directions for reopening of institutions offering qualifications on the occupational qualification sub-framework (OQSF) as part of a risk-adjusted strategy for a phased-in return of skills development activities. These directions were issued in terms of the disaster management act, 2002 (act .57 of 2002). The purpose of these directions is to manage the gradual reopening of institutions for learning, training and assessment, and to address, prevent and combat the spread of COVID-19 to all students including students with disabilities. Furthermore, they provided measures and mechanisms for online learning in order to mitigate the spread of COVID-19 and to cover the previous academic calendar period which was lost due to lockdown restrictions.

However, the disability sector and students with disabilities were finding it difficult to access e-learning due to reasonable accommodation issues, affordability of data and airtime, computable and accessible learning equipment, assistive devices and poor network connectivity, particularly in rural areas.

Students with disabilities had challenges in terms of accessing funding from the National Student Financial Aid Scheme (NSFAS), e.g., some students' stipends/

allowances were terminated without notice during the course of the pandemic under the year in review. Public Sector Education and Training (PSET) institutions were provided with testing, education, and peer-support on COVID-19 preventative measures in accordance with approved health protocols.

The DHET established a steering committee on COVID-19 which provided education and support to all officials, including officials with disabilities.

The DWYPD provided content support to DHET for the development of a Request for Proposal (RFP) for disability specific National Skills Fund (NSF) guidelines. The guidelines will provide a qualification criterion to national disability organisations dealing with skills development programmes.

The DBE issued standard operating procedures for the containment and management of COVID-19 for schools and school communities (including schools for learners with special needs) in September 2020. The purpose of the SOP was to provide guidelines for all administrators on the approved steps to prevent and contain the spread of the virus within the Basic Education sector. The guidelines were for schools that have the following categories of learners: Learners who:

- are blind and partially sighted ;
- are deaf and hard of hearing;
- are on the autism spectrum ; ;
- have physical disabilities;
- have intellectual disabilities; and
- Learners with epilepsy.

In addition, adaptations were made to the *Directions and Standard Operating Procedures for the Containment of COVID-19 for Schools and School Communities* to ensure that issues relating to learners with disabilities are adequately covered. Furthermore, guidelines for healthcare and social service professionals in education were developed.

Training of Educators on inclusive education

- The training of educators in inclusion remains one of the priorities identified for special schools, as well as the improvement of teacher competencies and qualifications in specialised areas.
- The monitoring of training in specialised areas for teachers are: Screening Identification Assessment and Support (SIAS), learning to read, write and teach braille; SASL as a Language of Learning and Teaching (LoLT), Autism, Attention Deficit Hyperactivity Disorder (ADHD), Augmentative and Alternative Communication (AAC) and different forms of dyslexia other disabilities, their accommodations and concessions. This is to ensure that inclusive education principles are translated into the benefits to learners in classrooms.
- Furthermore, the collaboration between DBE (Inclusive Education), British Council, DHET and MIET Africa on the Teaching for All project, has been finalised to about 98%. The curriculum for Inclusive Education will be taught at 2nd year B.Ed. Degree at 12 universities. The team also finalised the CPTD course which can be accessed by teachers via Spoodle either online or offline. 171 officials and university officials were trained on the administration of the CPTD via Spoodle.

Access to education for learners with severe to profound intellectual disability

- The National Treasury approved the request from DBE for PEDs to deviate from approved Provincial Business Plans in order to procure PPEs for learners and staff in special care centres, strengthen COVID-19 prevention consumables and relevant technology to support remote delivery of the Learning Programme for LPID for special care centres.
- Furthermore, they developed a guideline for implementing the Learning Programme for LPID trimmed Lesson Plan with children who, due to COVID-19, are learning from home..
- Collaborated with Departments of Social Development (DSD) and Health (DoH) regarding re-opening of special care centres and clarification of roles and responsibilities of different government departments in supporting special care centres.

Strengthening of special schools through the provision of ICT platforms and specialised assistive devices

- The USAO project led by ICASA, in collaboration with DBE and Department of Communications and Digital Technologies (DCDT) which Obligates MTN, Vodacom, Liquid Telecoms and Cell-C to provide all special schools with ICT equipment's (standard list set) and assistive devices and technology.
- Three out of the four pilot schools have been completed and MTN, Vodacom and Liquid have all completed assessments of their allocated schools.
- Implementation was halted because of COVID-19, but thus far Vodacom has begun with implementation in GP, and MTN has targeted to complete 31 schools in NW, GP, EC, and LP by end of the financial year 2020/2021.
- MTN also provided a link of all the zero-rated educational materials.

Monitoring of the implementation of the Screening Identification Assessment and Support (SIAS) Policy

- To date, the following numbers of officials have been trained on the implementation of the Policy of SIAS: 1 648 teachers; 161 Grade R Practitioners; and 192 officials.
- For the period under review, training reached teachers in 848 schools.
- As part of this, 2 508 learners were identified and assessed, and 2 272 Individual Support Plans (ISP) were developed for the learners.
- 575 cases were successfully resolved by schools, with 1 725 cases referred to DBSTs and 386 successfully resolved by the DBST during the period under review.
- 449 schools were monitored for the functionality of SBSTs by DBSTs and 398 schools were monitored for the implementation of the Policy on SIAS.

Draft Guidelines on Resourcing of an Inclusive Education and Training System

- The guidelines were drafted in order to close the gaps within the education system and resource inclusive education, especially looking at

critical posts in special school hostels, increasing and improving access to therapeutic services for all learners at schools and at district level.

- The guidelines have been costed, and the proposal is that implementation would be best done in a phased in approach, where focus in the first year would be on special school hostels and the resourcing of personnel in these hostels.
- The implementation plan is to be presented to senior managers for approval.

Incremental introduction of the NCS CAPS Grade R-5 for Learners Severe Intellectual Disabilities (SID)

- This curriculum consists of 21 subjects, allocated into 80% skills and 20% theory. The curriculum is being incrementally introduced in 177 special schools.
- This initiative sought to ensure that there is equitable participation of all learners in education. The fifteen (15) elective subjects of CAPS Grades 4-6 were aligned to Intermediate Phase programme according to National Policy Pertaining to the Programme and Promotion Requirements of the NCS.
- The curriculum has also been extended to grade 6, so that a learner can complete foundation (R-3) and intermediate (4-6) phase.
- To align the programme to the CAPS framework, the following six (6) subjects in the Intermediate Phase are recommended: Home Language, Mathematics, First Additional Language, Life Skills, Consumer Studies and Agricultural Sciences and Technology.

The development of directions, guidelines, and standard operating procedures on COVID-19

- Guidelines for schools with learners with selected categories of disabilities were developed to provide guidance on the containment of the spread of COVID-19.
- The guidelines were for schools that have the same categories of learners as in indicator 4.2 above.

- In addition, adaptations were made to the *Directions and Standard Operating Procedures for the Containment of COVID-19 for Schools and School Communities* to ensure that issues relating to learners with disabilities are adequately covered. Furthermore, guidelines for healthcare and social service professionals in education were developed.

Support for visually impaired schools on Orientation and Mobility (O & M)

- Training in O & M for learners who are blind and visually impaired, was agreed with the South African Guide Dogs Association and other stakeholders to strengthen support for schools. .

Conversion of 2020 DBE Rainbow Workbooks into audio MP3s

- The DBE is collaborated with stakeholders and service providers with a view to converting the DBE Rainbow Workbooks into audio MP3s.

Support to therapists

- The department made several presentations and collaborated with organisations/departments such as OTASA, SBOT, and DHET on return to work for healthcare and social professionals when schools re-opened and furthermore on how students in final year doing work integrated learning at schools would be supported.

In terms of the results of the impact of COVID-19 on persons with disabilities research study, the DBE & DHET must prioritise accessible online education including assistive devices, data and devices; Prioritise protection and safety of learners / students at special schools, learning environments and school hostels; and ensure that all health protocols are observed and adhered to.

Ensure distance learning is accessible to, and inclusive of, students with disabilities.

Education officials need to take measures to ensure continuity of learning for students with disabilities and return to school programmes. This may include providing specialised equipment to support their learning, including assistive technology and devices, and support to caregivers/parents of children with disabilities.

Address impacts that go beyond learning.

For many children with disabilities, peer relations, social perception and social competence are significant aspects of their Individual Education Plans, all of which are challenged in the context of school closures. School closings meant that many children with disabilities did not access complementary services, such as food, medical check-ups, or referral mechanisms for abuse and neglect.

Ensure that return to school programmes are inclusive.

Education authorities need to ensure that return to school programmes are inclusive of children and young persons with disabilities, in recognition of the increase in the learning/achievement gap. This may include development of plans for accelerated education, remedial, and catch-up programmes.

Fourteen (14) employees with disabilities from the Department of Tourism attended Disability Management training in October 2020, facilitated by the NSG.

Indicator 4.3 – Social Integration Support

Rehabilitation services and access to relevant and affordable assistive devices are crucial for the social integration process of persons with disabilities. The following progress has been made by the NDoH:

- Developed the guidelines for rehabilitation services, quarantine and self-isolation during COVID-19;
- They have integrated disability into HIV and TB Programmes;
- They have developed and piloted online short course for health care workers on the early identification on Spinal TB;
- Designed and distributed IEC material with regard to HIV/TB, health related abuse and violence against persons with disabilities;
- Coordinated and supported health and wellness activities, screening and testing in selected provinces (Gauteng, Kwa-Zulu Natal, North-West and Western Cape);
- Developed information leaflets to persons with disabilities on raising awareness on HIV, TB and COVID-19;

- They have implemented the Framework and Strategy for Disability and Rehabilitation (FSDR), 2016-2020. This framework promotes coordinated actions from role players across health, education, and social development to disrupt the cycle of poverty and to support persons with disabilities;
- They have included disability in the development and costing of a basket of rehabilitation services to be included in next phase of National Health Insurance (NHI); and
- They are tracking and monitoring the provisioning, backlogs and quality of services in terms of access to assistive devices through District Health Information Systems.
- There was no available data/information on rehabilitation professionals
- The DSD has finalised the Terms of Reference to appoint the service provider who will develop the costing of minimum norms and standards for residential care facilities; respite care services and protective workshop services, in order to work towards costing models for full subsidisation of services rendered by NGOs.
- The DWYPD in partnership with the United Nations Development Programme (UNDP) has developed Terms of Reference for the appointment of a service provider to conduct the research study on the Elements and Economic Cost of Disability for children and persons with physical disabilities, part 2. The main objective of the research study is to identify information in term of cost analysis for children and persons with physical disabilities. Part 2 of the study will further provide evidence on cost estimates for, among others, the determination of social security benefits and subsidization of services targeting persons with disabilities, as well as reasonable accommodation support. In that regard, the study will provide distinct costing of reasonable accommodation measures intended to remove barriers to participation for children and persons with physical disabilities. The study is expected to be completed in March 2022.

Indicator 4.4 – Access to Healthy Lifestyle Support

The Department of Social Development has put measures in place to ensure persons with disabilities access the Gender Based Command Call Centre as an integral part

of its Victim Empowerment Programme during the COVID-19 lockdown. The NDoH promoted access to healthy lifestyle support through COVID-19 messaging and awareness raising programmes (washing of hands, sanitising etc.).

Indicator 4.5 – Supported Decision-Making

The DoJ&CS through the South African Law Reform Commission (SALRC) finalised and released the approved report on project 122, Assisted Decision-Making to the public during the year under review.

4.5 Pillar 5 - Reducing Economic Vulnerability and Releasing Human Capital

The WPRPD is aligned with the National Development Plan (NDP), approved in 2012, and envisages a South Africa in 2030 which has eliminated poverty and has reduced inequality, a “country wherein all citizens have the capabilities to grasp the ever-broadening opportunities available”. The NDP acknowledges that many persons with disabilities are not able to develop to their full potential due to a range of barriers, namely physical, information, communication and attitudinal barriers and states that “Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach”.

An analysis of the NDP as a strategy to reduce inequality, eradicate poverty and promote employment of persons with disabilities, was conducted and is currently being utilised in determining actions and targets for purposes of implementation of the WPRPD. As a point of departure, it is important to reflect on mainstreaming the Medium-Term Strategic Framework (MTSF) outcomes in line with the disability-disaggregated National Development Plan.

The WPRPD identifies the following four (4) dimensions for specific measures to be taken to reduce economic vulnerability and release the human capital of persons with disabilities –

- Disability, Poverty, Development and Human Rights;
- Access to Decent Work and Employment Opportunities;

- Persons with Disabilities as Owners of the Economy; and
- Reducing the Cost of Disability for Persons with disabilities and their families

According to the Implementation Matrix, there are fourteen (14) national departments and institutions contributing towards the twenty-six (26) indicators under this pillar. They are: The Financial Services Board (FSB), South African Revenue Services (SARS), Departments of Women, Youth and Persons with Disabilities (DWYPD) and Planning, Monitoring and Evaluation (DPME) and additionally, DSD, DBE, DPW, NT, DCOG, DTPS, the DTI, DoLE, NDoH and DSBD.

The following departments have reported against the policy directives and indicators outlined in pillar 5: DSD, DWYPD, DoLE, DPSA, DSBD, NT, DME&R, and SARS.

Indicator 5.1 – Disability, Poverty, Development and Human Rights

Reducing economic vulnerability from persons with disabilities helps to alleviate poverty, unemployment, and inequality. In response to this policy directive, the DSD has distributed food parcels to households of persons with disabilities through their Sustainable Community Development Programme and Social Relief of Distress Grant during the COVID-19 pandemic.

The DWYPD in partnership with the United Nations Development Programme (UNDP) has developed Terms of Reference for the appointment of a service provider to conduct the research study on the Elements and Economic Cost of Disability for children and persons with physical disabilities, part 2. The main objective of the research study is to cover the gap in information in term of cost analysis for children and persons with physical disabilities.

Part 2 of the study will further provide evidence on cost estimates for, among others, the determination of social security benefits and subsidization of services targeting persons with disabilities, as well as reasonable accommodation support. In that regard, the study will provide distinct costing of reasonable accommodation measures support intended to remove barriers to participation for children and persons with physical disabilities. The study is expected to be completed in March 2022.

The DWYPD also conducted a research study on the socio-economic impact of COVID-19 on persons with disabilities during the year under review. The research study addressed thematic areas related to poverty, unemployment and inequality for persons with disabilities during the course of the COVID-19 pandemic.

The DWYPD received a donations of hygiene products (sanitary dignity packs, accessories, and personal care) at the value of R2 070 930.43 from Procter & Gamble SA. The donations were distributed to organisations of persons with disabilities in the following identified provinces: Gauteng, Eastern Cape and KwaZulu-Natal. The purpose of these donations was to provide persons with disabilities who are in poverty and in need of support for sanitary dignity packs during the COVID-19 lockdown.

The Department of Tourism has distributed food parcel, clothes, and sanitizers to the organisation with Disability.

The DMR&E intends to reduce economic vulnerability of persons with disabilities through proffering meaningful empowerment project/s which are supported by both energy and mining companies.

Indicator 5.2 – Access to Decent Work and Employment Opportunities

The WPRPD policy directives promote equal employment and access to economic opportunities for persons with disabilities in private and public sector. These measures afforded employees with disabilities who were at risk of contracting the virus due to their disability, comorbidities, and health conditions to apply for working at home during the lockdown period.

The DoLE also released the Annual Employment Equity report with disability employment statistics for both the private and public sector through the Commission for Employment Equity (CEE). The disability employment statistics for the year under review are as follows:

Workforce Profile, Workforce Movement and Skills Development at the Top Management Level by population group, gender and disability

Figure 7: Top management – Disability- 2018 to 2020

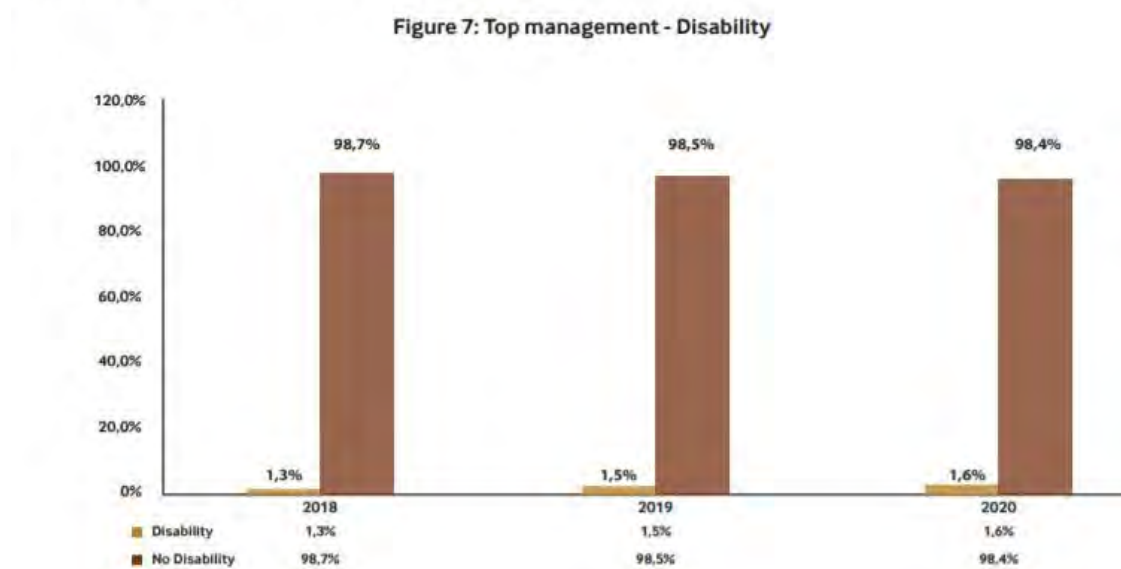


Figure 7 shows a steady increase in the representation of persons with disabilities at this occupational level from 1.3% in 2018 to 1.6% in 2020. (Source 21st CEE 2020/21)

Workforce Profile, Workforce Movement and Skills Development at the Senior Management Level by population group, gender and disability

Figure 10: Senior management - population & gender - 2018 to 2020

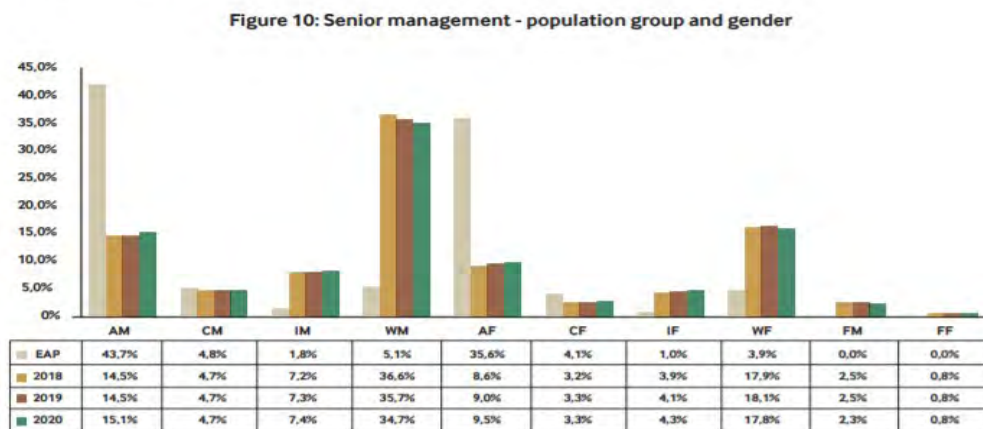


Figure 10 gives more depth to the female representation as reflected in Figure 9. White and Indian females are the majority of the female representation at this level, whilst the African and Coloured females are less represented. The aforementioned groups, that is African and Coloured females, have hardly had any increase since 2018, especially if their EAP is taken into consideration.

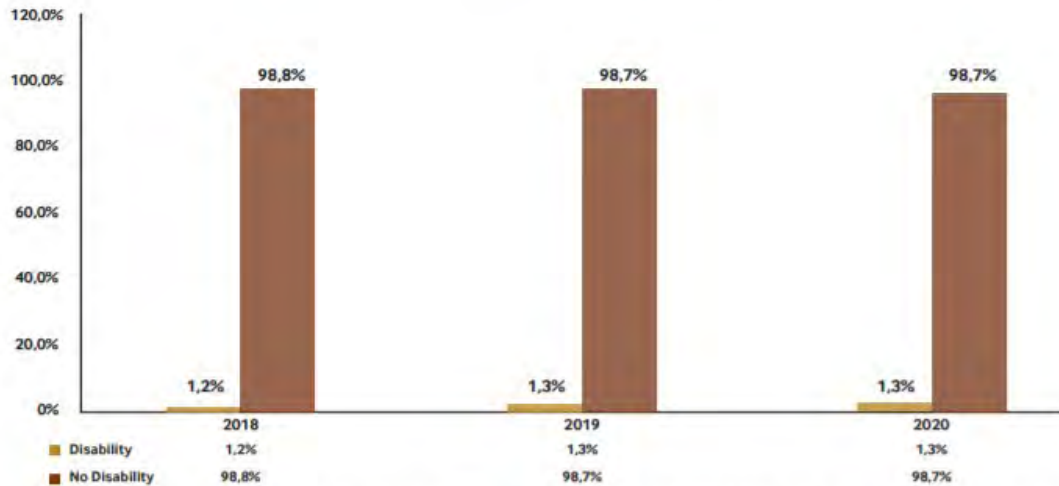
Figure 11: Senior management – disability - 2018 to 2020**Figure 11: Senior management - Disability**

Figure 11 shows that the representation of persons with disabilities from 2018 to 2020 remained stagnant at this occupational level. In terms of percentages, disability representation is marginally better at this occupational level.

(Source 21st CEE 2020/21)

Workforce Profile, Workforce Movement and Skills Development at the Professionally Qualified Level by population group, gender and disability

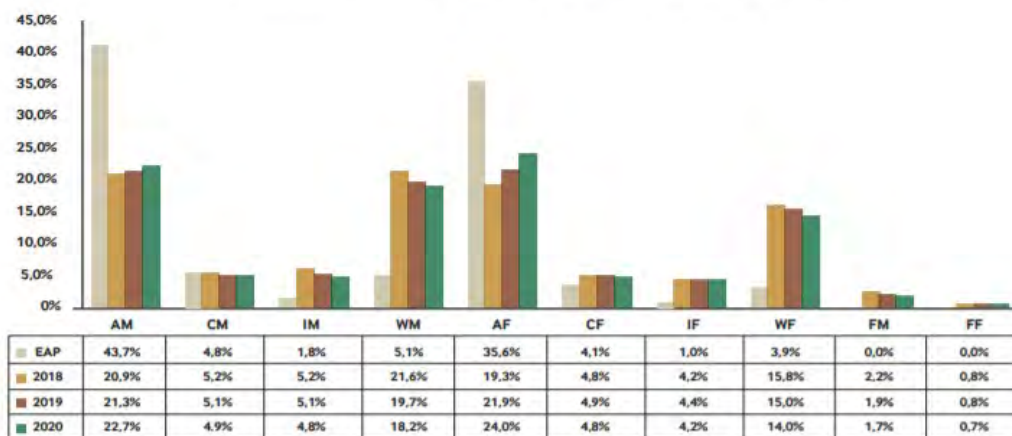
Figure 14: Professionally qualified – population group & gender - 2018 to 2020**Figure 14: Professionally qualified population group and gender**

Figure 14 illustrates that White and Indian females remain overrepresented in terms of affirmative Action and, as a result, are well above their EAP at this occupational level. Coloured and African females also show an increase in their representation, which is approximately an annual average increase of 1% over three years.

(Source 21st CEE 2020/21)

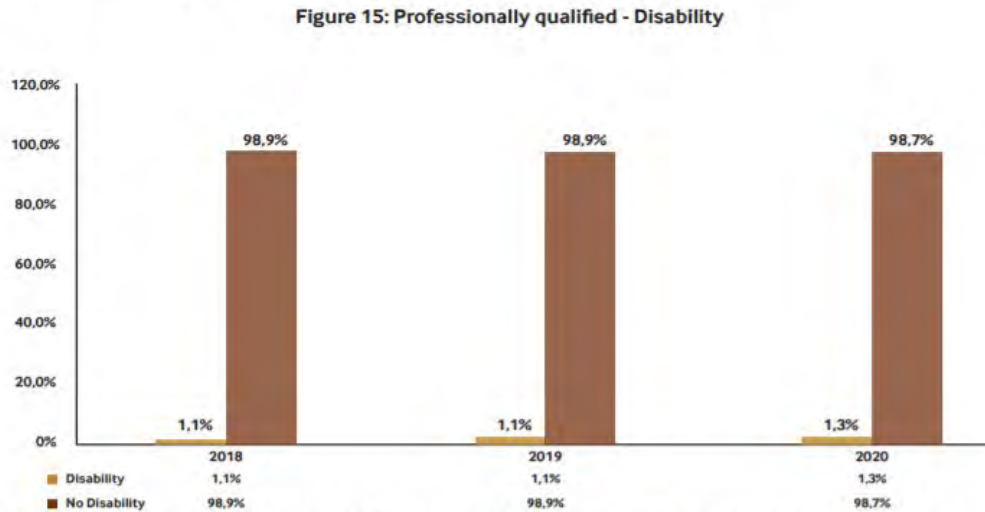
Figure 15: Professionally Qualified - Disability- 2018 to 2020

Figure 15 shows that the representation of Persons with Disabilities increased slightly over the past three years at the professionally qualified level.

(Source 21st CEE 2020/21)

Workforce Profile, Workforce Movement and Skills Development at the Skilled Level by population group, gender and disability

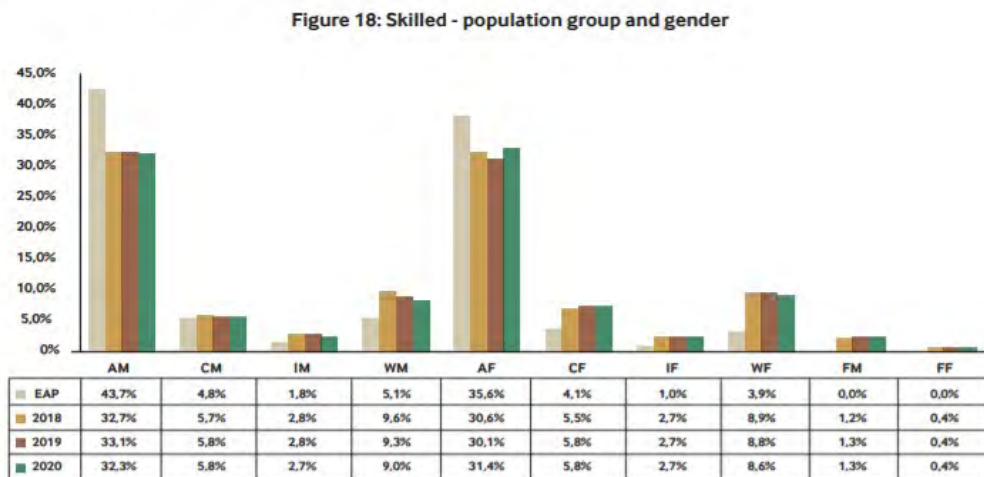
Figure 18: Skilled – population group & gender - 2018 to 2020

Figure 18 reflects that the African population group is the only group with representation below their EAP at this level. There has been a decline in the representation of African males at this level compared to 2019, while the African females has seen a 1,3% increase over the same period. This suggests the increase in representation of African females may have off-set the decrease in representation of African males over the period at this occupational level.

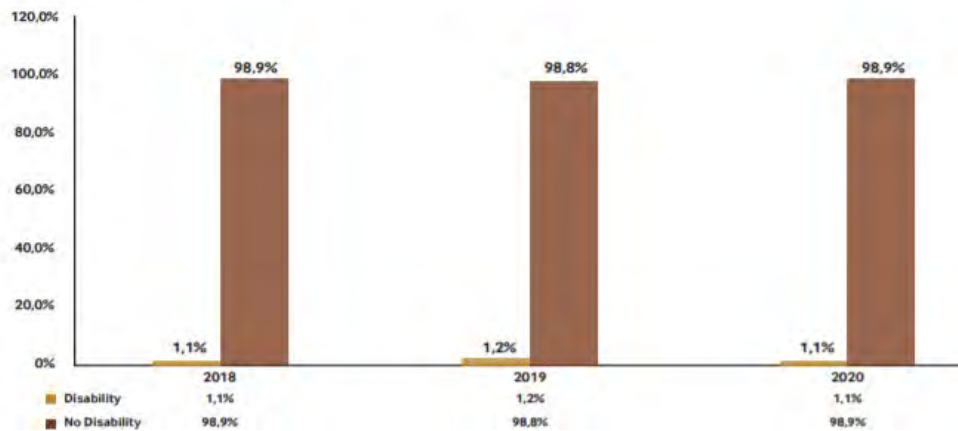
Figure 19: Skilled – Disability - 2018 to 2020**Figure 19: Skilled - Disability**

Figure 19 shows that the representation of persons with disabilities remained slightly above 1% over the past three years at this occupational level (*Source 21st CEE 2020/21*).

Workforce Profile Trend for the representation of Persons with Disabilities from 2018 to 2020

Table 30: Representation of Persons with Disabilities from 2018 to 2020			
2018	2019	2020	
1%	1.1%	1.3%	

Table 30 indicates that the representation of Persons with Disabilities in the **total workforce** increased slightly from 2018 to 2020, which still remained slightly above 1% for the past two years.

(*Source 21st CEE 2020/21*)

The DoLE has also finalised the review of the Technical Assistance Guidelines on the Employment of Persons with Disabilities (Disability TAGs) to streamline the implementation of EEA with regards to persons with disabilities in the year 2020.

The public sector, as a major employer and as custodian of policies promoting the empowerment of persons with disabilities, is under particular obligation to ensure that employment of persons with disabilities is achieved. The main focus is the 2% representation of persons with disabilities across all levels and the 50% representation of women at SMS. Departments that have achieved both the 50% and 2% targets are highlighted in order for other departments that are struggling to meet the targets to be able to contact them and share best practices.

All national and provincial government departments are mandated to report annually to DPSA on progress made with implementation of the Job Access Strategic Framework for the Recruitment, Appointment, and Retention of persons with disabilities. During the compilation of this annual compliance report, the Employment Equity report for 2020/2021 financial year for the public service was still in draft format hence the 2019/2020 Employment Equity report was considered for this purpose. The status for employment representation of persons with disabilities in the public service as from March 2020 was as follows:

Representation of persons with disabilities by gender and disability status.

As at 31 March 2020 there were 1 215 057 employees in the Public Service of which 12 560 (1.03%) were employees with disabilities. Women were 6 607 (52.60%) and men were 5 953 (47.40%). The representation of persons with disabilities had increased by 398 between March 2019 and March 2020. An additional 11 741 employees with disabilities need to be employed in order for the entire Public Service to achieve the 2% representation target.

Representation by Disability and Gender as on 31 March 2020

Gender	Disabled		Notdisabled		Total
	N	%	N	%	
Female	6607	52.60	738 674	61.43	745 281
Male	5953	47.40	463 823	38.57	469 776
Total	12 560	100.00	1 202 497	100.00	1 215 057

Representation of persons with disabilities by age.

The table below shows the representation of persons with disabilities by age. The number of youths with disabilities in the Public Service is continuing to decrease, from 1 290 to 1 197 between March 2019 and March 2020. Most of the employees with disabilities are between the ages 35 to 59 amounting to 10 629 which represent 84.62%. Effective strategies need to be employed to recruit more youth with disabilities in the Public Service.

Representation of Persons with Disabilities by Age as on 31 March 2020

Age	Disabled		Not disabled		Total
	N	%	N	%	N
-20	0	0	147	100.00	147
20-24	38	0.16	23 180	99.84	23 218
25-29	358	0.35	100 965	99.65	101 323
30-34	801	0.56	143 452	99.44	144 253
35-39	1 301	0.74	173 665	99.26	174 966
40-44	1 689	0.96	173 951	99.04	175 640
45-49	2 670	1.32	199 436	98.68	202 106
50-54	2 818	1.41	196 889	98.59	199 707
55-59	2 151	1.46	144 684	98.54	146 835
60-64	728	1.58	45 270	98.42	45 998
65-69	6	0.92	649	99.08	655
70-74	0	0	141	100.00	141
75-79	0	0	43	100.00	43
80-84	0	0	20	100.00	20
85+	0	0	5	100.00	5
Total	12 560	1.03	1 202 497	98.97	1 215 057

Representation of persons with disabilities by salary levels.

This paragraph depicts the representation of persons with disabilities according salary levels. The largest number of persons with disabilities are still employed between salary levels 05 and 08 with a total number of 8 091 which translates to 64.41%. There are 1 759 (14%) employees with disabilities between levels 09 and 10, 605 (4.81%) between levels 11 and 12 and 153 (1.22%) between levels 13 and 15. There is still no representation of persons with disabilities in level 16.

Compliance with meeting the 2% equity target for public servants with disabilities

Between the end March 2019 and the end March 2020 the number of departments that surpassed the 2% representation of persons with disabilities increased from 52 to 55. National departments maintained their number at 15, Gauteng province had a significant increase from 7 to 10 departments, the North-West increased from 7 to 8 departments and the Northern Cape increased from 2 to 3 departments. KwaZulu-Natal decreased from 3 to 2 departments and the Western Cape decreased from 6 to 5 departments.

The other provinces maintained their numbers, namely, the Eastern Cape 3, the Free State 1, Limpopo 3 and Mpumalanga 5, respectively.

Number of Departments by the Proportion of Persons with Disabilities as at 31 March 2020

Trends	EC	FS	GP	KZN	LMP	MPU	NAT	NC	NW	WC	Total
Departments below 1%	6	3	1	3	2	2	10	7	2	2	38
Departments between 1% and < 2%	4	8	3	9	6	5	18	1	2	6	62
Departments that met the 2% target	3	1	10	2	3	5	15	3	8	5	55

Departments that achieved 2% representation of persons with disabilities

Provincial departments had an increase of three departments which achieved the 2% representation of persons with disabilities from thirty-seven to forty, whilst national departments maintained their number at fifteen during this reporting period. The 15 National Departments that have achieved or surpassed the 2% representation of persons with disabilities are; The Department of Arts and Culture, Department of Economic Development, Department of Environmental Affairs, Government Communication and Information System, Department of Labour, National School of Government, Department of Public Service and Administration, Department of Science and Technology, Department of Small Business Development, The Presidency, Department of Trade and Industry, Department of Tourism, Department of Traditional Affairs, Independent Police Investigative Directorate and Department of Women now known as Department of Women, Youth and Persons with Disabilities.

Gauteng is still the province with highest number of departments that have achieved the 2% representation of persons with disabilities with 10, followed by North-West province with 8 departments, Mpumalanga, and the Western Cape provinces with 5 departments each, the Northern Cape, Limpopo and the Eastern Cape provinces with 3 departments each and KwaZulu-Natal province with 2 departments. The Free State is still the only province with one department that has met the 2% target.

Ranking of Public Servants with disabilities per Province 31 March 2020

Rank	Province	N	%
1	Gauteng	4442	2.65
2	National	4883	1.47
3	North West	382	0.60
4	Mpumalanga	417	0.58
5	Western Cape	431	0.53
6	Limpopo	501	0.48
7	Free State	263	0.47
8	KwaZulu-Natal	698	0.38
9	Eastern Cape	467	0.37
10	Northern Cape	76	0.32

The above rankings depict the representation of persons with disabilities per province. Gauteng is the only province that have exceeded the 2% representation of persons with disabilities and the province with the highest number of persons with disabilities (4 442) representing 2.65% of the workforce in that province. National departments have 4 883 (1.47%) employees with disabilities which is an increase of 171 employees as compared to the previous financial year at second position.

The North-West province maintained their third position with 382 (0.60%) and Mpumalanga at fourth position with 417 (0.58%), followed by Western Cape 431 (0.53%), Limpopo 501 (0.48%), Free State 263 (0.47%) and KwaZulu-Natal improved to the eighth position with 698 (0.38%), whilst the Eastern Cape succumbed to the ninth position with 467 (0.37%). The Northern Cape remained at the bottom of the ranking for the fifth consecutive year 76 (0.32%). The Eastern Cape Province experienced the highest decline of the representative of persons with disabilities by 24 from 491 to 467, followed by Western Cape by 12 from 443 to 431, Northern Cape by 5 from 81 to 76 and lastly Mpumalanga by 1 from 418 to 417.

The DPSA has issued specific regulations, guidelines and directions to designated employers on measures to combat the spread of the COVID-19 virus at employment environments in order to ensure protection and safety of employees including persons with disabilities.

Subsequent to the President of the Republic of South Africa declaring the national lockdown with effect from 27 March 2020, the Department of Public Service and Administration issued a number of circulars to give guidance and ensure continuity of service delivery.

Circular 15 issued 25/03/2020

This circular gave directions in respect of service delivery and business continuity for the Public Service during COVID-19. The objectives of circular 15 are:

- 1.3 To provide for arrangements of remote work for employees following the outbreak of COVID-19 in South Africa for which a national state of disaster had been declared;
- To provide for arrangements of remote working for the duration of the National State of Disaster declared by Government Notice R 313 of 15 March 2020. This notice was issued in terms of Section 3 of the Disaster Management Act of 2002, and its direction were made under Section 27 (1) and (2) of the Act. The remote work arrangements was based on a management philosophy of trust and mutual benefit;
- 6.4 A head of department must implement plans for business and service delivery continuity.

Circular 07 of 2020

It gave guidelines for the containment of the spread of the coronavirus (COVID-19) in the Public Service.

- Regulation 5.3 provides that the HoD shall establish and maintain a safe and healthy working environment for employees of the department. It must also be linked to:
- Occupational Health and Safety Act;
- Risk assessment;
- Health and safety provisions;

- Steering committees including organised labour; and
- Guidelines, action plans and protocols.

Circular 18 issued 01/05/2020

This circular gave guidance to the Public Service for its return to work after the easing of the national lockdown. The objectives of Circular 18 are to:

- Preparation of the workplace in response to the easing of the lockdown;
- Staggered return to work;
- Remote work arrangements; and
- Employees' return to work.

The Department of Tourism had programmes that support sustainable integrated community life.

During the year of reporting 4000 beneficiaries benefitted from the Tourism relief fund:.

- 533 of these entries were Youth owned (13,33 %);
- 2459 were Women owned, (61.48%);
- 1008 were owned by neither Youth or Women – (25,20%)

Number of work opportunities created through EPWP:

Total number of work opportunities:

- Total number of Women: 1 660
- Total number of Youth: 2 313
- Total number of PWD: 36

Three (3) incubators

- Manyeleti: Mpumalanga (50) – 1 person with disabilities.
- Phalaborwa: Limpopo (50)
- Mier: Northern Cape (50) - 1 person with disabilities

All departments are required to report annually to the Department of Public Service and Administration (DPSA) on progress made with implementation of the JobACCESS

Strategic Framework for the Recruitment, Appointment and Retention of Persons with Disabilities Implementation Plan.

Indicator 5.3 – Persons with Disabilities as Owners of the Economy

On Friday, 22 May 2020, the DWYPD hosted a webinar on Persons with Disabilities and COVID-19 in South Africa under the theme “*Ensuring Accessibility: Upholding the rights of persons with disabilities*”. The two-and half-hour webinar hosted 169 participants who joined the conversation to discuss and engage the department on this very important topic. The webinar was led by Minister in the Presidency: Women, Youth and Persons with Disabilities, Maite Nkoana-Mashabane and Deputy Minister in the Presidency: Women, Youth and Persons with Disabilities Professor, Hlengiwe Mkhize.

The Deputy Minister of Small Business Development Ms Rosemary Capa also addressed guests on economic interventions structured for persons with disabilities affected by the lockdown regulations. In her address, she touched on:

- The WPRPD compels the DSBD to build a disability inclusive SA, and also to ensure that no one is left behind by adopting a universal access and design approach.
- The DM also talked about the lifetime opportunity to come up with a sustainable programme inclusive of persons with disabilities, stating that this is beginning to emerge within the District Development Model, whereby all spheres of government, different departments as well as NGOs have an opportunity to entrench an ideal inclusive Rights Programme. This provides an opportunity to mainstream disability issues and to monitor it through accurate aggregated data progress on different aspects of a person’s life.

The DSBD has issued directions and guidelines on economic relief measures to help entrepreneurs (including entrepreneurs with disabilities) to recover and sustain their business during the COVID-19 pandemic. The measures included economic recovery packages which were structured for the development of small businesses which were in distress due to the effects of lockdown and the impact of COVID-19.

No progress was reported for the year under review on the implementation of the Amavulandela Funding Scheme which was launched in 2016 and which focused on

serving entrepreneurs with disabilities through both financial and non-financial business development support services.

The National Treasury is the custodian for driving the Central Supplier Database (CSD) which aims at promoting equality, transparency, openness and fairness to all entrepreneurs (including entrepreneurs with disabilities). Through this database, collection and categorisation of suppliers according to specified categories is in line with the PPPFA through which persons with disabilities have been accommodated to benefit equally on all procurement opportunities offered by government institutions. Below is the summary and disaggregated information on procurement opportunities awarded to persons with disabilities during the year under review:

<u>Spend on Woman</u>	
952 Woman owned companies received payments	36,07%
1547 NOT Woman owned companies received payments	58,62%
140 Unspecified (Listed etc.) companies received payments	5,31%
R948 085 164,85 was paid to companies that are owned by woman	38,04%
R1 347 468 412,18 was paid to companies that are NOT owned by woman	54,07%
R196 670 176,98 was paid to companies that are Unspecified (Listed etc.)	7,89%

<u>Spend on Youth</u>	
743 Youth owned companies received payments	28,15%
1756 NOT Youth owned companies received payments	66,54%
140 Unspecified (Listed etc.) companies received payments	5,31%
R439 097 826,44 was paid to companies that are owned by youth	17,62%
R1 856 455 750,59 was paid to companies that are NOT owned by youth	74,49%
R196 670 176,98 was paid to companies that are Unspecified (Listed etc.)	7,89%

<u>Spend on people with Disabilities</u>	
26 companies owned by people with disabilities received payments	0,99%
2473 companies NOT owned by people with disabilities received payments	93,71%
140 Unspecified (Listed etc.) companies received payments	5,31%
R10 464 717,73 was paid to companies that are owned by people with disabilities	0,42%
R2 285 088 859,30 was paid to companies that are NOT owned by people with disabilities	91,69%
R196 670 176,98 was paid to companies that are Unspecified (Listed etc.)	7,89%

The DMR&E hosted a webinar workshop on 08 October 2020, targeting external stakeholders with disabilities to reflect on the impact of COVID-19 and on opportunities for persons with disabilities.

Indicator 5.4 – Reducing the Cost of Disability for Persons with Disabilities and Their Families

The South African Revenue Services (SARS) embarked on a review of disability related tax benefits during the reporting period. SARS has established a dedicated Disability Help Desk with a permanent resource to assist taxpayers who have registered for disability tax rebates and benefits.

Due to COVID-19, SARS has enhanced its digital functionality for all taxpayers, which is aimed at making it easier for taxpayers to complete their returns. However, some taxpayers still insist on visiting their branches to get assistance with their taxes. It is against this background that SARS had provided special services for Deaf taxpayers, as well as those with other disabilities during September 2020, which was also Deaf Awareness Month.

Despite facing severe economic challenges, SARS had committed itself to make a difference, in providing employment opportunities for young people. They were able, despite resource constraints, to employ 184 graduate trainees, who had come to the end of their extended contracts during September 2020. Without this, many would have ended up as unemployed in an environment where youth unemployment is a huge societal challenge for South Africa.

During 2020 SARS had also published a draft amendment document for public comments on the qualifying criteria for disability expenditure and physical impairment. The purpose of the new amended criteria is to simplify the definitions and for tax rebate claims under qualifying medical expenses. These include expenses for personal care attendants, travel and transport and for disability aids and other assistive devices.

The DWYPD in partnership with the United Nations Development Programme (UNDP) has developed Terms of Reference for the appointment of a service provider to conduct the research study on the Elements and Economic Cost of Disability for children and persons with physical disabilities, part 2. The main objective of the research study is to cover the gap in information in term of cost analysis for children and persons with physical disabilities.

Part 2 of the study will further provide evidence on cost estimates for, among others, the determination of social security benefits and subsidisation of services targeting

persons with disabilities, as well as reasonable accommodation support. In that regard, the study will provide distinct costing of reasonable accommodation measures support intended to remove barriers to participation for children and persons with physical disabilities. The study is expected to be completed in March 2022.

4.6 Pillar 6 - Strengthening the Representative Voice of Persons with Disabilities

The WPRPD identifies the following five dimensions for specific measures to strengthen the representative voice of persons with disabilities:

- Strengthening Access and Participation through Self-Representation;
- Recognition of Representative Organisations of Persons with Disabilities;
- Strengthening the diversity and capacity of DPOs and Self-Advocacy Programmes;
- Public Participation and Consultation Programmes;
- Self-Representation in public life.

All national departments and institutions contribute towards the 13 indicators under this pillar. Four (4) national departments lead in the five focus areas. These are the Department of Social Development (DSD), the Department of Public Service and Administration (DPSA), the Department of Justice and Constitutional Development (DoJ&CD) and the Department of Home Affairs (DHA).

The following departments have reported against the policy directives and indicators outlined in pillar 6: DWYPD, DSD, and COGTA.

Indicator 6.1 – Strengthening Access and Participation through Self-Representation

The DWYPD has initiated a process in obtaining Cabinet approval for the Self-Representation framework in the 2021/22 financial year. The objectives of this framework are to move from policy to action/ institutionalising self-representation for persons with disabilities by focusing on the following work:

- a) Strengthening access and participation through self-representation;

- b) Official recognition of representative organisations of and for persons with disabilities (inclusive of parent organisations);
- c) Strengthening diversity and self-advocacy programmes for persons with disabilities (taking into consideration intersectionality issues);
- d) Self-representation in public life;
- e) Constitutional and legal imperatives towards an obligation to legislate the right to self-representation.

COVID-19 has exposed the risk of exclusion of persons with disabilities to participate equally in the planning, design and implementation of national coronavirus intervention measures. According to the WPRPD, persons with disabilities must be consulted and self-represented in various structures of government in order to make meaningful inputs about matters affecting them. This is in line with the internationally adopted disability slogan of *“nothing about us without us”*.

The research report on the impact of COVID-19 on persons with disabilities has included consultations and participation as a thematic area and a priority. The aim was to assess if government has put measures in place to consult and ensure inclusion of persons with disabilities at the National Coronavirus Command Council (NCCC) and Provincial Command Council (PCC). The research report outlined the experiences and opinions of persons with disabilities on this thematic area. The disability sector and persons with disabilities at large have raised serious concerns of being excluded in the national planning and coordinating structures for COVID-19.

The research furthermore recommends that persons with disabilities must be fully represented and participate equally in all COVID-19 intervention structures and mechanisms.

The Department has a functional internal Disability Management Forum and internal Transformation and Human Resource Consultative Forum where the disability agenda was addressed.

The DMR&E developed a terms of reference for a document intended to enhance a close working relationship, as well as the endearment of the voice of the disability sector in the country.

Indicator 6.2 – Recognition of Representative Organisations of Persons with Disabilities (inclusive of parents' organisations)

The DWYPD initiated a process in obtaining Cabinet approval for the Self-Representation framework in 2021/22 financial year. The framework will assist in institutionalising disability and the recognition of representative organisations of and for persons with disabilities (inclusive of parents' organisations).

Indicator 6.3 – Strengthening the Diversity and Capacity of DPOs and Self-Advocacy Programmes

The DWYPD has implemented the recommendations of the report by the independent expert on albinism from United Nations. These include the provision of support on the establishment of a national task team to coordinate albinism in South Africa. The DWYPD hosted a series of consultative meetings with the albinism sector to strengthen the coordination mechanism for albinism advocacy programmes.

The DSD continued to provide funding and support to under-represented groups through their non-profit organisations funding mechanism. For this purpose, the DSD provided technical support to a marginalised group, Short Statured Persons, to establish the organisation and register as a non-profit organisation.

Indicator 6.4 – Public Participation and Consultation Programmes

COGTA launched a District Development Model (DDM) to accelerate service delivery and ensure a coordinated approach within district municipalities. The DDM is a presidential programme and is inclusive of all vulnerable groups (including persons with disabilities) as target beneficiaries and participants. Each and every sphere of government is expected to consult with persons with disabilities within these district municipalities.

The DWYPD advocated for inclusion of women, youth and persons with disabilities in the DDM. Furthermore, the DWYPD developed a guideline on disability inclusive DDM for the purpose of effective disability mainstreaming by all spheres of government.

Through the National Disability Rights Awareness Month (NDRAM), the DWYPD has hosted a series of consultations with the disability sector on specific thematic areas outlined in the NDRAM activities and programmes. This included participation and consultation between political principals and the disability sector (Presidential Working Group on Disability met with the President on the 3rd of December 2020).

Indicator 6.5 – Self-Representation in Public Life

The DWYPD initiated a process in obtaining Cabinet approval for the Self-Representation framework in the 2021/22 financial year. The framework assisted in ensuring that persons with disabilities represent themselves equally in public life.

4.7 Pillar 7 - Building a Disability Equitable State Machinery

The WPRPD identifies the following five dimensions for specific measures to build a disability equitable state machinery which is able to implement the WPRPD –

- Disability Equitable Planning, Budgeting and Service Delivery;
- Monitoring, Evaluation, Reporting, Research, Data and Statistics;
- Public Procurement and Regulation;
- Capacity Building and Training;
- Strengthening Accountability;

All government departments and institutions have to abide by these measures, but 14 national departments and institutions lead in giving direction for the implementation of the 25 indicators under this pillar. These are the South African Qualifications Authority (SAQA), Statistics South Africa (STATS SA), the Department of Public Enterprise, (DPE), the Department of Rural Development and Land Reform (DRDLR), the Department of International Relations and Cooperation (DIRCO), the Department of Public Service and Administration (DPSA) the DSD, DHET, DBE, NT, DCOG, DoJ&CD, DPME and DWYPD.

The following departments have reported against the policy directives and indicators outlined in pillar 7: NT, DWYPD, DPME, DSD, DHET, STATS SA, DoJ&CS, and NSG.

Indicator 7.1 – Disability Equitable Planning, Budgeting and Service Delivery

The NT has initiated the budget tagging framework to provide guidance to all spheres of government on expenditure tracking and to determine how much is currently being spent on gender, youth and persons with disabilities. The budget workbooks for 2020 MTEF guidelines for the first time included for the Department to populate equitable budget allocations on gender, youth and persons with disabilities.

The DWYPD has reviewed the Gender Responsive Budgeting, Auditing, Planning, Monitoring and Evaluation Framework to ensure that youth and disability are included. They have also developed a framework which provides guidelines on inclusion of women, youth and persons with disabilities in the development of strategic plans and annual performance plans for national and provincial government departments.

The DPME is leading on Government-wide Performance Monitoring and Evaluation. Through the partnership between the DPME and the DWYPD, an inclusive Medium Term Strategic Framework (MTSF) has catered for disability specific indicators. This basically means that all spheres of government must ensure proper alignment and implementation of disability specific indicators in their planning, budgeting, monitoring and evaluation programmes.

The NT is in the process of developing the guidelines on expenditure tagging for the purposes of tracking disability related expenditures within the national budget allocations.

The DSD has developed the Terms of Reference for the appointment of the service provider in order to finalise the draft Minimum Norms and Standards for Respite Care Services to Families with Children with Disabilities in 2020. The service provider will be appointed in the 2021/22 financial year.

The DWYPD has provided content support to DHET for the development of a disability specific Request for Proposal (RFP) for the National Skills Fund (NSF) guidelines. The guidelines provided a qualification criterion to national disability organisations dealing with skills development programmes.

The Department of Tourism's Director General's Performance Agreement 2020/21 included disability mainstreaming to strengthen accountability. The Department has also developed annual plans and purposeful interventions to empower women, youth

and persons with disabilities in its employment as well and in the tourism sector with the purpose of sustainable tourism development for inclusive economic growth in South Africa. Disability equitable budgeting is included in Programme and project budgets.

The Department of Tourism strive to attract the requisite skills and retain a capable and ethical workforce in a caring and diverse environment that represents targeted groups that include youth, women and people living with disabilities.

Indicator 7.2 – Monitoring, Evaluation, Reporting, Research and Statistics

In the year 2020, STATS SA had conducted a research study on the standardisation and harmonisation of disability definitions in accordance with the Washington Group Model Sets of Questions. The purpose of the research study was to ensure uniformity on disability definitions and to improve availability of disability administrative data and statistics.

The DWYPD has developed the disability COVID-19 tracker and the integrated disability reporting framework for the purpose of monitoring and performance tracking for all national and provincial government departments. They have also supported the SAHRC on the development of a business case to strengthen the SAHRC's capacity as the independent monitoring mechanism (IMM) in accordance with Article 33 of the UNCRPD, following promulgation of the South African Human Rights Act of 2014. The IMM was released by the SAHRC for public comments.

The DOJ&CD had hosted two sittings to account and implement learning experiences from the European Study Tour on the establishment of the IMM. Furthermore, the department had obtained and presented the legal opinion on the designation of the IMM.

The Department of Tourism's Employment Equity data is disaggregated into race, gender and disability. They maintain the minimum of 3% persons with disabilities representation which is 1% higher than the 2% target set by government.

No progress had been reported on the development of a national disability rights research agenda to guide research institutions.

Indicator 7.3 – Public Procurement and Regulation

The NT put measures in place to implement the WPRPD policy directives in terms of the development of public procurement bills and regulations. The draft Bill provided for the Minister of Finance to consult with the Minister responsible for, inter alia, women, youth, and persons with disabilities before making a regulation under the chapter dealing with preferential procurement. It included policy directives in preferential procurement for institutions on spend by sex/gender, age and persons with disabilities. The draft Bill was released by NT for public comments.

The Department of Tourism had implemented a system to track resource allocation to disability inclusion across the entity: 100% of expenditure achieved on procurement from enterprises on B-BBEE contributor status levels 1 to 5 was achieved. Data was disaggregated by sex, age, persons with disabilities and SMMEs.

Achieved 2020/21:

- 100% Level 1 – 5 B-BBEE spent
- Women: 20.89%
- Youth: 21.2 %
- Persons with disabilities: 0.5%

Indicator 7.4 – Capacity Building and Training

The National School of Government (the NSG) reported that the WPRPD had been integrated into their existing disability management training materials for a Disability management in the Public Sector (credit-bearing) course, as well as a Workshop on Disability Management (Non-credit-bearing) course. The concept and issues relating to disability was integrated into all NSG courses.

The NSG implemented and provided the induction programme “Breaking barriers to entry in public service” to new and old public servant employees. The NSG has an eLearning platform that aims to be fully accessible and usable for the widest range of users. The platform complied with Web Content Accessibility Guidelines and Authoring Tool Accessibility Guidelines which cover a wide range of recommendations for making Web content more accessible to persons with disabilities, including blindness and low vision, deafness and hearing loss, and photosensitivity. The platform was compatible with assistive technologies for the visually impaired, such as screen-

readers and screen-magnifiers. Hearing impaired participants were accommodated by providing transcripts for all materials and activities that depend on audio as a feature. The eLearning unit further conducted a quick survey to elicit feedback on the learning experience from learners with disabilities. Of the almost 6 000 participants in Nyukela, 20 indicated that they are either visually or hearing impaired. .

The (NSG) in partnership with Department for Women, Youth and Persons with Disabilities (DWYPD) launched a five-day virtual gender programme which covered Gender Mainstreaming, Gender Based Violence and Gender Responsive Planning and Budgeting. This initiative was aligned with the Global Generation Equality Campaign with the theme “Realising Women’s Rights for An Equal Future”. The course supported the Medium-Term Strategic Framework priority one: Building a capable, ethical and developmental state for inclusive growth.

Through this partnership, the UNFPA agreed to sponsor thirty (30) government officials with visual impairment to participate in the course. Following the global event of the COVID-19 pandemic, the NSG adapted the offering of courses from face to face to online through virtual modalities and made the course accessible to all persons with disabilities. Reasonable accommodation measures were put in place to ensure access for all participants and all barriers eliminated. The course is fully accredited and is offered online through virtual platforms to government officials with hearing impairment and the course programme will officially run in February 2021.

Future Interventions:

- The Universal Access Workshop was finalised and was handed over to the Training team for roll-out.
- The department marketed the Basic Project Management course for Disability Rights Awareness Month in 2020, which was delivered through a hybrid of synchronous online learning and self-paced learning.

Several departments and provinces reported that they had institutionalised regular sessions for officials on the obligations contained in the UNCRPD as well as the WPRPD. The initiatives included workshops on managing disability at the workplace and disability mainstreaming.

Indicator 7.5 – Strengthening Accountability

The Ministry for DOJ&CS approved the establishment of an expert committee to advise and consolidate public comments on the development of the Disability Rights Bill. The SALRC is leading the process for the development of the Disability Rights Bill and released the Issue Paper for public comments. The DWYPD, in partnership with the SALRC conducted public consultations with government and disability stakeholders during the year under review.

The DWYPD had strengthened accountability in terms of performance planning, monitoring and evaluation for all reporting institutions through the disability inclusive MTSF, strategic plans and annual performance plans.

The Department of Tourism coordinated two Disability Management Training sessions conducted in May and October 2020. The first one was for supervisors and managers of employees with disabilities and the second one for employees with disability. Furthermore, employees from Department of Tourism participated in a five-day virtual gender programme covering Gender Mainstreaming, Gender Based Violence and Gender Responsive Planning and Budgeting.

4.8 Pillar 8 - Promoting International Cooperation

The WPRPD identifies the following 3 indicators to foster international solidarity and cooperation for accelerated implementation of the UNCRPD, the 2030 Agenda for Sustainable Development and the African Union Agenda 2063:

- Include disability in all international engagements and agreements;
- Support Disability Mainstreaming and Strengthening participation in the Pan African Parliament, AU, SADC, and other such organisations;
- Develop and Implement a National Disability Agenda on International Cooperation.

Two (2) national departments contributed towards the three (3) indicators under this pillar. These are DIRCO and the DSD. The DWYPD had reported against the policy directive outlined in pillar 8: DWYPD

Indicator 8.1 Include disability in all international engagements and agreements

In February 2020, the DWYPD entered into bilateral agreements with the Ministry of Social Justice and Empowerment and the government of India in the form of joint letter of intent for cooperation in disability sector. The purpose of the agreement in the joint letter of intent was to outline the cooperation between the two parties on the following:

1. Sharing of information on disability policy and delivery of services.
 - a. Lessons learnt from the India Disability Act, 2016;
 - b. What disability measure and monitoring system is used to track progressive realisation of rights;
 - c. What disability mainstreaming strategies were employed across government e.g., Employment of persons with disabilities;
 - d. Models adopted to include the disability sector to enhance service delivery;
 - e. Access.
2. Exchange of Information and Knowledge.
3. Development of projects of mutual interest in disability sector:
 - a. Skills transfer in respect of local production of assistive devices /technologies;
 - b. Share models of local production to enhance District Development Model;
 - c. Closed captioning technologies;
 - d. Website accessibility, disability rights information portal;
 - e. Relationship with National Human Rights Institution / Independent Monitoring mechanism;
 - f. Robotics and support to learners with disabilities;
 - g. Empowerment of persons with disabilities through ICT.
4. Exchange of Experts, Academics and Administrative staff.

In November 2020, the DWYPD hosted bilateral consultative meetings with the government of the Federal Republic of Nigeria for cooperation in the field of women empowerment, youth empowerment and rights of persons with disabilities. The purpose of the meeting was to review the signed agreement between the two parties and to develop Memorandum of Understanding (MOU) to formalise the cooperation.

In December 2020, the DWYPD and DIRCO participated in the 13th Conference of State Parties (COSP) to the UNCPRD on behalf of South Africa. The delegation provided content support and delivered country position statements on thematic areas of the conference. The conference report was developed and approved by the Ministry for women, youth and persons with disabilities in December 2020.

Indicator 8.2 Support Disability Mainstreaming and Strengthening participation in the Pan African Parliament, AU, SADC, and other such organisations

In March 2021, the DWYPD participated in the SADC virtual meeting of senior officials to present and discuss the draft Regional Indicative Strategic Development Plan (RISDP) 2020-2030 which provided a comprehensive tenure development agenda on social, economic, peace, security, political and governance issues. The DWYPD also participated in the SADC virtual regional workshop to validate the draft guideline on developing and implementing national gender action plan.

Indicator 8.3 Develop and Implement a National Disability Agenda on International Cooperation

The DWYPD developed a draft strategy on international relations and cooperation during the year under review. The strategy is inclusive of disability.

4.9 Institutional Arrangements

The WPRPD highlights 6 focus areas aimed at strengthening institutional arrangements for implementation of the WPRPD. The following departments have reported against the policy directives outlined in pillar 9: the DWYPD and STATS SA.

The DWYPD has developed a draft guideline for the professionalising and institutionalisation of gender, youth and disability coordination in all spheres of government. Furthermore, the DWYPD developed the framework for joint machineries and stakeholder consultative forums during the year under review.

STATS South Africa completed the first term of Disability Statistics Advisory Group in March 2020, since its establishment in 2017. The members of the advisory group provided guidance on research, development, testing, validity and analysis of disability

question(s) and inclusion of disability in the national Census, household, labour and other socio-economic surveys.

The Disability Advisory Group has also provided content support on the research study to harmonise and standardise definitions of disability on administrative data and statistics in accordance with the Washington Group Model.

Disability has been mainstreamed through the use of the Washington Group Short Set of Questions in a number of household surveys:

- Annual General Household Survey
- Governance, Public Safety and Justice Survey
- National Household Travel Survey
- Census 2021

Data collection methodology were revised from the Face-to-face collection to Computer-Assisted Telephone Interviewing (CATI) and Computer-Assisted Web Interview (CAWI). There are plans for Census 2021 to adjust the content and methodology to accommodate persons with disabilities e.g., questionnaire will be made available in audio, bigger font, braille etc.

No progress report was received from the DTI on implementation of the WPRPD directive that the South African Bureau of Standards should strengthen its universal design capacity in the work of their design institute and standard setting bodies.

No progress report was received from the Department of Science and Technology on implementation of the WPRPD directive that the CSIR strengthen its capacity to promote universal design in its research, technological innovation as well as industrial and scientific development programmes.

No progress report was received from the Department of Higher Education and Training on implementation of the WPRPD directive that the South African Qualifications Authority (SAQA) should strengthen its capacity to promote and coordinate the development of a national universal design qualifications framework.

5. RECOMMENDATIONS

Having assessed progress made towards implementing the policy directives of the White Paper on the Rights of Persons with Disabilities within the national sphere of government, and having assessed systemic challenges reported and observed, the following corrective measures are recommended:

- a) Executive Authorities must strengthen efforts to champion implementation of the WPRPD within their respective departments/institutions.
- b) Accounting Officers must ensure that the WPRPD policy directives are embedded in departmental/institutions annual performance plans, operational plans, standard operating procedures, responsive budgets, performance management and reporting systems.
- c) The Department of Justice, Constitutional Development and Correctional Services must establish recourse mechanisms for defaulters and non-compliant institutions on Universal Design and Access Standards and ICASA's Code for Persons with Disabilities Regulations, 2021
- d) The Department of Cooperative Governance must take a lead to ensure disability inclusion during national states of disaster, through planning and budgeting for access to information for persons with disabilities e.g. provision of Sign Language Interpreters, subtitles and close captioning in all national briefings during states of disaster. Ensure full representation of persons with disabilities in technical committees established to manage current and future national disasters.
- e) The Department of Health must ensure that all identified quarantine sites and isolation areas are fully accessible to all persons with disabilities. It must ensure that awareness material and information is made available in accessible formats. The department must also develop a more responsive system to eradicate backlogs of assistive devices, expand the range of assistive devices to all persons with disabilities, and improve on turnaround times for issuing of assistive devices.

- f) The Departments of Basic Education and Higher Education and Training must ensure that there are measures put in place to ensure safety and protection of learners and students with disabilities in all learning facilities during the COVID-19 pandemic and other future national disasters. They must ensure that online learning initiative are fully accessible to learners and students with disabilities.
- g) The Department of Social Development must ensure that measures are put in place for the protection of persons with disabilities in residential facilities. It must ensure that persons with disabilities have continuous provision of social services and disability related grants related benefits without interruption during states of national disaster.
- h) Accounting Officers must ensure that each institution has an approved WPRPD Implementation Plan, inclusive of organisational design, reasonable accommodation support provisioning, budgets, departmental skills plans, departmental employment equity plans, entity oversight etc for both staff and external programme participants,.
- i) The Department of Public Service and Administration must prioritise the development of guidelines for formalising and strengthening the designation/appointment of disability rights coordinators in all public institutions, inclusive of organisational design.
- j) The National School of Government must prioritise the development of credit-bearing and non-credit bearing content as well as accessible online universal design and disability inclusion courses contributing towards the implementation of the WPRPD and UNCRPD.
- k) The Department of Planning, Monitoring and Evaluation must ensure that a disability dimension, Programme of Action and that the relevant WPRPD directives are embedded in the development of the 2019-2024 Medium Term Strategic Framework. It must establish mechanisms to ensure inclusion of disability into the key planning and monitoring instruments of government, enforce compliance for mainstreaming of Women, Youth and Persons with Disabilities on Strategic Plans and Annual Performance Plans.

- l) The Department of Labour must give consideration to the establishment of a Statutory Committee to develop a more coherent understanding of the downward trend in employment equity for persons with disabilities. This should culminate in the development of a more comprehensive cost employment support strategy for accelerated access to decent work for persons with disabilities.
- m) All government institutions must comply with the disability reporting requirements and report timeously.

COVID-19 Research Report Higher level recommendations:

- n) There must be consultation and participation of persons with disabilities (Self-representation)
 - In accordance with the internationally adopted disability slogan 'nothing about us without us', it is recommended that persons with disabilities must be fully consulted and involved in all government planning processes, policy development and decision-making structures established to manage current and future national disasters.
 - Relationships need to be built and maintained with DPOs and NGOs supporting persons with disabilities.
- o) Safety and protection of persons with disabilities is of prime importance.
 - It is recommended that the safety and protection of persons with disabilities should be prioritised during states of disaster and situations of humanitarian emergencies.
 - Prioritise safety and protection of persons with disabilities especially in institutional settings and care centres.
 - Prioritise safety and protection of women and girls with disabilities experiencing gender-based violence during states of national disaster.

- p) Accessibility to government services, information, and communication, and public environments should be prioritised for persons with disability.
- It is recommended that government must ensure access to basic services, information and communication, and access to identified screening and testing sites, quarantine, and isolation sites for all persons with disabilities during the national state of disaster.
 - Information and communication must be made available and be offered in all accessible formats to all persons with disabilities (braille, audio-visual, large prints, electronic and print media, social media, online education and training, sign language interpretation services, close-captioning, subtitles etc.)
 - The Department of Cooperative Governance and Government Communication Information Services must set aside a budget to ensure that all national/public briefing platforms on national disasters have sign language interpretation services, close-captioning, and subtitles for persons with disabilities.
- q) Access to employment and economic opportunities.
- It is recommended that government must ensure that persons with disabilities benefits equally to all announced employment and economic relief measures during national states of disaster.
 - Employment environments need to provide reasonable accommodations to those that require it, especially to those with comorbidities.
- r) Access to social services
- Provide psychosocial support services.
 - Provide social grants and social relief of distress.
 - Provide food parcels timeously.
- s) Access to health
- Provide PPE's.
 - Screening methods and procedures must be accessible.
 - Healthcare information must be accessible.
 - Transportation barriers need to be addressed.
- t) Access to education
- Accessible online education including assistive devices, data and devices.
 - Prioritise special schools and school hostels.

- Safety and protection of learners.
- u) Having disability-specific disaggregated data
 - All government departments need to obtain specific disability data in order to develop evidence-based and appropriate interventions and support.
- v) Benchmarking and partnerships
 - Establish partnerships and benchmark on international and continental disability practices and interventions.

6. CONCLUSION

The First Annual Progress Report to Cabinet on Implementation of the White Paper on the Rights of Persons with Disabilities has focused predominantly on progress made within the national sphere of Government.

The Combined Second, Third and Fourth Annual Progress Report to Cabinet, focusing on implementation during 2017 - 2019, incorporated a detailed account of implementation at provincial level.

It is quite clear that it has been business as usual for the majority of departments, and that most departments have not sufficiently engaged with the new policy and have thus not taken on board the policy directives in their planning, budgeting, and day to day operations.

It is equally clear that unless every department, every accounting officer, every programme manager, and every public servant take responsibility for implementation of the WPRPD, the lives of persons with disabilities in South Africa will not change for the better, and the inequality gap between South Africans with disabilities, and those without, will widen.

The recommendations contained in this Report are aimed at intervening at strategic levels with the aim of embedding responsibility for implementation within the governance and administrative systems of government.

In the words of Oliver Reginald Tambo -

“Working together as fellow South Africans, we have it within our power to transform this country into the land of plenty for all...”

ACRONYMS AND ABBREVIATIONS

AT	-	Assistive Technologies
AU	-	African Union
BBBEE	-	The Broad-Based Black Economic Empowerment
CAPS	-	Curriculum Assessment Policy Statements
CBE	-	Council for the Built Environment
CGE	-	Commission of Gender Equity
CITP	-	Comprehensive Integrated Transport Plan
CSC	-	Community Service Centre
CSIR	-	Council for Scientific and Industrial Research
CSPID	-	Children with Severe to Profound Intellectual Disability
DAC	-	Department of Sport, Arts and Culture
DBE	-	Department of Basic Education
DCOGTA	-	Department of Cooperative Governance and Traditional Affairs
DCS	-	Department of Correctional Services
DDM	-	District Development Model
DeafSA	-	Deaf Federation of South Africa
DHA	-	Department of Home Affairs
DHET	-	Department of Higher Education and Training
DHIS	-	District Health Information System
DHS	-	Department of Human Settlement
DIRCO	-	Department of International Relations and Cooperation DOJ&CD
-	-	Department of Justice and Constitutional Development DoLE -
-	-	Department of Labour and Employment
DWYPD	-	Department of Women, Youth and Persons with Disabilities
DPE	-	Department of Public Enterprise
DPME	-	Department of Planning, Monitoring and Evaluation
DPSA	-	Department of Public Service and Administration
DPWI	-	Department of Public Works and Infrastructure
DMRE	-	Department for Mineral Resources and Energy
DMV	-	Department of Defence and Military Veterans
DRDLR	-	Department of Rural Development and Land Reform
DSBD	-	Department of Small Business Development

DSD	-	Department of Social Development
DTIC	-	Department of Trade and Industry and Competition
DTPS	-	Department of Telecommunication and Postal Services
ECD	-	Early Childhood Development
EU	-	European Union
FOSAD	-	Forum of South African Director Generals
FSB	-	Financial Services Board
FSDR	-	Framework and Strategy for Disability and Rehabilitation
GCIS	-	Government Communication and Information System
ICASA	-	Independent Communications Authority of South Africa
ICT	-	Information and Communications Technology
IPTN	-	Integrated Public Transport Network Grant IUDF
	-	Integrated Urban Development FrameworkJICA
	-	Japan International Cooperation Agency
LGBTI	-	Lesbian, Gay, Bisexual, Transgender and Intersex
MMS	-	Middle Management Services
MPAT	-	Management Performance Assessment Tool
NCCC	-	National Coronavirus Command Council
NDoH	-	National Department of Health
NDOT	-	National Department of Transport
NDRM	-	National Disability Rights Machinery
NDP	-	National Development Plan
NGO	-	Non-Governmental Organisation
NHI	-	National Health Insurance
NISPIS	-	National Integrated Social Protection Information System
NSA	-	National Skills Authority
NSG	-	National School of Government
NSLA	-	National Strategy on Learner Attainment
NT	-	National Treasury
OPSC	-	Office of the Public Service Commission
PANSALB	-	Pan South African Language Board
PCC	-	Provincial Command Council
PSET	-	Post School Education and Training institutions

PEPUDA	-	Promotion of Equality and Prevention of Unfair Discrimination Act, 2000
PSS	-	Psychosocial Support programme
PWGD	-	Presidential Working Group on Disability
SABS	-	South African Bureau of Standards
SADA	-	South African Disability Alliance
SADC	-	Southern African Development Community
SAFMH	-	SA Federation for Mental Health
SAHRC	-	South African Human Rights Commission
SAJEI	-	South African Judicial Education Institute
SALRC	-	South African Law Reform Commission
SANDA	-	South African National Deaf Association
SAPS	-	South African Police Services
SAQA	-	South African Qualification Authority
SARS	-	South African Revenue Services
SASL	-	South African Sign Language
SASSA	-	South African Social Security Agency
SIAS	-	Screening, Identification, Assessment and Support
SITA	-	State Information Technology Agency
SMS	-	Senior Management Services
SRSA	-	Sport and Recreation South Africa
StatsSA	-	Statistics South Africa
TAG	-	Technical Assistance Guidelines
TEIT	-	Teacher Education for Inclusive Teaching Project
UNCRPD	-	United Nations Convention on the Rights of Persons with Disabilities
UNDP	-	United Nations Development Programme
UN OHCHR	-	United Nations Office of High Commissioner for Human Rights
UNPRPD	-	UN Partnership to Promote the Rights of Persons with Disabilities
WPRPD	-	White Paper on the Rights of Persons with Disabilities