

# THE **DISABILITY** RIGHTS POLICY OF THE GAUTENG PROVINCIAL GOVERNMENT



**GAUTENG**  
PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

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# APPROVAL OF THE GPG DISABILITY RIGHTS POLICY

Tabled at the Gauteng Executive Council on the 13th day of July month 2010.

This policy will be effective for a period of five years commencing on the above date, until 31st of March 2015 where it will be due for review in line with the new mandate.



.....  
The Honourable NOMVULA MOKONYANE  
PREMIER OF GAUTENG  
Champion For Disability Rights in the Gauteng Province



“ Indeed *working together*  
in partnership with *organisations of people with disabilities*  
we can do more for the *creation of a better life* for us all ”



# FOREWORD

The Gauteng government has made significant progress towards improving the lives of people with disabilities through including them in its programmes of development.

Over the years, our government remained committed to making Gauteng a better place for people with disabilities through initiatives aimed at:

- Empowering people with disabilities through skills and employment and support through the social grants system
- Ensuring that all government services are accessible to people with disabilities
- Providing equipment such as wheel chairs and hearing aids
- Protecting and promoting the rights of people with disabilities

We, as a government, remain committed to the attainment of the two percent (2%) target of People with Disabilities employed in the Gauteng government. We are taking proactive steps to ensure that job seekers with disabilities are registered on the database and that this database is used by provincial government departments to improve compliance with Employment Equity targets.

Through the Gauteng Enterprise Propeller, further attention will be given to the promotion of businesses and cooperatives owned by People with Disabilities.

Our provincial government's approach to disability rights is informed and guided by the Integrated National Disability Strategy, the UN International Convention on the Rights of Persons with Disabilities and relevant national legislation and regulations such as the Employment Equity Act and its Code of Good Practice on the management of disability in the workplace.

Working with people with disabilities to create a better life for all in Gauteng, the Executive Council recently adopted a new Disability Rights Policy which supports the right of all people with disabilities to enjoy equal opportunities and to participate fully in the life of the province.

This approach seeks to put into practice the objectives of existing legislative and policy documents and build on the numerous programmes that are initiated by provincial departments and the NGO sector.



We recognise the prescriptions of the Bill of Rights (Chapter 2) which specifically prohibits direct and indirect discrimination, by the state or an individual, against anyone on the basis of their disability. By implication, therefore, the denial of any right on the basis of disability constitutes a Constitutional violation of the rights of a person with disability.

Recognising the above, our disability policy is based on the intentions, principles and provisions of the Constitution. This means that the implementation of each stipulation in this Policy is a binding Constitutional obligation of all provincial government departments, its agencies and citizens of the province.

A handwritten signature in black ink, appearing to be 'NM', written in a cursive style.

**Premier Nomvula Mokonyane**



**NOTHING**  
about us  
**WITHOUT**  
**US**



# SECTION A: DISABILITY RIGHTS POLICY FOR GAUTENG

## 1. INTRODUCTION

The Gauteng Provincial Government (GPG) supports the right of all people with disabilities to enjoy equal opportunities and to participate fully in the life of the province.

The GPG recognises that:

- the needs of people with disabilities have been seen as a merely health or welfare issue;
- these needs require to be approached from a human rights and developmental perspectives;
- all cultures have cultural and customary practices that have and still do subject many people with disabilities to gross neglect and discrimination within the private and public spheres;
- a disability rights policy has to be developed together with people with disabilities in the spirit of ‘nothing about us without us’;
- the state has a key role to play as an agent of transformation of society working with people with disabilities to achieve equality, with independent living, education, employment and social integration; and
- the empowerment of people with disabilities is critical in achieving an equitable and harmonious society and not to lose the contribution that they will bring to it.

The Gauteng Provincial Government’s approach to disability rights is informed and guided by the Integrated National Disability Strategy, the UN International Convention on the Rights of Persons with Disabilities and relevant national legislation and regulations such as the Employment Equity Act and its Code of Good Practice on the management of disability in the workplace.

This approach seeks to operationalise the objectives of existing legislative and policy documents and builds on the numerous programmes that are initiated by provincial departments and the NGO sector.

The document is made up of the following components:

- Firstly, the document identifies the vision and principles that guide our approach to disability rights within the GPG.
- Secondly, the document provides a brief situational analysis and a problem statement.
- Thirdly, the document identifies the critical areas for action in respect of both GPG citizens and in respect of addressing disability rights in the GPG as a workplace.

- Fourthly, the document identifies institutional arrangements to give effect to this policy.
- Finally, the document lays out a broad implementation framework to guide the operationalisation of this disability rights policy.

## 2. VISION

A Gauteng Province that includes people with disabilities to such an extent that they effectively contribute to its economic, social, cultural, and political life with the full enjoyment of human rights together with able-bodied persons.

## 3. DEFINITIONS AND PRINCIPLES

### 3.1. Definitions of disability

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) recognises that disability is an evolving concept which results from the interaction between persons with impairments and attitudinal and environmental barriers.

The UNCRPD recognises persons with disabilities as those persons who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.<sup>1</sup>

The South African Cabinet approved a broad definition of disability as follows:

“Disability is the loss or elimination of opportunities to take part in the life of the community, equitably with others that is encountered by persons having physical, sensory, psychological, developmental, learning, neurological or other impairments, which may be permanent, temporary or episodic in nature, thereby causing activity limitations and participation restriction with the mainstream society.”

### 3.2. Definition of able-ism

Historically, throughout different societies people with disabilities have been discriminated against. This has ranged from segregation and banishment to infanticide and genocide.

Few people know that people with disabilities were the first group to be systematically murdered by the German fascist regime. The process first started with Nazi propaganda in the form of posters, news-reels and cinema films which portrayed people with disabilities as “useless eaters” and “life unworthy of life”. The gas chambers were developed for, and their use perfected on, 200 000 people with disabilities. They were then used to murder millions, including Jews, homosexuals, communists, and gypsies.

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<sup>1</sup> The Draft National Disability Policy Framework and Guidelines for the Implementation of the National Disability Policy Framework

The feelings and thought patterns that caused that type of discrimination still create conditions for ignorance and prejudice by able-bodied persons towards people with disabilities.

In turn, this ignorance and prejudice leads to discrimination which severely restricts their access to health and welfare services as well as to education and employment, resulting in a vicious cycle of poverty and illness.

This discrimination also results in the systematic under-representation of people with disabilities in key areas of social, economic and political life of any country.

Able-ism can be described as: “[the] ideological machinery which serves to maintain a situation in which people with disabilities remain at the margins of our society”.<sup>2</sup>

South African psychologist, Brian Watermeyer, writes:

“We - all humans - have places, perhaps unconsciously, within ourselves where we harbour difficult, but universally human, feelings.

Feelings such as the following:

- memories or feelings of vulnerability and dependency
- experiences which left us feeling ashamed or unlovable
- the fear that we are somehow unacceptable to others
- feelings of not being capable or adequate
- the fear that our bodies are ugly or undesirable, or...
- the fear that we are a burden to others.

They are experiences which we humans spend our lives trying to keep hidden, from ourselves as well as from others.”

When we don't reflect on these feelings and find ways of dealing with them, we make “people with disabilities come to symbolise these parts of ourselves”.

This causes us to be sub-conscious perpetrators of the “ideological machinery which serves to maintain a situation in which people with disabilities remain at the margins of our society”.

Racism and sexism are correctly understood to be ideologies produced by unscientific and self-serving systems of thought. These ideologies are then used by men to oppress women and by white people to oppress black people. Able-ism is the ideological machinery that is used, consciously or unconsciously, to discriminate against people with disabilities.

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2 “Confronting Ourselves: The emotional roots of disablist oppression” Paper by Brian Watermeyer at the 2001 Academic Conference: Are Graduates Disabling? Unpublished

### 3.3. Principles of this Disability Rights Policy

- The recognition of the equal rights of people with disabilities.
- Respect for the inherent dignity and individual autonomy of persons with disabilities by respecting that each of them has the freedom to make their own choices.
- That the individual and collective disadvantage of people with disabilities is due to a complex form of individual and institutional discrimination shaped by prevailing social attitudes to disability and people with disabilities.
- That the promotion of the understanding that the individual and collective disadvantage of people with disabilities is due to the above mentioned complex form of institutional discrimination is a prerequisite for the effective implementation of their rights.
- The necessity to reject society's dominant medical model of disability, which defines and labels people with disabilities as a medical condition (e.g. She is a paraplegic.) and that the only solutions necessary for people with disabilities are medical ones. The promotion of this model by the very influential medical professions causes able-bodied people to perceive people with disabilities as merely sick and not as people that need to participate in all facets of life in the community. In this approach, the voices and choices of the people with disabilities do not matter. This results in the social attitudes that isolates and condemns them to perpetual dependency.
- The recognition that to deal with these problems requires the fundamental transformation of society, the recognition of the capabilities of people with disabilities and a holistic approach to development in which people with disabilities participate actively.
- That it is necessary to apply and promote the Social Model of disability as the one that the whole of society should use as a response to disability.
- That actively eradicating discrimination against people with disabilities by the GPG and society is mandatory.
- That the promotion of independent living, social inclusion and self-reliance among people with disabilities is critical to their inclusion into society.
- The necessity for service delivery for people with disabilities that is inclusive, integrated, barrier-free and comprehensive.
- The right of people with disabilities to information in an accessible format, as well as accessible public facilities and offices that meet the SABS minimum standards.
- The necessity of collaboration within government and partnership with civil society organisations.



- That respect for diversity of needs and circumstances among people with disabilities as individuals as well as among people with different disabilities is a prerequisite for the inclusion of all people with disabilities.
- The imperative to mainstream all services to include people with disabilities. This means that all our policies, programmes, practices and services are formulated and implemented in a way that creates equity and equality between those who are able-bodied and those with disabilities.
- The necessity to put a complete stop to the practice of treating disability rights issues as add-on or peripheral matters separate from and inferior to the “other” core-functions of GPG departments.
- The recognition of the role and contribution of the disability rights movement in shaping progressive thinking about public responses to disability issues. It also recognises the movement’s work in providing avenues for people with disabilities to have a voice in international, national and provincial discourses.
- The recognition that in the provincial context, the Gauteng Disability Rights Alliance (GDRA) provides the provincial consultation partner with government. GDRA is an alliance of organisations of <sup>3</sup> people with disabilities and organisations for <sup>4</sup> people with disabilities; and a large number of issue-specific disability rights organisations are affiliated to these umbrella bodies.
- The recognition of the role played by the Rights of Persons with Disabilities Branch in the Department for Women, Children and Persons with Disabilities, and the National Inter-Departmental Co-ordinating Committee on Disability.

Based on the above principles this Policy promotes a developmental and human rights approach to addressing the needs of people with disabilities.

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<sup>3</sup> Organisations of people with disabilities are organisations that are made up of people with disabilities and run by them.

<sup>4</sup> Organisations for people with disabilities are organisations that offer services to people with disabilities and are mostly run by able-bodied people. These include charities and service organisations.

## 4. CONSTITUTIONAL AND LEGISLATIVE FRAMEWORK

### 4.1. Constitutional mandate

The Constitution (Act No. 108 of 1996) is the supreme law of the Republic and “the obligations imposed by it must be fulfilled”. The Constitution applies to natural and juristic persons, as well as all law. It binds the legislature, the executive, the judiciary and all organs of state. The Constitution mandates the state to “respect, protect, promote and fulfil the rights of all people in the Bill of Rights”.

The Bill of Rights (Chapter 2) specifically prohibits direct and indirect discrimination, by the state or an individual, against anyone on the basis of their disability. By implication, therefore, the denial of any right on the basis of disability, constitutes a Constitutional violation of a disabled person’s right.

Section 9 of the Constitution provides for the enactment of national legislation to prevent or prohibit unfair discrimination and to promote the achievement of equality. This implies the advancement, by special legal and other measures, of people with disabilities as an historically disadvantaged group.

The GPG Policy on Disability is based on the intentions, principles, and provisions of the Constitution. This means that the implementation of each stipulation in this Policy is a binding constitutional obligation of all provincial government departments, its agencies and citizens of the province.

### 4.2. Policy mandates

This Policy also takes the letter and spirit of various policies that are part of the State’s efforts to eradicate discrimination and inequality in South Africa and makes them detailed and applicable to Gauteng. Thus, this Policy effectively gives these policies more specifics to address with regard to people with disabilities as a target group. The GPG disability rights policy flows, inter alia, from the following documents:

- White Paper on an Integrated National Disability Strategy (1997)
- Moving SA: A Transport Strategy for 2020 by the National Department of Transport
- White Paper for Affirmative Action (1998)
- White Paper on the Transformation of the Public Service (1994)
- Gauteng’s Growth and Development Strategy
- The GPG Social Development Strategy
- Model Integration in GPG Transport and infrastructure documents; and other relevant policy documents.

### 4.3. Legislative mandates

The Policy also implements and complies with various laws which were enacted to eradicate discrimination and inequality for all, including people with disabilities.

- Promotion of Equality and Prevention of Unfair Discrimination Act (2000)
- Preferential Procurement Policy Framework Act (2000)
- South African Schools Act

- White Paper 6 on Special Needs Education (2001)
- Library for the Blind, Act 91, (1998)
- White Paper on Social Welfare and Population Development (1997)
- Building Standards Act (1977) and its National Building Regulations which find practical expression in the SABS 0400 Code of Practice
- National Land Transport Transition Act
- Employment Equity Act (1998) and its “Code of Good Practice: Key Aspects on the Employment of People with Disabilities” (2002) which find practical expression in the “Technical Assistance Guidelines on the Employment of People with Disabilities”
- Skills Development Act (1998)

#### **4.4. The Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA)**

This particular law has been singled out for more detailed explanation, because most people are not aware of the extent of responsibility it puts on the GPG to eliminate discrimination.

The Promotion of Equality and Prevention of Unfair Discrimination Act (Act No. 4 of 2000) has met the provision of Section 9 of the Constitution, of the enactment of national legislation to prevent or prohibit unfair discrimination.

Chapter 5 of the Promotion of Equality and Prevention of Unfair Discrimination Act, (PEPUDA) dealing with the promotion of equality, rules that it is the general duty of the State to implement anti-discrimination policy and practice within all state structures and programmes.

Businesses, civil society organisations and even the individual citizens of Gauteng can be held accountable for discrimination against others, both actively and by omission. This is because the Act also rules that the promotion of equality is the responsibility of persons operating in both the public and private domains.

The PEPUDA states that to unfairly discriminate against any person on the ground of disability includes, inter alia, failing to eliminate obstacles that unfairly limit or restrict persons with disabilities from enjoying equal opportunities or failing to take steps to reasonably accommodate the needs of such persons.

Furthermore GPG MECs and managers need to be aware that the Act states that if the complainant makes out a prima facie case of discrimination against them and/or the GPG the complainant does not have to prove that the GPG discriminated against them. The Act states that it is they and/or the GPG that will have to prove that the discrimination did not take place as alleged.

The lack of awareness and action to eliminate discrimination could easily lead to embarrassing litigation against the GPG and the Premier.

#### **4.5. The United Nations Convention on the Rights of Persons with Disabilities, including its Optional Protocol, and other International Instruments**

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) of 2008 builds upon the previous gains made for people with disabilities, such as:

- The World Programme of Action Concerning Disabled People (1982)
- The United Nation’s Standard Rules on the Equalisation of Opportunities for People with Disabilities (1993)
- The International Covenant on Economic, Social and Cultural Rights (1966) and other international covenants against discrimination

The United Nations Convention on the Rights of Persons with Disabilities provides the overarching framework for a concerted national effort to empower people with disabilities.

The Parliament of South Africa has ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and its Optional Protocol in its commitment to design and provide equitable and just services to people with disabilities. The Parliamentary ratification of the Convention makes the GPG legally obliged to make this commitment a reality through policies, strategies and programmes of action.

The implementation of some of the Articles of the Convention are the responsibility of the national level of Government.

However, given that most direct delivery to people in South Africa takes place at provincial and local government, the responsibility to implement most of the Articles of the UN Convention in Gauteng lies with the GPG.

The Gauteng Provincial Government has several obligations to implement the UNCRPD to advance the rights of people with disabilities, therefore it is the responsibility of every department to study the whole of the UN Convention on the Rights of Persons with Disabilities and its Optional Protocols to identify all the particular actions that they need to take to comply with the Convention.

To give one an idea of the scope of our obligations only the headings and a shortened description of the Articles of the Convention are listed below.

**Article 1** describes the purpose of the Convention.

**Article 2** defines the following concepts, as used in the Convention:

- “Communication”
- “Language”
- “Discrimination on the basis of disability”
- “Reasonable accommodation”
- “Universal design”.

**Article 3** describes the general principles under which the Convention’s articles are written.

**Article 4** lists the general obligations of all State Parties that ratify the Convention.

**Article 5: Equality and Discrimination** - State Parties shall take specific measures which are necessary to accelerate or achieve de facto equality of people with disabilities.

**Article 6: Women with disabilities** - State Parties shall develop appropriate measures to ensure the full development, advancement and empowerment of women with disabilities.

**Article 7: Children with disabilities** - For all State Parties, in all actions and programmes concerning children with disabilities, the best interests of the child shall be a primary consideration.

**Article 8: Awareness-raising** - State Parties undertake to adopt immediate, effective and appropriate measures to raise awareness including at the family level, of capabilities and contributions of people with disabilities, nurture positive perceptions of people with disabilities and the respect for their rights.

**Article 9: Accessibility** - State Parties shall enable people with disabilities to live independently and participate fully in all aspects of life. State Parties shall take appropriate measures to ensure to people with disabilities access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas.

This shall include identification and elimination of access barriers in transportation, roads, housing, indoor and outdoor facilities, schools, health facilities, information, communications and services including emergency services.

**Article 10 - Right to life** - State Parties reaffirm that every human being has the inherent right to life and shall take all necessary measures to ensure its effective enjoyment by persons with disabilities on an equal basis with others.

**Article 11: Situations of risk and humanitarian emergencies** - State Parties shall take necessary measures to ensure the protection and safety of people with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters.

**Article 12: Equal recognition before the law** - State Parties are to take appropriate measures to provide access by people with disabilities to the support they may require in exercising their legal capacity and prevent abuse of rights, will and preferences of people with disabilities.

**Article 14 - Liberty and security of the person** - State Parties shall ensure that persons with disabilities, on an equal basis with others, are not deprived of their liberties unlawfully or arbitrarily, and that the existence of a disability shall in no case justify a deprivation of liberty.

**Article 15 - Freedom from torture or cruel, inhuman or degrading treatment or punishment** - No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his or her free consent to medical or scientific experimentation.

**Article 16: Freedom from exploitation, violence and abuse** - State Parties shall take all appropriate legislative, administrative, social, educational and other measures to protect people with disabilities, both within and outside the home, from all forms of exploitation, violence and abuse, including their gender-based aspects.

**Article 17 - Protecting the integrity of the person** - Every person with disabilities has a right to respect for his or her physical and mental integrity on an equal basis with others.

**Article 18 - Liberty of movement and nationality** - State Parties are to recognize the rights of persons with disabilities to liberty of movement, to freedom to choose their residence and to a nationality, on an equal basis with others.

**Article 19: Living independently and being included in the community** - State Parties shall take appropriate measures to afford people with disabilities the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and are not obliged to live in a particular living arrangement.

**Article 20: Personal mobility** - State Parties are to take effective measures to ensure personal mobility with the greatest possible independence for people with disabilities, including by, among other things, facilitating mobility at convenient times and costs, and access to quality assistive devices.

**Article 21 - Freedom of expression and opinion, and access to information** - State Parties shall take all appropriate measures to ensure that persons with disabilities can exercise the right to freedom of expression and opinion, including the freedom to seek, receive and impart information and ideas on an equal basis with others and through all forms of communication of their choice, as defined in Article 2 of the present Convention.

**Article 22 - Respect for privacy** - State Parties shall protect the privacy of personal, health and rehabilitation information of persons with disabilities on an equal basis with others.

**Article 23 - Respect for home and the family** - State Parties shall take effective and appropriate measures to eliminate discrimination against persons with disabilities in all matters relating to marriage, family, parenthood and relationships.

**Article 24: Education** - State Parties shall ensure an inclusive education system at all levels and lifelong learning directed to full development of human potential and a sense of dignity and self-worth; the development by people with disabilities of their personality, talents and creativity, as well as their mental and physical abilities.

**Article 25: Health** - State Parties are to provide people with disabilities with the same range, quality and standard of free or affordable health care and programmes as provided to other people, including in the area of sexual and reproductive health and population-based public health programmes and those health services needed by people with disabilities specifically because of their disabilities, including early identification and interventions.

**Article 26: Habilitation and rehabilitation** - State Parties shall organise, strengthen and extend comprehensive habilitation and rehabilitation services and programmes, particularly in the areas of health, employment, education and social services including assistive devices and technologies designed for people with disabilities.

**Article 27: Work and employment** - State Parties shall prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions.

**Article 28: Adequate standard of living and social protection** - State Parties shall ensure equal access by people with disabilities to clean water services, and to ensure access to appropriate and affordable services, devices and other social assistance for disability-related needs including income support.

**Article 29 - Participation in political and public life** - State Parties shall guarantee to persons with disabilities political rights and the opportunity to enjoy them on an equal basis with others.

**Article 30: Participation in cultural life, recreation, leisure and sport** - State Parties are to take appropriate measures to enable people with disabilities to participate fully in recreational, cultural and sports activities and to have the opportunity to develop and utilise their creative, artistic and intellectual potential, not only for their own benefit, but also for the enrichment of society.

**Article 31 - Statistics and data collection** - State Parties undertake to collect appropriate information, including statistical and research data, to enable them to formulate and implement policies to give effect to the present Convention.

**Article 32 - International cooperation** - State Parties recognise the importance of international cooperation and its promotion, in support of national efforts for the realisation of the purpose and objectives of the present Convention, and will undertake appropriate and effective measures in this regard, between and among States.

**Article 33 - National implementation and monitoring** - State Parties shall designate one or more focal points within government for matters relating to the implementation of the present Convention, and shall give due consideration to the establishment or designation of a coordination mechanism within government to facilitate related action in different sectors and at different levels.

**Article 34 - Committee on the Rights of Persons with Disabilities** - There shall be established a Committee on the Rights of Persons with Disabilities (hereafter referred to as “the Committee”), which shall carry out the functions hereinafter provided.

**Article 35 - Reports by State Parties** - Each State Party shall submit to the Committee, through the Secretary-General of the United Nations, a comprehensive report on measures taken to give effect to its obligations under the present Convention and on the progress made in that regard.

**Article 36 - Consideration of reports** - Each report shall be considered by the Committee, which shall make such suggestions and general recommendations on the report as it may consider appropriate and shall forward these to the State Party concerned.

**Articles 37 to 50** address the issues of the workings of the committee and State Parties as well as the usual technical aspects of UN conventions.

## 5. SITUATIONAL ANALYSIS

### 5.1. Statistical Situational Analysis

The last data set that significantly disaggregates the situation of people with disabilities in South Africa is the StatsSA’s Prevalence of Disability in South Africa Report 2005. This report indicated that people with disabilities constituted 5% of the total population of South Africa. Of this number, 1 854 376 were African, 168 678 coloured, 41 235 Indian/Asian and 191 693 white. The number of females affected was 1 173 939, compared to 1 082 043 males.

The provincial disability prevalence levels showed that Gauteng was the least affected with 3.8 percent and the most affected province was Free State with a prevalence of 6, 8%.

In all provinces, the data showed that the prevalence of sight disability was the highest (32%) followed by physical disability (30%), hearing (20%), emotional disability (16%), intellectual disability (12%) and communication disability (7%).

About 30% of people with disabilities had no education while only 13% of the able-bodied population fell in this category. Those who had post-secondary education had the lowest prevalence (3%) compared to those who had no schooling (10, 5%), primary level (5, 2%) and secondary level of education (3, 9%).

With regard to access to basic services (housing, water and electricity for lighting), the findings indicated that 53% of households headed by people with disabilities lived in houses or brick structures, a figure that was slightly lower than that of households headed by able-bodied people (56%).



A significant proportion (37%) of households headed by people with disabilities lived in traditional dwellings or huts and informal dwellings or shacks.

About 78% of households headed by people with disabilities had access to piped water compared to 85 percent of those headed by able-bodied people. Sixty-two percent of households headed by people with disabilities used electricity for lighting.

Findings on income support showed that there has been a significant improvement in the expansion of social safety nets to people with disabilities. Some 69 517 beneficiaries were receiving the disability grant and 4 937 parents were receiving the care dependency grant for children with severe disabilities. The average growth in the number of beneficiaries from April 2001 to April 2002 was 15% for disability grants and 40% for the care dependency grants.

Findings also revealed that people with disabilities are disadvantaged in terms of educational and employment opportunities.

The diagram (Table 1) below indicates the disparities in employment figures that prevailed in Gauteng. Table 1: Percentage of people with disabilities and able-bodied people aged 15-65 years by sex who were employed in Gauteng by 2005.

	People with disabilities		Able-bodied Person		Total	
	Male	Female	Male	Female	Male	Female
Gauteng	30,9	24,1	53,2	37,9	52,3	37,4

Source: STASSA, Prevalence of Disability in South Africa Report, Pretoria: STATSSA, 2005, p. 22.

## 5.2. GPG progress on disability rights – achievements and challenges

### GPG progress on disability rights

By December 2007, the Gauteng Provincial Government had made significant progress in protecting, promoting and empowering people with disabilities:

- Some government-owned and leased buildings have been renovated to be accessible to people with disabilities.
- The inclusive Gauteng Broad-Based Black Economic Empowerment Strategy, which includes preferential procurement to entrepreneurs with disabilities resulted in 17 companies owned and run by people with disabilities winning provincial contracts to the value of over R10 million in 2007 alone.
- One hundred youth with disabilities were placed in work opportunities.
- The GPG assisted the establishment of eight wheelchair repair centres that are fully run by people with disabilities.

- The Provincial Government succeeded in ensuring that many of its buildings, key tourism sites like Maropeng, and community institutions are physically accessible to people with disability.
- The Government trained over 50 crime counsellors in South African Sign Language.
- Several municipalities in the province had established special offices on the status of people with disabilities.
- All flagship infrastructure programmes, including the integrated transport system that is being built, conform to minimum norms and standards on accessibility for people with disabilities.

Other key interventions that are already in motion include:

- Provision of disability grants to people with disabilities and care givers of children with disabilities.
  - Provision of sheltered employment and homes for the severely disabled.
  - Support to non-governmental organisations to run programmes to support people with disabilities.
  - Provision of assistive devices including wheelchairs, hearing aids and spectacles through the public health system and through schools.
  - Early detection through health programmes in schools and pre-schools.
  - Support to schools of children with disabilities while at the same time introducing inclusive education for children with disabilities and support for educators to ensure this.
  - Prevention of disability through road safety.
  - Ensuring that people with disabilities have equal access to all our services through barrier-free access to public facilities.
  - Commemoration of International Day of People with Disabilities to raise awareness about the rights of people with disabilities.
  - Establishment of the Gauteng Disability Rights Forum and other co-ordinating mechanisms.
  - Development of annual and 5-year GPG Programmes of Action on Disability Rights.
- **Analysis of challenges to GPG progress on disability rights** - The Gauteng Provincial Government, in its efforts to ensure equality, inclusion and empowerment of people with disabilities, nevertheless continues to encounter many challenges. They are as follows:
  - **Social exclusion** - There is minimal access, particularly for people with disabilities from previously disadvantaged groups, to a variety of sporting activities and facilities which cater for their needs. There is a problem of barrier-free access and there is a lack of developmental programmes.

The majority of people with disabilities had historically been excluded from mainstream education and thus prevented from accessing their fundamental rights in society. Educators are often not trained on the exact causes and nature of the exclusion disabled learners face, nor how to deal with them.

The effects of continued marginalisation and rejection in places of learning, over long periods, impacts negatively on the level of productivity, motivation and socialisation of disabled learners.

- **The treatment of disability rights as peripheral** - While the roll-out of the GPG Policy on Disability since 2003 has helped to increase awareness in general, this has not translated into effective mainstreaming of disability rights as a policy and service delivery issue.

Instead, delivery to people with disabilities continues to be seen as add-on and peripheral best dealt with by 'special' institutions like disability units or focal points. For this reason, delivery on disability rights remains sidelined from core government functions.

- **Poor implementation of the Disability Policy** - The Disability Dialogue of November 2007 also found weaknesses in the GPG's implementation of the 2003 Disability Policy. These included the failure of many departments to develop programmes of action, budgeted programmes and coordinating mechanisms as prescribed by the Policy.

The Dialogue also highlighted gaps in the manner that the GPG, the Gauteng Legislature and non-state actors monitored and influenced the implementation process.

- **Lack of access for people with disabilities** - While progress has been made in ensuring accessibility to physical buildings, houses are often not accessible to people with disabilities, and new residential areas are often not designed in ways which can be accessible for people with disabilities.

An audit conducted by the GPG in 2006 found that many government-leased and owned buildings, including police stations and clinics, do not meet the minimum SABS standards for use by people with disabilities. Some of the buildings that the GPG occupies are not state-owned and, therefore, it does not have full control over accessibility issues.

There is inadequate progress in ensuring that public transport is accessible to people with disabilities – both those that are physically disabled as well as those that have visual or hearing disabilities.

People with disabilities lack access to employment opportunities and even if they are able to get employment they face problems such as reasonable accommodation at work, accessible public transportation to get them to work and back and discrimination and ignorance about their potential at work.

- **Additional costs to the individual with a disability** - People with disabilities are often amongst the most poor and marginalised members of our communities. The costs to the individual or household brought about by having a disability are borne over and above the ordinary costs of living. These include the costs of medication, assistive devices, improvements necessary to access their houses and double the taxi fare for wheelchair users. Children whose parents have some form of a disability are often excluded from education opportunities due to financial constraints.

- **Impact of HIV and AIDS and crime on people with disabilities** - The GPG Disability Dialogue held in 2007 found that the Province was not doing enough to address the impact of the incidence of HIV and AIDS on people with disabilities and their families. One of these impacts is their increased vulnerability to poverty and dependency.

The voices of women and children with disabilities who are confronted with violence are often not heard. Women with mental disabilities are particularly vulnerable and their ability to successfully testify in court is completely dependent on the view taken of the extent of their mental competence.

Crime, violence and abuse continued to aggravate the disadvantages suffered by people with disabilities in the Gauteng Province.

# SECTION B: STRATEGIC FRAMEWORK ON DISABILITY RIGHTS

## 6. STRATEGIC DELIVERY AREAS

The Gauteng Provincial Government needs to intensify its programme to address disability rights at two levels. The first level relates to the interventions required for people with disabilities living and working in Gauteng. The second relates to GPG employees with disabilities.

Each provincial department needs to ensure that they adopt an approach that has clear outcomes and outputs in relation to both prongs of public action and in all strategic delivery areas as stated below.

### 6.1. Cross-cutting delivery areas on disability rights

The term cross-cutting delivery areas means that these delivery areas apply to all Gauteng Provincial Government Departments. The strategic cross-cutting delivery areas for both the target groups are as follows:

- **Prevention and early detection of disability**  
**Policy Objectives**
  - Put in place specific protective measures such as immunisation, protection against road and workplace accidents, as well as environmental and occupational hazards.
  - Take secondary prevention measures, which means the early identification of impairments and disabilities followed by prompt treatment in order to prevent or limit the extent of disability experienced.
- The GPG shall put immunisation programmes in place to prevent unnecessary and preventable disabilities. Other programmes will include campaigns against road and workplace accidents as well as environmental and occupational hazards.
- The GPG will ensure the early identification of disability-causing diseases and early intervention to limit the extent of impairment caused by them.
- **Access to communication and information**  
**Policy Objectives**
  - Develop and implement policy that will provide persons with disabilities with equal access to information in an appropriate mode and format with specific cognisance of previously neglected alternative communication systems.

- Promote access for persons with disabilities to new information and communication technologies and systems, including Internet-based Services.

South Africa Sign Language (SASL) is the first and natural language of South African Deaf persons, whatever the spoken language of their hearing parents may be.

SASL is a language in its own right, with its own grammar and syntax, using the modality of space rather than sound. Deaf persons should therefore be able to communicate in their natural language equitably, with its various dialects, with all other language users.

- The GPG will develop services for the provision of South Africa Sign Language interpreter services where needed for the communication needs of Deaf persons. These services enable them to efficiently access our services.
- The GPG will develop a strategy for the cost-efficient production of Braille copies of documents on demand.

- **Public education and raising awareness of disability rights**

- Policy Objectives**

- Promote public education and awareness of disability rights as a human right and developmental issue.
- Promote the rights of people with disabilities amongst GPG staff and the public so as to overcome ignorance, prejudice and discrimination against people with disabilities.
- Ensure public awareness of polite terminology about people with disabilities.
- The Provincial Government through its departments shall develop comprehensive and sustained awareness programmes to overcome ignorance, prejudice and discrimination against people with disabilities in Gauteng.
- These programmes will raise and sustain awareness of its staff and the public of the different rights, needs and capabilities of people with disabilities.
- These activities shall not be limited to the commemoration of the International Day of Persons with Disabilities.
- All structures and staff of the GPG will attend specific training on the knowledge, awareness and practice of disability rights.

This will be done by GPG departments planning appropriate training for this, in consultation with the Office of the Premier.

- **Prevention of discrimination**

- Policy Objective**

- Prevent discrimination against people with disabilities in Gauteng.

- The GPG shall take appropriate measures to eliminate discrimination on the basis of disability by any person, organisation or private enterprise.
- It shall develop programmes that promote and protect the right of people with disabilities to equality, citizenship, life, employment, education, health, and justice as well as their freedom of expression and association.
- One of the ways that the GPG will give effect to the above is by demanding proof that its suppliers comply with the National Standards on Accessibility of their products, facilities and services to people with disabilities, before allowing them to be suppliers to the GPG.

- **Universal barrier-free access**

- **Policy Objectives**

- That persons with disabilities have equal access to the physical built environment and to other facilities and services provided for or open to the general public in rural and urban areas.
    - That all national minimum norms and standards of accessibility for people with disabilities be implemented and enforced.

- The GPG shall ensure barrier-free and universal access to public facilities, services and information to enable people with disabilities to live independently and participate fully in all aspects of life.
- To this end, the GPG shall develop and implement minimum norms and standards in services and information and use the national standards where they exist, such as the SABS Code of Practice: “Accessibility of buildings to disabled persons”.
- People with disabilities shall have access to comprehensive habilitation and rehabilitation programmes in all sectors of government including in the culture, sports and recreation areas.

- **Monitoring and Evaluation**

- **Policy Objectives**

- Develop and use mechanisms, including the disability rights service delivery agreements, for monitoring and evaluation of the implementation of the Gauteng Disability Rights Policy in consultation with civil society.

- The outcomes-based Monitoring and Evaluation (M&E) guidelines for the Disability Rights Policy shall be integrated into:
  - the Government-wide planning frameworks;
  - the formal budget processes; and
  - the overall Gauteng and national government M&E system.

- The Provincial Government departments shall develop and popularise M&E guidelines, indicators and tools to track the implementation of the Disability Rights Policy in line with the outcomes-based approach.
- Departments will provide quarterly and annual reports on the implementation of Disability Rights through the provincial delivery committee (Inter-Departmental Disability Committee) and bi-annually to the Legislature Standing Committee.

- The Departmental HoDs supported by Departmental Disability Rights Champions (MECs) shall ensure that the performance agreements of all Senior Managers include the integration of delivery on disability rights into their KPIs.
- The GPG and its departments shall ensure the full participation of civil society organisations dealing with disability rights for citizens and employees in the M&E framework and processes.
- The outcomes of M&E shall be duly reflected in the provincial and departmental annual reports and shall be circulated to the public.
- The regular impact assessments or audit (preferably after every 3 years) shall be conducted to measure the effect of GPG services and departmental programmes to the attainment of disability rights.
- The audit of government buildings for accessibility shall be conducted and regularly updated through the Department of Infrastructure Development, using access consultants with the goal of ensuring that all government buildings are accessible.
  
- **Budgeting for delivery to people with disabilities**  
**Policy Objectives**
  - Provide adequate resources to be used for reasonable accommodation and other disability rights initiatives in line with relevant financial policies and legislation.
  - Develop incentives to encourage the public and private sector to release the appropriate funding to take the reasonable accommodation measures that are assessed as being required.
  
- The coordinating institutions shall ensure that disability rights priorities are integrated into the annual budgets and the Medium Term Expenditure Framework.
- Departments shall translate the goals of the Disability Rights Policy into implementable programmes containing clear spending plans.
- The GPG and its departments shall ensure sound financial management for capital projects developed to address the researched needs of people with disabilities.
- Funds allocated for the above should be ring-fenced for delivery to people with disabilities.
  
- **HIV and AIDS**  
**Policy Objectives**
  - That there is an appropriate representation of persons with disabilities on all HIV and AIDS related boards and bodies.
  - That there is inclusion of people who become disabled through the progression of AIDS in all Departmental disability rights management strategies.
  - That there is equal access of persons with disabilities to information in accessible modes and formats about HIV and AIDS and reproductive health.
  - That persons with disabilities benefit equally from opportunities resulting from HIV and AIDS related initiatives.
  - That persons who have acquired a disability through HIV and AIDS benefit equally from disability related benefits and insurance.



- The GPG will ensure that there is equal access of persons with disabilities to information in accessible modes and formats about HIV and AIDS and reproductive health.
  - The GPG will design and provide special interventions to mitigate the impact of HIV and AIDS on people with disabilities and their families. These could include the extension of worker benefits, foster care for children, community-based services and institutional support.
  - The GPG will ensure disability rights inclusive HIV and AIDS programmes with a special focus on youth with disabilities.
  - The GPG will ensure that the other disability rights policy objectives mentioned above are achieved.
- **Freedom from exploitation, violence and abuse**  
**Policy objectives**
    - Put in place measures protecting people with disabilities from all forms of exploitation, violence and abuse.
    - Develop and implement a coordinated strategy involving all the departments to eradicate all forms of begging involving people with disabilities.
  - Ensure environments that are fully accommodating to people with disabilities for the reporting and management of reports of exploitation, violence and abuse.
  - Develop and implement programmes to eradicate all forms of begging involving persons with disabilities.
  - All structures and staff must be able to execute programmes to eradicate begging.

## **6.2. Service delivery to people with disabilities in Gauteng**

Service delivery, with reasonable accommodation for different disabilities, must be delivered in the following focus areas:

### **Agriculture**

The GPG shall promote active participation of people with disabilities and their enterprises in agricultural development programmes by:

- Ensuring that people with disabilities benefit equitably from the creation of agricultural hubs and products-processing facilities.
- Giving people with disabilities equal access to job opportunities created through the Expanded Public Works Programme (EPWP) environmental initiatives.
- Setting targets on how people with disabilities shall benefit from the Homestead Gardens initiative.
- Giving preferential treatment on food security to households headed by people with disabilities.

### **Sports, Arts, Culture and Recreation**

The Gauteng Government shall take measures to enable people with disabilities to participate fully in recreational, cultural and sporting activities and to have the opportunity to develop and utilise their creative, artistic and intellectual potential, not only for their own benefit, but also for the enrichment of society. This shall be achieved through the following programmatic actions:

- Ensuring that talented and interested people with disabilities access opportunities to display their talents and creative potential in all provincial cultural activities.
- Ensuring that people with disabilities are integrated into the arts and culture industry as part of enhancing its capacity to play a bigger role in the province's economy.
- Providing support for disabled artists to enable them to participate fruitfully in the expanding craft market and the performance industry.
- Facilitating smart partnerships between stakeholders in the arts and culture field and talented disabled artists.
- Setting targets for the participation of disabled artists in flagship activities like the Arts Alive Month events.
- Enabling sports people with disabilities to participate equitably in competitive and social sports in the province in keeping with the Provincial Integrated Sports Framework.
- Facilitate the participation of sports played by people with disabilities in the provincial sports partnerships.
- Ensuring that physical facilities for sports including fan parks are accessible to people with disabilities as players and as fans.

### **Economic empowerment through entrepreneurship**

The Gauteng Provincial Government shall take steps to enhance the entrepreneurship and self-employment among people with disabilities by:

- Making a special provision for people with disabilities and their enterprises to benefit from the Gauteng Growth and Development Strategy and the BEE Strategy.
- Ensuring that service providers owned and run by people with disabilities receive preferential treatment in the procurement of goods and services.
- Providing development support for SMMEs owned by people with disabilities.
- Facilitating access to finance, credit and technical assistance for people with disabilities and their business entities.
- Including people with disabilities in norms and standards guiding investment and tourism promotion in the province.

### **Economic empowerment through employment**

The GPG shall ensure adequate work and employment for people with disabilities in the labour market that is open and inclusive by:

- Ensuring that people with disabilities benefit from major employment-creation interventions including the expanded public works programmes.
- Setting targets and quotas for the employment of people with disabilities in private sector entities in the province, and linking this to the procurement system.
- Preventing exploitation of employees with disabilities through anti-discrimination measures and inspection of workplaces.
- Ensuring that people with disabilities employed in private sector enjoy fair pay, full employment benefits and career development.
- Linking all the above to the procurement of goods and services from private sector businesses by the GPG.

## **Education**

To promote the full development of human potential of people with disabilities and enhance their self-worth, the GPG shall take measures to ensure equal access to education and lifelong learning.

To achieve this, the Provincial education and training authorities shall:

- Remove all barriers to equal access to education for people with disabilities with a special emphasis on young people and women.
- Fully implement the provisions of the South African Schools Act and the White Paper on Special Schools.
- Expand special support including psychological, transport and therapeutic services for the Gauteng schools, especially in peri-urban and rural areas.
- Improve the number and distribution of special schools in the province.
- Provide special measures for disabled children from households headed by single parents, disabled adults or orphans to access educational opportunities.
- Conduct regular visitations to special schools to check and ensure compliance to reasonable accommodation.
- Ensure the availability and access to educational opportunities targeting out-of-school youth with disabilities, including Learnerships and National Youth Service programmes.

## **Training and skills development**

The GPG shall prioritise people with disabilities in skills development initiatives by undertaking the following steps:

- Providing life-long learning opportunities for people with disabilities beyond formal schooling according to their talents and different abilities.
- Giving people with disabilities preferential treatment in skills development plans for the province.
- Setting and achieving targets designed to expand the participation of people with disabilities in learnerships, business mentorships and apprenticeships.
- Balancing focus on wealth-creating skills (economic) and social life skills that enhance social inclusion and self-realisation.

## **Health**

The GPG shall provide people with disabilities with the same range, quality and standard of free or affordable health care and programmes as is provided to other people. This shall include sexual and reproductive health as well as special health services needed by people with disabilities. The government shall take the following measures:

- Ensure that no form of discrimination against people with disabilities takes place in the health system including stigmatisation of mental health by the public.
- Ensure that the revitalisation of hospitals and other health institutions take into consideration the special needs and circumstances of people with disabilities, including physical access.
- This needs definition, explanation, and cost-effective motivation.
- Enable the consolidated primary health care services to address ill-health that causes disability and to

address infectious diseases that afflict people with disabilities.

- Facilitate prevention and promotion programmes to prevent primary and secondary disability.
- Provide general and specialised therapeutic and rehabilitation services at primary, secondary and tertiary level.
- Design and provide special interventions to mitigate the impact of HIV and AIDS on people with disabilities and their families. These could include the extension of worker benefits, foster care for children, community-based services and institutional support.
- Ensure the integration of the needs of people with disabilities in workplace health programmes in the province including within the GPG.

### **Housing**

The GPG shall ensure that people with disabilities have equal access to housing and connected amenities through the following measures:

- The development and promotion of a housing policy which fully includes the needs of each person to accommodate their particular disability.
- All housing initiative of the GPG shall ensure strict application of all national norms and standards regarding; town planning, roads, amenities and buildings for the accommodation of people with disabilities.
- The provision preferential treatment for people with disabilities in the formalisation of informal settlements.
- Making special provision for people with disabilities in the hostel regeneration programmes including making new buildings accessible and suitable for people with disabilities.
- Facilitating access to new mixed stock housing developments of various cost levels to different economic classes of people with disabilities. This is to include rental and housing stocks.
- When previously neglected townships are rehabilitated by the upgrading of infrastructure and all amenities, people with disabilities will be prioritised.
- Considering the role of people with disabilities and factor their needs in on-going housing policy research with a view to determining ways in which they could be better integrated into housing programmes.

### **Poverty eradication and social development**

The GPG shall take measures to reduce the vulnerability of people with disabilities to poverty.

The GPG shall achieve this through the following interventions:

- Prioritising people with disabilities in the accelerated provision of basic social and municipal services including the Free Water and Electricity programme.
- Ensuring that people with disabilities participate actively in the implementation of the Gauteng's Poverty Reduction Strategy and other sustainable anti-poverty programs.
- Targeting community networks and organisations that provide institutional support to people with disabilities in poor areas of the province.
- Ensuring universal access to social protection and income support for people with disabilities including disability grants, child-care support and unemployment benefits.

- Enabling disabled children from poor households particularly orphans to access essential public services through a single window.
- Promoting access to comprehensive social welfare for people with disabilities, which will be promotive, preventive, protective, rehabilitative, and therapeutic.

### **Safety**

The GPG shall make necessary interventions to protect people with disabilities from physical danger, insecurity and violence including humanitarian calamities and natural disasters by:

- Making the protection of women and children with disabilities from rape and abuse a priority from the police station to the highest levels of the SA Police Service.
- Prioritising the protection of people with disabilities as a group vulnerable to violence, natural disasters and crime.
- Initiating programmes aimed at the prevention of violence and abuse against vulnerable groups, including people with disabilities such as the expansion of psycho-social services as part of integrated victim support services in safety service centres.
- Making police stations and emergency call centres compliant with the SABS minimum standards for use by people with disabilities and making their equipment and staff able to convey information to people with mobility, sight and hearing disabilities.
- Involving people with disabilities and their organisations in the mobilisation of communities against crime and violence.
- Involving people with disabilities in the structures and processes designed to exercise oversight over the law enforcement agencies in Gauteng.
- Integrating of disability rights awareness in the training and development of police and judicial officers, especially those stationed in front offices, to enable them to deal with the particular needs and circumstances of people with disabilities.
- Ensuring that educational campaigns and material on crime, violence and emergencies are accessible to people with mental, intellectual, sight and hearing disabilities.

### **Transport**

The GPG shall make public transport accessible for people with disabilities by undertaking the following interventions:

- Involving people with disabilities in the development and implementation of a comprehensive and integrated transport system, including public transport.
- Integrating the needs of people with disabilities in the design and construction of new roads and in the upgrade of the existing road infrastructure.
- Preventing new disabilities by aggressively pursuing road safety programmes using communication tools that are also accessible to people with various disabilities.
- Adoption of norms and standards on the construction of the transport infrastructure that is accessible to people with disabilities.

## 6.3 Employees of the GPG with disabilities

### Employment Equity Target

Gauteng Provincial Government departments must meet the target of having at least 2% of their workforce consisting of people with disabilities by 2009. This target was first set by the Department of Public Service and Administration in 1995 to be met in 2005. This deadline was extended to 2009 by the National Cabinet.

The above target will be increased to 3% of the GPG workforce consisting of people with disabilities by 2014.

### Application of the Employment Equity Act (EEA)

To ensure the meeting of the abovementioned target and to comply with the EEA the following will be implemented with all possible speed:

- The Transversal Human Resource functions of the Office of the Premier will coordinate, monitor and evaluate the implementation of the EEA and the “The Gauteng Provincial Government Strategy to Improve The Employment of People with Disabilities.”<sup>5</sup> All GPG Human Resource managers will be trained on how to incorporate the content of the Code and the Technical Assistance Guidelines (TAG) in their current policies and practices so as to enable them to comply with Chapter Two (Prohibition of Unfair Discrimination) of the Employment Equity Act.
- Each GPG department will produce their Employment Equity Plan and a strategy to implement it to meet the above target. These plans and strategies will comply with, and use all aspects of the Employment Equity Act and its Code of Good Practice<sup>6</sup> on the employment of people with disabilities which has more practical explanations in the Technical Assistance Guidelines on the Employment of People with Disabilities.
- Each GPG department will then consult NGO’s that promote disability rights and those that provide services to people with disabilities to obtain assistance on the implementation of their Employment Equity Plan and its implementation strategy.

Although the EEA, the Code of Good Practice and the TAG are very comprehensive, it would assist the GPG’s aims to meet the 2% target to give emphasis to and add the following:

### Recruitment and selection

- Selection panel members must be assisted not to let their own prejudices hold sway and presume that an applicant with a disability may not be able to perform the job due to their disability.
- This assistance can be provided by HR departments obtaining short accounts of successful employees<sup>7</sup> with different disabilities and in different types and levels of jobs and having a session with panel members on the information before the interview.

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5 Passed by the Gauteng Provincial Government’s EXCO in April 2008.

6 The full name is: Code of Good Practice: Key Aspects on the Employment of People with Disabilities. Published in the Government Gazette of the 19 August 2002. Vol. 446 No. 23702.

7 A good source of these would be organisations of people with disabilities.

- HR departments can also prepare standard procedures for applying affirmative action in the interview process and provide them to the panel.

### **Appointment**

Where the panel chooses someone other than an eligible person with disabilities, it shall provide written reasons justifying its decision.

### **Placement**

Employees with disabilities shall have rights to voluntary transfer between jobs within the GPG and where the transfer happens, all possible efforts must be made to replace him or her with a person with disabilities.

### **Training and Development**

- Discrimination in the training and development of people with disabilities shall be prohibited and increased access will be given to them to improve their skills, increase their competence in the workplace and give them job satisfaction.
- Targets for training and development for employees with disabilities shall be formally included in the Workplace Skills Plans, Employment Equity Plans and Human Resource Plans of all Provincial departments.
- The GPG will ensure that they all have career plans and can access opportunities for upward career progression on an equal basis with able-bodied employees.

### **Reasonable accommodation**

- The GPG shall put workplace measures in place to ensure reasonable accommodation of the needs of people with disabilities.
- The GPG shall take steps to reduce the impact of the impairment on the person's capacity to fulfil the essential functions of a job. Providing assistive devices and resources of such quality that they are effective in assisting the employee with a disability to fulfil their function well, will be one way of doing this.

## **7. INSTITUTIONALISATION OF DISABILITY RIGHTS IN GAUTENG**

Particular responsibilities for delivery on disability rights are allocated to specific departments and role players both in this policy and in legislation. In the past there has been substantial avoidance of these responsibilities by attempts to "delegate" them to structures and posts that have "disability" in their name. To "ghetto-ise" disability rights like this causes lack of delivery to people with disabilities.

The GPG shall create and sustain structures, systems and dedicated personnel to ensure the implementation of this policy throughout Gauteng with the following institutional arrangements:

## **7.1. Executive accountabilities**

### **The Premier**

The Premier has overall political responsibility for the enjoyment of equal rights and equitable services by people with disabilities in Gauteng.

### **Members of the Executive Council**

Each member of the Executive Council (MEC) politically accounts to the Premier for the equitable delivery of both the core and support services of their Department to people with disabilities in Gauteng.

### **Heads of Departments**

The Head of Department (HOD) of each GPG department is responsible for the integration of effective and equitable delivery of both the core and support services of their Department to people with disabilities in Gauteng.

## **7.2. Gauteng-wide structures to promote disability rights**

### **The Disability Rights Directorate of the Office of the Premier**

This Directorate provides support to the Premier's disability rights functions in the following ways:

- Provides timely transversal policy development to Cabinet that produces effective, efficient, relevant, and applicable policy and programmes that include delivery to people with disabilities.
- Providing strategic and analytical advisory support to ensure that the interests of people with disabilities are included in all documentation tabled for Cabinet, Cabinet sub-committees, HOD's Forum, Intergovernmental Forums, and all other governance decision-making meetings.
- Monitoring service delivery (through use of the outcome based approach) and measuring the impact of projects, programmes and services on people with disabilities.
- Knowledge and information management on disability rights in collaboration with the Gauteng Planning Commission (GPC).
- Coordinates the institutionalisation and popularisation of this disability rights policy.
- Monitors and evaluates the progress made by Departments, with special reference to the integration of this policy into their operations and its implementation.
- Liaises with the Disability Branch in the Ministry of Women, Children and People with Disabilities.
- Advises and supports departments to implement the disability rights policy.
- Ensures capacity building on disability issues for leadership within the GPG and key people who are delivering services.
- Convenes and coordinates the Governmental Disability Rights Committee
- Convenes and coordinates the Gauteng Disability Rights Forum

### **The Governmental Disability Rights Committee**

The Governmental Disability Rights Committee (GDRC) coordinates the interventions of all GPG Departments, Metro's and Municipalities of Gauteng to achieve effective and efficient delivery to people with disabilities.



### **The Gauteng Disability Rights Forum**

This forum is where both levels of government in Gauteng consult the civil society organisations (CSOs) of the disability rights sector on Gauteng-wide strategic interventions to implement this policy.

The Gauteng Disability Rights Forum (GDRF) is responsible for the following:

- Identification of key priorities in service delivery provision
- Feedback on GPG programmes implementing this disability rights policy
- Sharing of experiences
- Developing best practice models
- Capacity building

## **7.3 Departmental structures to promote disability rights in Gauteng**

### **The Departmental Executive Management Committee**

This committee supports the HOD and all Senior Managers to get maximum synergy to carry out their responsibilities for the implementation of different aspects of their Departmental Disability Strategy. All items on its agenda need to address the degree of benefit and inclusion of people with disabilities.

### **The Departmental Disability Rights Manager:**

Each department shall appoint a Departmental Disability Rights Manager to be part of its senior management team. This official will report to and support their HOD by running the departmental programme that promotes, coordinates, monitors and reports on interventions necessary to integrate effective and equitable delivery by both the core and support services of their Department to people with disabilities in Gauteng.

The Departmental Disability Rights Manager will:

- Promote this Disability Rights Policy in their respective departments.
- Identify gaps in policy and service delivery in respect of people with disabilities in their GPG department.
- Ensure that Disability Awareness Programmes and events targeting people with disabilities are held in the Department, including the commemoration of International Disability Day.
- Ensure that the strategic plans reflect a commitment to effectively deliver to departmental employees and the residents of Gauteng, in line with the core functions of the departments.
- Ensure meaningful reporting within their department and to the Office of Premier and have cooperative interaction with other departments.
- Maintain files of all progress reports and resources of the institutional memory of their department in implementing disability rights.
- Advocate the removal of discrimination and lack of opportunities for employees with disabilities within their respective departments.
- Represent their department in the Gauteng Governmental Disability Rights Coordinating Committee and the Gauteng Disability Rights Forum.

### **The Departmental Disability Rights Committee**

This structure would deal with the allocation of tasks to plan and implement the Departmental Disability Rights Strategy.

### **7.4. Oversight by the Gauteng Provincial Legislature**

The Gauteng Provincial Legislature (GPL) has a specific oversight role to play in ensuring that GPG departments and other institutions conform to the provisions of this policy and advance the achievement of its aims.

The GPL holds MECs and their Heads of Department accountable for the implementation of the GPG Disability Rights Policy.

## **8. IMPLEMENTATION**

The implementation of this Disability Rights Policy must follow the following strategic approaches:

- **Inclusion:** An inclusive approach means that the existing and new programmes that are delivered to able-bodied beneficiaries must include delivery to people with disabilities.

An HIV prevention programme that included services in South African Sign Language would be termed a disability inclusive programme, whereas a service that is only for persons with disabilities (e.g. the supply of assistive devices to people with disabilities) would be termed a disability specific programme.

- **Integration:** Delivery on disability rights should not be treated as separate or as an add-on to mainstream operations, but should be fully integrated into the government and departmental planning, plans and budgets.
- **Participation and involvement:** The implementation process must be done together with people with disabilities and their organisations.
- **Partnership:** The GPG also needs to seek strategic and creative partnerships between government, the private sector and the non-governmental sector to ensure the maximum achievement of disability objectives. It is the responsibility of the Gauteng Provincial Government to ensure the full implementation of this policy through the following measures:

### **8.1. Developing a provincial disability strategy and a mainstreaming framework**

- To provide specific and detailed guidelines on the rolling-out and the implementation of the Disability Policy, the GPG must develop a short to medium term disability Programme of Action (PoA).
- The PoA shall cover, among other things, guidelines on accessibility (premises, operations, information); non-discrimination (recruitment, employment and procurement); planning and prioritisation; diversity

management; and budgeting.

- Provincial departments must develop their own PoAs to give effect to these guidelines against the specific mandate of each department.
- The Provincial Government, its departments and agencies shall develop specific mainstreaming guidelines and tools to promote effective disability mainstreaming.

### **8.2. Integration of the GPG Disability Rights Policy**

- All provincial departments and agencies shall align all their policies, programmes and delivery practices with the GPG Disability Policy's principles, and strategic delivery areas.
- The GPG shall adopt the United Nations Standard Rules on the Equalization of Opportunities for People with Disabilities as guidelines for the provincial response to the UN Convention on the Rights of Persons with Disabilities.
- The departments and agencies of the Provincial Government shall prioritise full participation of people with disabilities in the provincial workforce and in communities in general.

### **8.3. Planning for delivery to people with disabilities**

- The departments and agencies of the Provincial Government shall include the Disability Policy's strategic areas of action in its priorities, Annual Performance Plans and Medium Term Strategic Frameworks.
- The GPG in the form of its departments and agencies shall regularly draw up inventories of barriers confronting people with disabilities and develop action plans on how they will address them.
- Planning and M&E for people with disabilities will also take place within the Gauteng Planning Commission.

### **8.4. Consultation with the disability rights sector of civil society**

- The GPG shall ensure that organisations representing and working with people with disabilities are thoroughly consulted in the implementation of this Policy (from planning to evaluation).
- Internally, the Provincial Government shall provide opportunities for people with disabilities to be heard and their choices to be considered in the design and conduct of government operations.

### **8.5. Capacity enhancement**

- The Provincial Government shall put measures in place to enhance the capacity of its staff and institutions to deliver on the Disability Rights Policy .
- Some of the capacities will be acquired by hiring the correctly qualified staff and others by training courses which the GPG and its departments shall develop and run through support from the Gauteng City Region Academy (GCRA).
- The appropriate capacity for staff to deliver on the disability inclusive aspects of their performance agreements must be identified. Some of these capacities will require the upgrading of their qualifications. The latter would be done in partnership with tertiary institutions.
- When these skills are not available and urgently needed, consultants will be temporarily appointed to do the work and also transfer some of their skills.

- The GPG and its departments shall draw on the expertise of organisations working with people with disabilities as a resource in planning and implementing this Policy .

# SECTION C: PROGRAMME OF ACTION ON DISABILITY RIGHTS

## 9. PROGRAMME OF ACTION

The GPG Programme of Action on Disability Rights focusing on the overall government outcomes, GPG 5-year priorities and the United Nations Convention on the Rights of Persons with Disabilities will be embarked on from the 2010/11 financial year to the 2014/15 financial year. The Programme of Action is in line with new mandate of the current Government term and it will be due review for realignment to the new term mandate. The time frame for implementation of activities will commence in the 2010/ 11 financial year, however, all activities will be progressive and accumulative up until the end of the 2014/15 financial year.

Departments will be responsible for specific disability budgets as per outcome area or focus and as advised during the Departmental Road Shows. The budget will be progressive as per principles of the MTEF. The PoA has taken into account the inputs of the Disability sector as tabled during the Gauteng Disability Rights Alliance presentation on the 3rd of December 2009 at the International Day for Persons with Disabilities.

Table 2: Integration of Disability Rights (Disability Mainstreaming) in alignment to the Outcome Based approach of Government



Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			<p>1.3 Maths and Science programmes targeting learners with disabilities</p>	<p>Increased number of enrolment for learners with disabilities in maths and science subjects</p> <p>Number of support programmes for maths and science targeting learners with disabilities</p> <p>Number of learners with disabilities passing Matric with Maths and Science</p>	<p>Train sufficient Maths and Science teachers in SA Sign Language, and methods applicable to Deaf learners</p> <p>Train Maths and Science teachers methodologies and supply equipment suitable for an equitable number of sight impaired, and Blind learners, so that they can teach the concepts required</p> <p>Implement Maths and Science support programmes for learners with disabilities Support learners with disabilities to participate in Maths and Science Ensure learners with disabilities access MST subjects</p> <p>Support and ensure that learners with disabilities who are exposed in MST subjects receive bursaries in GPG</p> <p>Train learners with disabilities in scarce skills</p>
			<p>1.4 Curriculum programme that integrates disability rights and awareness, knowledge and practice programme</p>	<p>Number of curriculum programmes that incorporate disability inclusion across grades from ECD.</p> <p>Awareness on disability rights and inclusion issues by both learners with and without disabilities.</p> <p>Number of learners with disabilities accessing the GEM and BEM programmes</p>	<p>Implement programmes obtained or adapted to incorporate the inclusion of people with disabilities in society across all grades Adapt several parts of the curriculum to include disability rights, alongside non-racial and non-sexist aspects thereof. Adapt the GEM and BEM programmes to make them accessible to both learners with and without disabilities.</p>

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			1.5 School safety Programme	<p>After school care programme in all schools</p> <p>Decrease in reported cases of violence against girl learners with disabilities and female teachers.</p> <p>Increased conviction rates of teachers abusing or impregnating girl learners with disabilities.</p>	<p>Design and supply learners with disabilities after-school care programmes in all schools.</p> <p>Supply materials and teaching for all learners and teachers with a disabilities with appropriate, accessible material to learn to protect themselves.</p> <p>Put in place systems easily useable for learners with all types of disabilities so that they can easily report cases and be assisted to testify. (Many Deaf learners raped because teachers know that they wont get interpreters to testify)</p>
			1.6 Matric support programmes	<p>Increased rate of learners with disabilities passing matric with university entrance certificates.</p> <p>Increased number of learners with disabilities passing with distinctions</p>	<p>Train Grade 10 to 12 teacher's methodologies and supply equipment suitable for an equitable number of sight impaired, and Blind learners, so that they can teach the concepts required. Train sufficient Maths and Science teachers in SA Sign Language, and methods applicable to Deaf learners.</p>
			1.7 Bursary or training programme prioritising people with disabilities	<p>An equitable number of people with disabilities receiving bursaries</p> <p>Increased number of learners with disabilities enrolled for scarce skills field i.e. engineering</p> <p>Girls with disabilities hosted for the Cell C campaign enrolled for government support programmes i.e. bursary, learnership or SMME's</p>	<p>Conduct a head-hunting exercise to identify school learners with potential to be supported and recruited for GPG bursary programmes.</p> <p>Conduct work exposure programmes on opportunities for learners with disabilities in these fields.</p> <p>Use the database of girls with disabilities participating in bring a girl-child to work campaign, to follow up with them to offer them government support programmes such as bursaries, learnerships or SMME training.</p>



Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			1.8 Poverty Alleviation programme in school	Number of learners with disabilities in no-fee schools  School nutrition programme feeding all learners with disabilities from poor houses Number of learners with disabilities in no-fee schools bussed to school.	Increase the number of Early Learning Special Educational Needs (ELSEN) Schools to be no-fee schools.  Implement school nutrition programmes in all ELSEN Schools. Ensure that bus contracts include facilities for learners with disabilities.
			1.9 Employees with disabilities in school leadership	Number of employees with disabilities in management positions	Train employees with disabilities to access management positions
Outcome 2: A long and Healthy Life for all South Africans	A long and Healthy Life for all South Africans	Article 25: Health	2.1 Health Programmes inclusive of people with disabilities	Number of people with disabilities accessing health services.	Conduct a campaign against discrimination against people with disabilities in the health system including stigmatisation of mental health patients by the public.  Ensure that the refurbishment of hospitals and other health institutions' buildings meet the SABS Minimum Standards for use by persons with disabilities.  Provide therapeutic and rehabilitation services at primary, secondary and tertiary level.  Put in place a system whereby deaf persons can have interpreter services in SA Sign Language to be able to consult health professionals.  Provide cost effective assistive devices for daily living, with instructions to use them.
			2.2 Reduce mortality rates	Decreased number of maternal and infant mortality amongst people with disabilities	Same as activities a. to e. in Output 2.1

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			2.3 Health services for youth with disabilities	Number of Health Programmes for young people with disabilities	Same as activities a. to e. in Output 2.1
			2.4 HIV and AIDS programmes : Prevention  The provision of Post Exposure Prophylaxis for victims of rape  Prevention of Mother to Child Transmission treatment	Number of HIV and AIDS preventative programmes targeting people with various disabilities.  Reduced number of HIV infections among people with disabilities  Reduced number of HIV infections due to Mother to Child Transmission	Conduct campaigns with well distributed information on HIV and AIDS to persons with disabilities including Braille, sound and SA Sign Language.  Ensure that Deaf persons have interpreter services in SA Sign Language to be able to receive counselling and consult health professionals.  Same as activities a. to e. in Output 2.1
			2.5 Disability Preventative Programmes	Fewer incidents of primary and secondary disabilities due to disease recorded.	Facilitate and promote programmes to prevent primary and secondary disabilities, including immunisation campaigns.  Enable the consolidated primary health care services to address ill-health that causes disability and to address infectious diseases that afflict people with disabilities.  Ensure the integration of the needs of people with disabilities, and the prevention of disabilities in Workplace Health and Wellness programmes in the province including within the GPG.
			2.6 TB cure rate 80%	Number of people with disabilities accessing TB Treatment	Obtain or design TB Treatment programmes appropriate for patients with different disabilities and implement them.

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
Outcome 3: All people in South Africa Are and Feel Safe	All people in South Africa Are and Feel Safe	<p>Article 6: Women with disabilities</p> <p>Article 7: Children with disabilities</p> <p>Article 13: Access to justice</p>	Social Crime Prevention	<p>Number of social crime cases reported and finalised</p> <p>Number of disability-based violence programmes implemented</p> <p>Development and Implementation of Disability &amp; Gender Based Violence preventative strategies, i.e. Anti Rape Strategy</p>	<p>Put in place a system whereby Deaf persons can have interpreter services in SA Sign Language to be able to get meaningful counselling and being able to testify effectively in court.</p> <p>Supply materials and teaching for all people with disabilities with appropriate, accessible material to learn to protect themselves.</p> <p>Obtain or design safety programmes appropriate for patients with different disabilities and implement them.</p>
			Victim Empowerment Programme Centres and shelters	<p>Number of Victim Empowerment Programme (VEP) centres established accommodating victims of violence with disabilities.</p> <p>Package of services (Multi disciplinary approach) in VEP centres</p> <p>Number of women and children with disabilities supported through the support centres, including support for rape trials</p> <p>Number of women and children with disabilities accessing the Ikhaya Lethemba</p> <p>Number of economic empowerment programmes for women with disabilities accommodated at the shelter developed</p>	<p>Build and refurbish VEP centres to meet SABS minimum standards for use by people with disabilities.</p> <p>Ensure that the Package of services (Multi disciplinary approach) in VEP centres in accessible to women with different disabilities and implement them.</p> <p>Obtain or design economic empowerment programmes appropriate for women with different disabilities and implement them.</p>

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			3.2 Criminal Justice system effectiveness and integration	<p>Number of convictions obtained in speedily handled cases of disability &amp; gender-based violence.</p> <p>Number of police officers and officers of the court trained on disability rights and reasonable accommodation necessary to give services to people with disabilities.</p> <p>Number of police stations and courts with appropriate communication services available i.e. Braille documents available and SA Sign Language Interpreter Services for all who use the court.</p>	<p>See both activities below</p> <p>Advocate and lobby SAPS and the Department of Justice for this training.</p> <p>Advocate and lobby the Department of Justice and SAPS to supply these services for people with disabilities.</p>
			3.4 Strengthening plans for safe communities including rural areas.	Number of community safety plans implemented. patrollers and Community Policing Forum (CPF) programmes	Implement community safety plans Establish programmes for patrollers and CPF
			3.6 Reduction in violent crime	<p>Number of school safety plan supported and implemented</p> <p>Improved safety of learners with disabilities through provision of scholar transport</p> <p>Reduced number of reported cases of violence against girl learners with disabilities</p> <p>Number of safety hints education campaigns in all schools for learners with disabilities</p> <p>Number of substance abuse awareness programme targeting learners with disabilities</p>	<p>Support and implement safety plans</p> <p>Provide scholar transport to ensure safety of learners</p> <p>Establish preventative programmes targeting learners with disabilities</p> <p>Develop safety hints education campaigns for learners with disabilities</p> <p>Develop substance abuse awareness programmes for learners with disabilities</p>

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			3.7 Reduction in crimes against women and children with disabilities	Number of Provincial educational campaigns on Gender Based violence (GBV) implemented Number of departments implementing 365 Days programme on gender-based violence. Number of empowerment programmes for men with disabilities on GBV Number of men with disabilities as safety promoters	Develop and implement GBV provincial campaigns Monitor departments implementing 365 days programme on GBV Develop and implement empowerment programmes for people with disabilities Train men with disabilities as safety promoters
			3.8 Anti-Corruption	Number of Anti-corruption training programme for people with disabilities Number of corruption cases reported by people with disabilities	Develop anti-corruption training programmes for people with disabilities Encourage and monitor corruption cases reported by people with disabilities
Outcome 4: Decent Employment Through Inclusive Economic Growth	Decent Work Through inclusive Growth	Article 9: Accessibility Article 23: Respect for home and family	4.1 Business opportunities created for people with disabilities	Increased number of companies owned by people with disabilities targeted for BBBEE  Increase financing for companies owned by people with disabilities (ring-fenced funds)	Ensuring that service providers owned and run by people with disabilities receive preferential treatment in the procurement of goods and services.  Facilitate access to finance, and credit for people with disabilities and their business entities.
			4.2 SMME development programme implemented	Increased number of SMME's owned by people with disabilities  SMME programme supporting companies owned by people with disabilities	Providing development support for SMMEs owned by people with disabilities.  Programme designed to give technical assistance to companies owned by people with disabilities.
			4.3 Co-operatives facilitated for people with disabilities	Number of effective co-ops run by people with disabilities.	Co-operatives suitable for different types of business activities and different business sizes piloted with small companies owned by people with disabilities

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			4.4 Trade and marketing opportunities for companies owned by people with disabilities including arts and crafts market	Local, regional and International trade opportunities for companies owned by people with disabilities  Promotion of products made by people with disabilities in Gauteng ; Proudly Gauteng branding	Create opportunities for companies owned by people with disabilities to access local, regional and international trade opportunities  Promote products made by people with disabilities with a Proudly Gauteng brand
			4.5 Job creation and economic growth opportunities for people with disabilities  4.6 Family and Wellness Friendly Workplace programmes	Employment and Job creation opportunities generated for people with disabilities in Gauteng i.e. EPWP, ECD, Rural Development  Increased number of people with disabilities contributing to the GDP Decrease in poor households with people with disabilities. Increased number of people with disabilities owning companies or SMMEs benefitting from tourism opportunities  Workplace child care services  Transport services for people with disabilities who cannot access public transport  Workplace wellness centres (GYM, Canteen and other amenities)  Work and family life balance programmes for staff	Create employment and job opportunities for people with disabilities  Ensure that people with disabilities contribute to the GDP Assist and support poor household owned by people with disabilities Ensure companies owned by people with disabilities benefit from tourism opportunities  Establish workplace child care services for people with disabilities Ensure access to alternative public transport for people with disabilities who cannot access available public transport Integrate people with disabilities in the workplace wellness centres Ensure a balance in work and family life for staff

<b>Government Outcomes:</b>	<b>GPG Five Year Priority:</b>	<b>United Nations Convention on the Rights of Persons with Disabilities</b>	<b>Outputs:</b>	<b>Indicators:</b>	<b>Activities:</b>
Outcome 5: Vibrant, Equitable, sustainable Rural Communities contributing towards Food Security for all	Stimulating rural development and food security	Article 28: Adequate standard of living and social protection	7.1 Agricultural programme targeting people with disabilities	Empowerment programmes for rural people with disabilities  Participation of people with disabilities in agricultural programmes	Establish empowerment programmes for people with disabilities in rural areas Ensure participation of people with disabilities in agricultural programmes
			7.2 Development of people with disabilities as farmers	Farming and Agricultural SMME's for people with disabilities Business opportunities for people with disabilities	Establish Farming and Agricultural SMME's for people with disabilities  Create business opportunities for people with disabilities
			7.3 Job creation opportunities for people with disabilities linked to skills training and capacity building	Increased number of people with disabilities employed in the land care, green jobs, conservation and environment  Representation of people with disabilities in agricultural EPWP programmes  Number of people with disabilities accessing jobs on land reform  Number of commercialized farms owned by people with disabilities  Number of people with disabilities assisted with establishing agribusiness  Equal representation of people with disabilities on training in the agricultural sector	Employ people with disabilities in the land care, green jobs, conservation and environment  Ensure representation of people with disabilities in agricultural EPWP programme Ensure and encourage people with disabilities to access jobs on land reform  Create and support commercialized farms owned by people with disabilities  Assist and support people with disabilities in establishing agribusiness  Ensure equal representation of people with disabilities on training in the agricultural sector

<b>Government Outcomes:</b>	<b>GPG Five Year Priority:</b>	<b>United Nations Convention on the Rights of Persons with Disabilities</b>	<b>Outputs:</b>	<b>Indicators:</b>	<b>Activities:</b>
			Poverty alleviation through food security programmes	Number of people with disabilities accessing food security programmes i.e. food gardening services	Ensure people with disabilities access food security programmes
				Number of feeding schemes and nutrition programmes in all ECD schools in the 50 poorest wards	Ensure people with disabilities have access to and are included in the nutrition programmes in all ECD schools in the 50 poorest wards
Outcome 6: Sustainable Human Settlements and improved Quality of Household Life	Building cohesive and sustainable communities	Article 19: Living independently and being included in the community	8.1 Accelerated Delivery of Housing Opportunities for people with disabilities	Premier's target for all housing initiatives of the GPG to have 3 units out of every 10 units for people with disabilities.  No. of accessible houses built for people with disabilities  No. of houses built in informal settlements and provided to Household owned by people with disabilities  No. of people with disabilities accessing units of affordable rental social housing	Design a plan to meet the Premier's target and implement it.  Build accessible houses for people with disabilities  Provide people with disabilities in informal settlements with houses  Ensure people with disabilities access affordable rental social housing units  Ensure houses owned by people with disabilities have accessible sanitation, water, electricity and refuse removal
			8.2 Security of Tenure	No. of Houses owned by people with disabilities with accessible sanitation, water, electricity and refuse removal	Ensure protection of people with disabilities tenure through the implementation of the DVA
			8.3 Access to Basic Services	People with disabilities tenure protected from violence through the implementation of the Domestic Violence Act (DVA)  No. of people with disabilities accessing inner city houses	Ensure that people with disabilities access inner city houses  Number of women with disabilities (single headed household).  Ensure improved hygienic conditions for people with disabilities



Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
			8.4 Urban Renewal Programme	Support the single headed households of people with disabilities	Monitor the integration of the needs of people with disabilities in 50 poorest wards in 20 PTP
			8.5 Land Acquisition programme	Improved hygienic conditions for women with disabilities	
			8.6 Waste Management Programme	Upgrading of the 50 poorest wards in 20 PTP to integrate the needs of people with disabilities (Access to ECD, Schools etc)	Support people with disabilities accessing and provided with land  Ensure people with disabilities living in dumping sites are linked to poverty alleviation programmes
			8.7 Alternative energy programmes	Number of people with disabilities accessing and provided with land  Number of people with disabilities (women and children) living on dumping sites linked to the poverty alleviation programmes  Awareness raising programme on waste management to prevent diseases among people with disabilities Number of people with disabilities empowered on energy saving alternatives.  Energy saving households and reduced energy usage in households	Develop preventative awareness raising programmes for people with disabilities on prevention of disease Empower people with disabilities on energy saving alternatives  Promote and support people with disabilities on energy saving techniques and encourage the reduction of energy usage in households

Government Outcomes:	GPG Five Year Priority:	United Nations Convention on the Rights of Persons with Disabilities	Outputs:	Indicators:	Activities:
Outcome 7: Responsive, Accountable, Effective and Efficient Local Government	Strengthening the developmental state and good governance	Article 14: Liberty and security of persons  Article 12: Equal recognition before the law	9.1 IDP programme	Number of Municipal IDP's integrating Disability Rights	Ensure municipal IDP's integrate Disability Rights
			9.2 Ward Governance structures	People with disabilities involved in the development of IDP's	Ensure the involvement of people with disabilities in the development of IDP's
			9.3 Functional Community Development Workers	Number of fully functional people with disabilities in ward committees	Ensure people with disabilities are fully functional in the ward committees
				Number of people with disabilities employed as CDW's	Ensure the employment of people with disabilities who are qualified CDWs
				CDWs trained on inclusion of people with disabilities	Develop a training programme for CDWs on inclusion of people with disabilities
			9.4 Participatory Democracy and partnerships	Number of forums involving civil society and organisation for people with disabilities	Support and engage forums involving civil society and organisations for people with disabilities
9.5 Mainstreaming of programme for Targeted Groups	Municipal Disability Responsive Budget	Facilitate and Monitor a Municipal Disability Responsive Budget			
	Integration of women, youth and people with disabilities' considerations in all local government programmes and IDPs	Ensure integration of people with disabilities' considerations in all local government programmes			
9.6 Accountable Administration and Professionalism	Launch and use of the Public Liaison hotline	Monitor the use of the public liaison hotline by people with disabilities			
	Improved customer services to people with disabilities	Monitor customer services for people with disabilities			





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