

**DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES**

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**REPUBLIC OF SOUTH AFRICA**

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

**April 2021- March 2022**

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## **PART A: GENERAL INFORMATION**

### **1 EXECUTIVE SUMMARY**

#### **1.1 MINISTER'S FOREWORD**

The Sixth Report on the implementation of the White Paper on the Rights of Persons with Disabilities (2015) covers government's disability inclusion performance information for the financial year 2021/22.

The White Paper on the Rights of Persons with Disabilities (WPRPD), approved by the Cabinet in December 2015, incorporates the vision and objectives of the National Development Plan as well as the 2030 Agenda for Sustainable Development, with all three instruments working towards set targets in 2030.

The interrelatedness of disability and poverty is articulated in South Africa's National Development Plan (NDP) adopted in 2012, which states that:

*Disability and poverty operate in a vicious circle. Disability often leads to poverty and poverty, in turn, often results in disability. People with disabilities face multiple discriminatory barriers. Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach.*

Implementation of the WPRPD requires that every public representative and public servant, all regulatory bodies, the private and non-governmental sectors, interrogate current practices, protocols, policies, laws and systems through a disability lenses.

Persons with disabilities are more likely than not, to have limited educational opportunities and limited opportunities to earn an income. The nature and severity of the disability, while major costs on their own, are likely to be compounded by other critical necessities such as the additional expenses on transport, personal assistive devices and medical expenses. These expenses have a profound impact on economic independence of persons with disabilities as they affect quality of life, the ability for self-determination and the enjoyment of basic rights. Consequently, persons with disabilities continue to experience persistent socio-economic inequalities.

In uncertain economic times where every effort is being made to serve the historically under-represented groups, the importance of disability data has become more urgent in order to remove barriers to services for persons with disabilities. Our focus must remain sustainable inclusive growth. To this end we have included the dimensions of reporting on district development models and COVID-19 interventions.

Both in a South African and international context, the recurrent themes during this period have been economic recovery, resilience, innovation in the face of a plethora of challenges. It is imperative that all civil servants become engineers of victory by ensuring the achievement of disability mainstreaming in planning, budgeting, implementation, monitoring and reporting.

There are multiple challenges in reporting against both the pillars of the WPRPD as well as the various recommendations made since 2018. This include poor quality of reporting, lack of portfolio of evidence, non-responsiveness, slow progress on the uptake of 7% proportional population representativity of persons with disabilities in the workforce and programmatic inclusion. It will require more diligence, more innovation, stricter consequence management for non-performance against targets, and stronger partnerships and more creative collaboration between spheres of government, business and philanthropic partners.

## **1.2 DIRECTOR-GENERAL'S OVERVIEW**

The Department of Women, Youth and Persons with Disabilities, despite capacity constraints, has tirelessly worked together with the state machinery to collectively move the development agenda forward for persons with disabilities through the National Disability Rights Coordinating Mechanism.

The Department hosted quarterly meetings with national and provincial departments to collect data, together with validation workshops and DG to DG communications.

I am encouraged by the progressing institutionalising of disability mainstreaming that is emerging as pockets of excellence in the country. Although we have a long way to go, the systemic change has taken hold through the mainstreaming of the Medium-Term Strategic Framework and the vigorous engagement on annual planning for government in attaining the 7% target of programmatic inclusion of persons with disabilities.

I would like to highlight the Cabinet- approved recommendations contained in previous reports that focusses on the role of all executive authorities and accounting officers in embedding disability mainstreaming in the realisation of their respective mandates in tangible and measurable ways. This applies to all spheres of government, state-owned enterprises and business.

Let us all work together to create an enabling environment for all to realise their full potential and freedom.

### 1.3. INTRODUCTION

The White Paper on the Rights of Persons with Disabilities (WPRPD) was approved by Cabinet in December 2015, together with its implementation matrix. The strategic objective of the policy and matrix was to accelerate the mainstreaming of disability within the government-wide planning, budgeting, monitoring and evaluation system. It further informs an evidence-based policy development process during the development of the disability rights legislation.

The foundation for the WPRPD was laid by socio-political activists with disabilities, who, after an extensive community-based consultative process, adopted the Disability Rights Charter of South Africa in 1992. This Charter, founded on the principles enshrined in the 1955 Freedom Charter, informed and continues to inform, the promotion and protection of the rights of persons with disabilities in South Africa.

The WPRPD is intended to accelerate transformation and redress for full inclusion, integration and equality for persons with disabilities. Preliminary reports reflect that there's a challenge with qualitative and quantitative performance reporting as a result of poor disability-inclusive planning in government. This is also due to the lack of legislative enforcement mechanisms in the disability rights landscape. The NDP acknowledges that many persons with disabilities are not able to develop their full potential due to a range of barriers that include environmental, information, communication and attitudinal barriers. The National Development Plan (2030) states that "Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach".

A disability rights analysis of the NDP was published in 2015. This critical document informed the drafting of the WPRPD and its implementation matrix. As a point of departure, it is important to reflect on mainstreaming the Medium Term Strategic Framework (MTSF) outcomes in line with the disability-disaggregated National Development Plan. At the very least, the existing MTSF indicators must be disaggregated by disability to create a steady supply of disability rights performance information.

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

Therefore, this report provides an overview of how government departments have complied with the requirements of the WPRPD, implementation of the District Development Model (DDM) requirements and protection of persons with disabilities during national disasters and situations of humanitarian emergencies. The COVID-19 pandemic made persons with disabilities even more vulnerable, and the purpose of this report is also to reflect on interventions and measures adopted by the government to reduce their vulnerability.



## **1.4. SITUATIONAL ANALYSIS:**

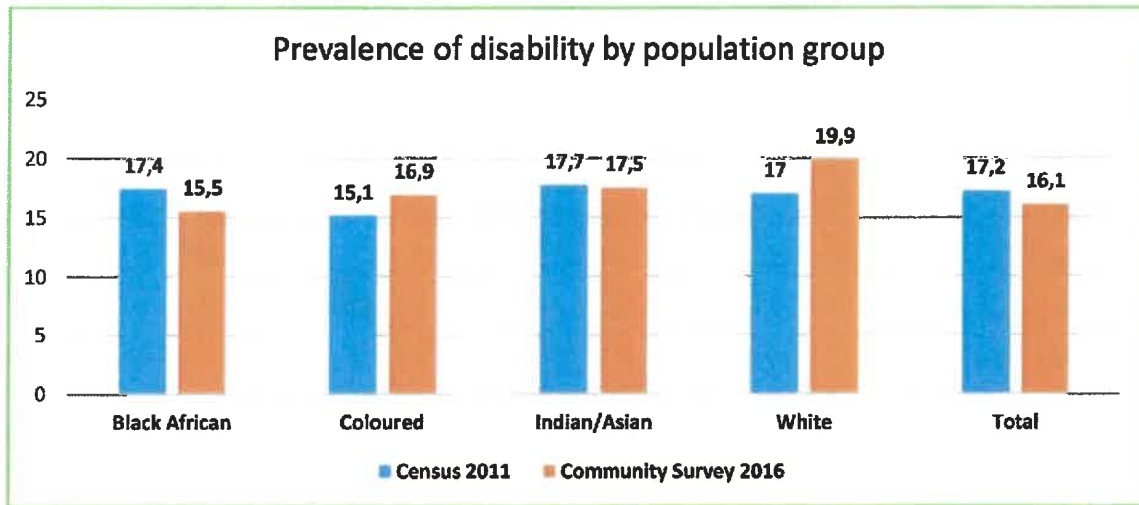
### **1.4.1 EXTERNAL ENVIRONMENT**

In South Africa, the national disability prevalence rate is 7.5%, according to Census 2011 which is confirmed by Statistics South Africa Community Survey, 2016. Disability is more prevalent among women as compared to men at 8.3% and 6.5% respectively (Statistics South Africa Community Survey, 2016). Black Africans in South Africa constitute the highest proportion of persons with disabilities at 7.8%, followed by the white population group at 6.5%. The data also shows that disability prevalence is directly proportional to age, with more than 50% of persons over the age of 85 reporting having a disability (Statistics South Africa Community Survey, 2016).

Disability is defined according to the Washington Short Set of Questions in STATS SA surveys since 2009. The data in Census 2011 and the General Household Survey (GHS) 2019 is an under-representation of the actual prevalence of disability. This is attributed to the limitation of the survey questions used for disability in the General Household Survey. These questions require a representative of the household to rate members of the household in terms of their ability to perform a range of activities such as seeing, hearing, walking a distances or up a flight of stairs, remembering and concentrating, self-care and communicating in his or her most commonly used language, including sign language.

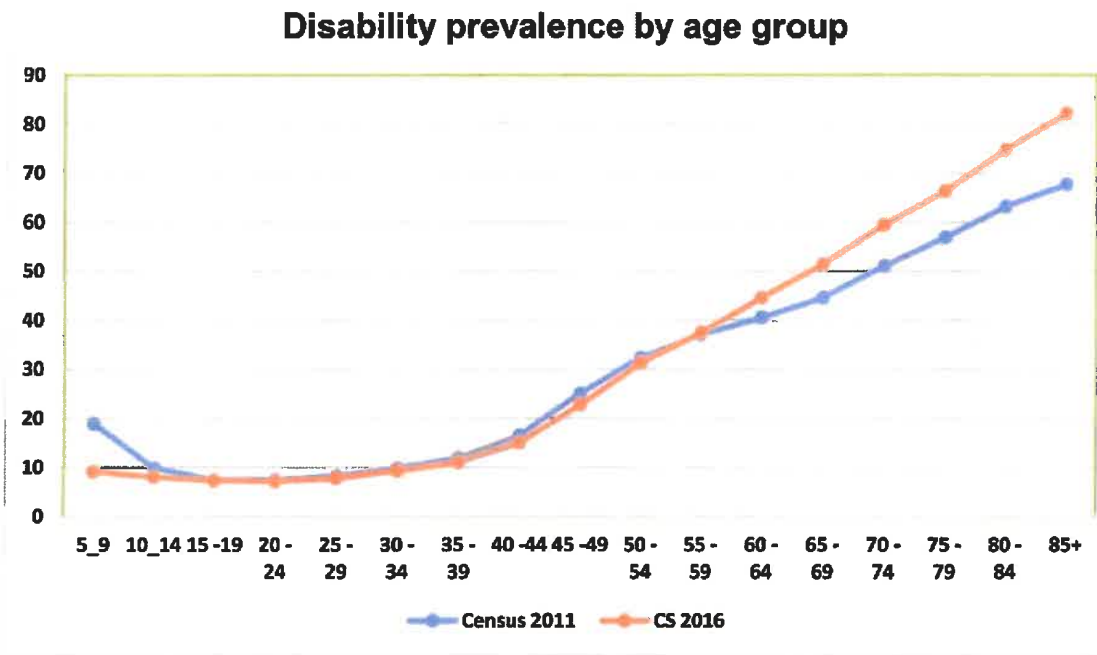
The surveys exclude children under 5 years old, persons with disabilities in institutions, persons with disabilities who do not define themselves within the scope of the questions, for example; persons with neurological or psychosocial disabilities.

**Figure 3.1.1: Prevalence of disability by population group**



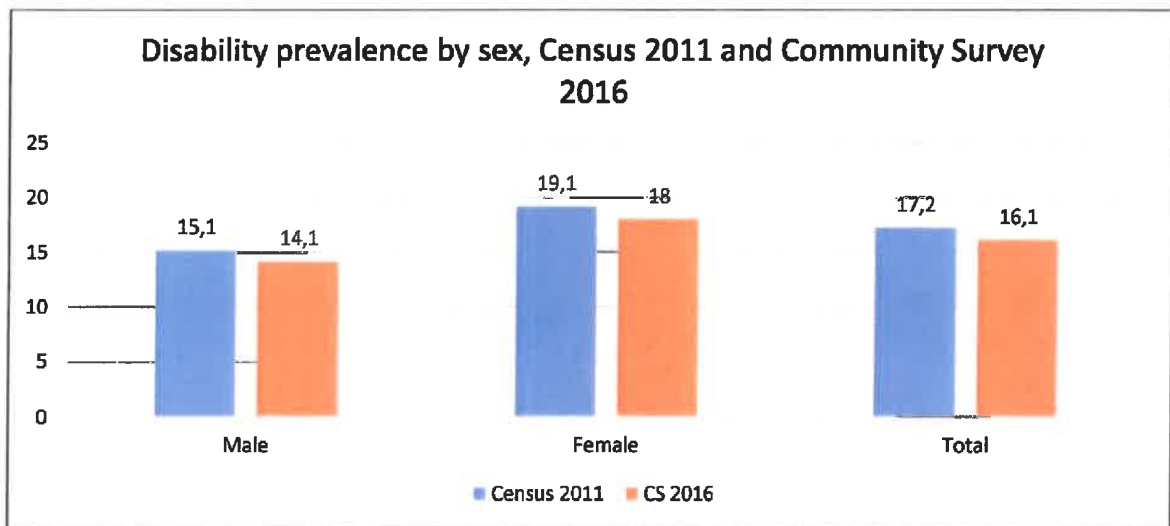
Profiles disability prevalence by population group over the period 2011–2016. Trends showed a slight decrease in prevalence of persons with disabilities among black Africans, whilst there was an increase among the coloured and white population groups. The white population group recorded the highest increase in disability prevalence (from 17% in 2011 to about 20% in 2016). In Community Survey 2016, the black African population group recorded the lowest disability prevalence (15,5%), a figure marginally lower than the national average (16%) probably due to the huge youth bulge index compared to the other population groups.

**Figure 3.1.2 Disability prevalence by age group**



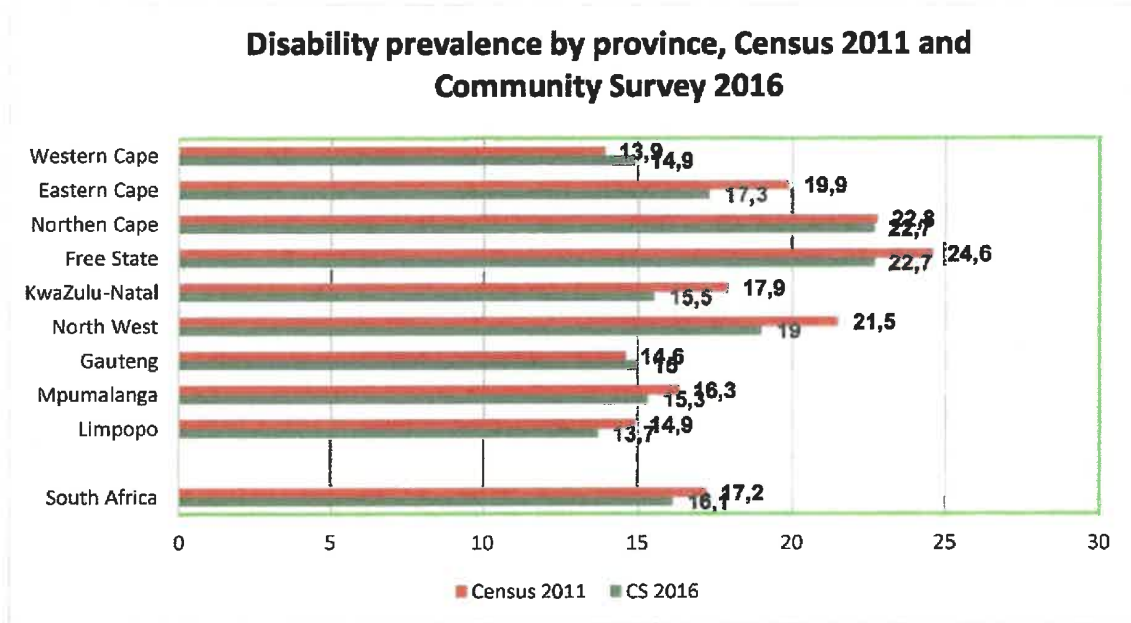
**Figure 3.1.2:** Disability prevalence was observed for children aged five to nine years. The results showed a massive decrease between 2011 and 2016 in the prevalence of persons with disabilities for this age group (from 18,9% to 9,1%). Differences were also noticed between the two data points for ages 55 years and older, where the proportion of persons with disabilities in the Community survey 2016 data was higher than that from Census 2011 data.

**Figure 3.1.3: Disability prevalence by sex, Census 2011 and Community Survey 2016**



**Figure 3.1.3:** The results showed that disability prevalence decreased marginally for both males and females (from 15% in 2011 to 14% in 2016 for males and 19% in 2011 to 18% in 2016 for female. In both Census 2011 and Community Survey 2016, females' disability prevalence was four percentage points higher than that of males.

**Figure 3.1.4: Disability prevalence by province, Census 2011 and Community Survey, 2016**



**Figure 3.1.4:** The results showed that Free State and Northern Cape had the highest disability prevalence rates for both the 2011 Census and 2016 CS. Trend analysis showed that with the exception of Gauteng, Western Cape and Northern Cape provinces, the rest of the provinces recorded a decrease in proportion of persons with disabilities. In Community Survey 2016, Limpopo and Western Cape provinces recorded the lowest prevalence of persons with disabilities (13,7% and 14,9% respectively).

A large proportion of South Africa's population live in poverty. The COVID-19 pandemic made this situation worse as it resulted in economic decline; loss of jobs; increasing unemployment rate; hunger and food insecurity as well as widening inequality gaps. This has impacted the country's human development trajectory and economic recovery.

An analysis of annual reports for national and provincial government departments was conducted. The results show that many departments still do not include disability in their planning, budgeting, auditing, monitoring and evaluation programmes. This trend harms the lives of persons with disabilities. In terms of institutional arrangements, departments do not have dedicated Disability Rights Focal Persons let alone at a sphere of influence and therefore there is a weakness in planning or budgeting for disability inclusiveness

in the implementation of programmes. Most departments do not develop and implement their departmental-specific reasonable accommodation policy of the government. Reasonable accommodation if implemented is done in an ad-hoc manner, giving priority to people with sensory or physical disabilities not psychosocial disabilities.

A key milestone during this period, was the research conducted on the impact of COVID-19 on persons with disabilities. This was published by the Department of Women, Youth and Persons with Disabilities (DWYPD) in partnership with the Office of the High Commissioner on Human Rights (OHCHR) in October 2021. The report recommended that all government departments must put measures in place to ensure safety and protection of persons with disabilities during the COVID-19 pandemic, situations of risks and humanitarian emergencies. The department explores partnerships with different agencies and identifies issues that the Agencies, e.g. UN, can assist through the technical capacity to effect some of the work of the branch. The department is furthermore exploring the route that Cabinet notes, approves, and recommends actions for departments not integrating disability into their programmes, services and projects.

#### **1.4.2 Internal Environment**

All reporting institutions must have policies and strategies to implement the WPRPD policy directives and equity targets. This should include putting measures in place to support employees with disabilities with reasonable accommodations at the workplace. All reporting institutions must provide a budget to address reasonable accommodation needs for persons with disabilities. Reasonable accommodation requirements must be implemented at the level of recruitment, selection and employment and according to the changing needs of the workforce.

Currently, the majority of reporting institutions do not comply with the requirements of the job access strategy and policy on reasonable accommodation and assistive devices. The report also highlights a huge challenge in terms of inconsistency in equity targets set to address unemployment and procurement for persons with disabilities.

In addition to the above, all government institutions must ensure compliance with minimum norms and standards for universal design and access to improve accessibility in the work environment and service delivery points for persons with disabilities.

## **1.5 LEGISLATIVE AND POLICY ENVIRONMENT**

- The Constitution of the Republic of South Africa of 1996
- The UN Convention on the Rights of Persons with Disabilities (UN CRPD)
- The White Paper on the Rights of Persons with Disabilities
- Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa
- Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000)
- Employment Equity Act, 1998 (Act No. 55 of 1998) 998
- Preferential Procurement Policy Framework Act, (Act No. 4 of 2000)
- Skills Development Act, 1998 (Act No. 97 of 1998)
- Disability frameworks
- Technical Assistance Guidelines on Employment of Persons with Disabilities
- Policy on Reasonable Accommodation and Assistive Devices
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of all forms of Discrimination Against Women
- The National Youth Policy
- The Older Persons Act

## **PART B: PROCESS**

### **2. METHODOLOGY: DATA COLLECTION (REPORTING MECHANISMS)**

The WPRPD reporting mechanism involves the collection of secondary data from reporting institutions. The performance information comprises qualitative and quantitative data in compliance with national and international disability treaty obligations from all national and provincial government departments. Both qualitative and quantitative information from administrative and statistical systems is synthesized in this report.

In addition to the above, reporting institutions were also requested to provide progress reports in implementing disability-specific projects in the District Development Model (DDM) and COVID-19 Interventions for persons with disabilities.

#### **2.1 Reporting and Timelines**

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

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

Accounting officers of all national government departments as well as provincial Directors General were provided with an outline of the quarterly reporting process and

requirements from April 2021 to March 2022. The deadline for submissions was set for the end of each quarter, and technical support from the DWYPD were offered and provided for departments requiring support in compiling their quarterly reports.

The DWYPD convened the National Disability Rights Quarterly meetings in 2021/2022 financial year for both national and provincial government departments to collect performance Data reports. Additionally, the DWYPD extracted performance information from the Departmental Annual Reports for the period under review. This is audited data that is published in the second or third quarter of the proceeding financial year.

The consolidated draft report was shared with the Heads of National and Provincial spheres to verify and provide further inputs. This year an extension was requested to provide further information. This is a common practice which delays the finalization of the report.

## **2.2 Reporting Templates**

A standard reporting PowerPoint presentation template was shared with reporting institutions through Director-General letters in preparation for the quarterly meetings. The template focused more on disability quarterly reports, the District Development Model and COVID-19 interventions. In addition to the above, DWYPD also shared the national integrated disability reporting template which is inclusive of COVID-19 and DDM. The template is being simplified to assist reporting for the respective spheres of government.

## **2.3 Data Verification and Validation**

The performance information was verified through stakeholder engagement processes such as quarterly meetings and the consultative process. Furthermore, DWYPD convened a validation workshop on 24-25 January 2023 to validate the performance information with national and provincial government departments, and National Disability Organisations. This process enabled robust and frank discussions, debates



and proposals for accelerated implementation of the WPRPD and to strengthen the report.

#### **2.4. Portfolio of Evidence**

As part of compliance requirements, all departments were required to submit a written portfolio of evidence to support their performance reports.

#### **2.5 Limitations**

Some of the limitations include but are not limited to:

- Confusion with minimum disability set targets and indicators;
- Lack of legislative enforcement mechanisms for defaulting institutions;
- Poor quality of performance information to contextualise targets;
- Under-reporting; and
- COVID-19 restrictions impacted implementation of programmes.

**PART C: PERFORMANCE INFORMATION**

**3. INSTITUTIONAL COMPLIANCE: SUMMARY**

**3.1 Quarter One and Two Submission Compliance Summary**

(See all compliant departments highlighted in green and those that did not comply highlighted in red)

National and Provincial Government Departments	Submission Compliance For Quarter 1 and 2	
	Yes	No
<b>NATIONAL DEPARTMENTS</b>		
Sports, Arts and Culture		X
Agriculture, Forestry and Fisheries		X
Basic Education	✓	
Communications and Digital Technologies		X
Cooperative Governance and Traditional Affairs		X
Correctional Services	✓	
Defence		X
Public Service and Administration	✓	
Forestry, Fisheries and the Environment		X
Government Communications and Information Systems		X
Health	✓	
Higher Education and Training	✓	
Home Affairs	✓	
Human Settlements		X
International relations and Cooperation		X
Justice and Constitutional Development		X

National and Provincial Government Departments	Submission Compliance For Quarter 1 and 2	
	Yes	No
Employment and Labour		X
Military Veterans		X
Mineral Resources and Energy	✓	
National Treasury	✓	
Planning, Monitoring and Evaluation		X
Public Works and Infrastructure	✓	
The Presidency		X
Public Enterprises		X
Rural Development and Land Reform		X
South African Police Services	✓	
National School of Government	✓	
Science and Technology		X
Small Business Development		X
Social Development	✓	
South African Revenue Services (SARS)	✓	
Sports and Recreation		X
Statistics South Africa	✓	
Tourism	✓	
Trade and Industry		X
Transport		X
Water and Sanitation	✓	
<b>PROVINCIAL GOVERNMENTS</b>		
Eastern Cape		X
Free State		X
Gauteng	✓	
Limpopo	✓	
Kwazulu-Natal		X
Mpumalanga	✓	

National and Provincial Government Departments	Submission Compliance For Quarter 1 and 2	
	Yes	No
North West		X
Northern Cape	✓	
Western Cape		X

### 3.2 Quarter Three and Four Submission Compliance Summary

National and Provincial Government Departments	Submission Compliance for Quarter 3 and 4	
	Yes	No
<b>NATIONAL DEPARTMENTS</b>		
Sports, Arts and Culture		X
Agriculture, Forestry and Fisheries		X
Basic Education	✓	
Communications and Digital Technologies		X
Cooperative Governance and Traditional Affairs		X
Correctional Services		X
Defence		X
Public Service and Administration	✓	
Forestry, Fisheries and the Environment		X
Government Communications and Information and Systems		X
Health		X
Higher Education and Training	✓	
Home Affairs	✓	
Human Settlements	✓	
International Relations and Cooperation		X

National and Provincial Government Departments	Submission Compliance for Quarter 3 and 4	
	Yes	No
Justice and Constitutional Development	✓	
Labour		X
Military Veterans		X
Mineral Resources and Energy	✓	
National Treasury	✓	
Planning, Monitoring and Evaluation		X
Public Works and Infrastructure	✓	
The Presidency		X
Public Enterprises		X
Rural Development and Land Reform		X
South African Police Services	✓	
National School of Government	✓	
Science and Technology		X
Small Business Development	✓	
Social Development		X
South Africa Revenue Services (SARS)	✓	
Sports and Recreation		X
State Security Agency		X
Statistics South Africa	✓	
Tourism	✓	
Trade and Industry		X
Transport	✓	
Water and Sanitation	✓	
<b>PROVINCIAL GOVERNMENTS</b>		
Eastern Cape		X
Free State		X
Gauteng	✓	

National and Provincial Government Departments	Submission Compliance for Quarter 3 and 4	
	Yes	No
Limpopo	✓	
Kwazulu-Natal		X
Mpumalanga		X
North West	✓	
Northern Cape	✓	
Western Cape		X

### 3.3 INSTITUTIONAL PERFORMANCE - WPRPD IMPLEMENTATION PROGRESS

#### 3.3.1 PILLAR 1: REMOVING BARRIERS TO ACCESS AND PARTICIPATION

The creation of barrier-free environments requires collective and concurrent action by accounting officials, law and policymakers, regulatory bodies, implementing institutions, planners, financial officials, service providers, monitoring functions, the private sector as well as organisations of and for persons with disabilities.

Accessibility lies at the heart of the right to human dignity, being able to live as an equal resident in one's community, being accorded respect for self-determination, having the right to equal opportunities and negotiating one's life unhindered by manmade barriers.

Several articles in the UNCRPD require State Parties to take appropriate measures to ensure that persons with disabilities can access, on an equal basis with others, the built environment and public/private services across geographical locations.

According to the WPRPD Matrix, the following national and provincial governments/entities and civil societies are required to report under this pillar: Twenty-one (21) national departments and institutions contribute towards 36 indicators under this pillar. These are the Department of Correctional Services (DCS); Department of Home Affairs (DHA); Department of Higher Education and Training (DHET); Department of Water and Sanitation (DWS); Mpumalanga's Office of the Premier (OTP); Gauteng Department of Social Development (DSD); National School of Government (NSG);

South African Police Services (SAPS); Department of Women, Youth and Persons with Disabilities (DWYPD); Department of Mineral Resources and Energy (DMRE); Department of Public Service and Administration (DPSA); The South African Revenue Services (SARS); Shonaquip Social Enterprise (SSE); National Department of Transport (NDoT); Department of Basic Education (DBE); Department of Social Development; Department of Tourism; Department of Regional Development (*DRD*) in the Gauteng Office of the Premier; Statistics South Africa (Stats SA); National Treasury (NT); Department of Science and Innovation (DSI).

### **3.3.1.1 Performance Indicators**

#### ***Indicator 1.1 - Changing Attitudes and Behavior***

The South African Language Practitioner's Council was established in law in 2014. Its policy aims to establish regulations for training, accreditation and control of language practitioners to set standards for the quality of translators and interpreters. The lack of regulating the sign language environment to date has resulted in the isolation of the deaf community as sign language interpreting services are not standardized. South Africa has taken strides in ensuring the inclusion of the South African Sign Language as the twelfth official language in the Constitution. Discussions of the eighteenth Amendment of the Constitution towards this end are still underway.

The Department of Correctional Services (DCS) on admission of offenders, manage information on disabled offenders in a sensitive manner. The information is reflected in the admission risk and needs assessment which is completed in the first six hours of admission. Like all offenders, offenders with disabilities are oriented at the correctional centre in terms of all resources and facilities.

The DCS has developed and is implementing a correctional programme which focuses specifically on the needs of female offenders. The objective is to create awareness and empower female offenders on areas such as general life skills, relationships, addictive behaviour and career building. In addition, all other correctional programmes are available and being facilitated to youths and to persons with disabilities as needed. The

existing Correctional Programme was reviewed to enable the DCS to orientate offenders on all relevant information regarding Gender Based Violence (GBV).

The Department of Home Affairs (DHA) convened a Disability Rights Forum Meeting between national and provincial office bearers to discuss various issues affecting employees with disabilities in the department. The DHA Disability Rights Forum Terms of Reference was reviewed and finalised.

The Department of Higher Education and Training (DHET) funded inclusive gender, youth and persons with disabilities programme/campaigns, student support services as well as health and wellness programmes. A disability awareness workshop was held on 03 December 2021. All employees in the Department were invited.

Through its advocacy campaign, the DHET presented in the eThekweni Municipality (KZN) virtual career exhibition for persons with disabilities on 'Not in Education, Employment, or Training' (NEET) youth with disabilities. The emphasis was on the following:

- Making an informed career decision underpinned by a personal career development plan.
- Access to the Post School Education and Training (PSET) system /opportunities.
- Admission requirements and application process at PSET institutions.
- Financial Assistance with emphasis on the National Student Financial Aid Scheme (NSFAS) bursary for Persons with Disabilities.
- Support for students with disabilities in PSET Institutions.
- Employability Skills.

The Mopani TVET College in the Limpopo Province conducted awareness campaigns and regular meetings to encourage students to disclose their disabilities and to promote their rights within the campus.

The Department of Water and Sanitation (DWS) held awareness campaigns in Mpumalanga Province (MP) which focused on the most explicit disability barriers reflected in its Disability Policy. Furthermore, DWS conducted 24 Disability Radio slots.



They also coordinated 12 disability radio programmes with Ligwalagwala FM and 12 disability slots with Ikwekwezi FM.

Mpumalanga's Office of the Premier (OTP) conducted awareness raising on removing barriers and creating enabling environments for persons with disabilities, which focused on:

- Workshops and monitoring of accessibility and reasonable accommodations
- Implementation of Education and Awareness
- Developed DRAM programme and monitored the implementation thereof
- Supported the induction programme for the Department of Culture Sports and Recreation by providing the Services of Sign Language Practitioners 21-25 June 2021 in Middelburg.
- 24 disability radio slots were flighted.

The National Treasury conducted two (2) awareness sessions on disability disclosure where all employees were invited.

The National School of Government (NSG) hosted webinars and master classes on a variety of topics. However, not all the registration information was disaggregated by sex, disability and age.

A voluntary Disability Disclosure Drive for employees to disclose their disabilities was conducted in June 2021 by the Department of Tourism. The drive will be conducted annually to allow employees an opportunity to disclose their disabilities. One (1) disclosure was received and recorded on the Persal system.

The Department of Tourism further conducted the Diversity and Disability information session for all employees in quarter 4 (10 March 2022). The focus was on deaf and hearing loss as a concern raised specifically in terms of COVID-19 regulations and how to accommodate the Deaf Community. The total number of 53 employees participated in the session, where:

- Male: 15, Male with disabilities: 1

- Female: 36, Female with disabilities: 1

The profile on progress made with disability management was approved by the Chairperson of the Disability Management Forum (DMF). The DMF meeting was held on 24 February 2022.

On the issue of consultations with the disability and parent structures, the National Department of Social Development facilitated in Quarter 1, three dialogues with parents of children with disabilities, children and youth with disabilities in Amajuba district (No further contextual information or evidence was provided for the purpose of this report).

Gauteng Department of Social Development (DSD) hosted disability mainstreaming capacity-building for officials. There is annual training on Disability Management in the Public Service through the National School of Government (NSG).

The Gauteng Provincial DSD presented disability related topics in departmental webinars, meetings and workshops, including disability mainstreaming of its mandate during Strategic Planning, monitoring and evaluation reporting workshops for DSD and Non-Profit Organisations (NPOs). Gauteng DSD further disseminated relevant disability-related topics via departmental Internal Communications platform. The Gauteng DSD reviewed and provided inputs to existing and newly developed departmental policies to include disability imperatives.

The South African Police Services held capacity building sessions on the SAPS Guidelines for Policing of Persons with Disabilities, Standing Order General (291) on Mental Health 17 of 2002 (Act No 17 of 2002) as follows:

- Mpumalanga on *22-23 November 2021*;
- Northern Cape on *9-10 November 2021*; and
- Limpopo on *21-24 February 2022*.

A total of two hundred and one (201) SAPS employees, mostly frontline service members, were capacitated. Further roll out will continue in six remaining provinces in 2022-2023.

The DWYPD hosted an economic empowerment webinar in partnership with the Department of Employment and Labour (DEL), the BBBEE Commission and the Department of Small Business Development (DSBD). The purpose of the webinar was to:

- Raise awareness and share information on different opportunities and packages specifically for persons with disabilities and uptake thereof
- To foster economic participation, ownership, access to resources and opportunities for WYPD,

Workshops were held as facilitated interventions to support economic empowerment and participation of women, youth and persons with disabilities (WYPD) within the Agriculture sector, Green Economy and in relation to AfCFTA in 2021.

Department of Mineral Resources and Energy (DMRE) hosted a webinar on economic empowerment and entrepreneurship workshop targeting persons with disabilities, on 13 November 2020. The DMRE stakeholders (mining companies) provided data to Disabled People of South Africa (DPSA) to enable connectivity to the webinar. Almost the entire disability sector was invited to participate in the webinar including Blind SA, Albinism South Africa, and South African National Deaf Association (SANDA).

The resolution of this webinar instructed that draft Terms of Reference between DMRE and DPSA be developed by the first quarter of the 2021 financial year. The aforesaid draft Terms of Reference was developed. There were approximately 67 persons with disabilities in the webinar from DPSA, but unfortunately numbers were not disaggregated in terms of sex, age and disability.

Mpumalanga Provincial Department of Agriculture, Rural Development, Land and Environmental Affairs approved one Disability Policy.

Mpumalanga DPWR&T conducted an entrepreneurs' workshop to 13 persons with disabilities at Kwaggafontein and Middleburg.

Although departments have reported on different activities, it is not clear what each department's overall disability rights mainstreaming strategy is and how the information contributes to the sustainable inclusion over time consistently. Most departments provided information that does not demonstrate how different programmes impact on the lives of persons with disabilities and what interventions are in place to mitigate such gaps.

### ***Indicator 1.2 - Access to the Built Environment***

The Framework on Universal Access and Design was developed by the DWYPD through a consultative process. The framework was approved by Cabinet in 2020. This provides guidance to public and private sector. The South African Revenue Services (SARS) ensured new and refurbished built environments comply with prescribed accessibility standards at a minimum and incorporate best practice where possible. The modified existing built environments comply where possible as part of planned maintenance works with adequate parking and signage to assist persons with disabilities navigate with ease.

The DWS in terms of access and built environment advocates, advises, monitors and evaluates reports from accessibility inspections and access audits. There were also preparatory meetings with Occupational Health and Safety in regions, construction offices and clusters. Through consultation, an accessibility the audit tool was finalised.

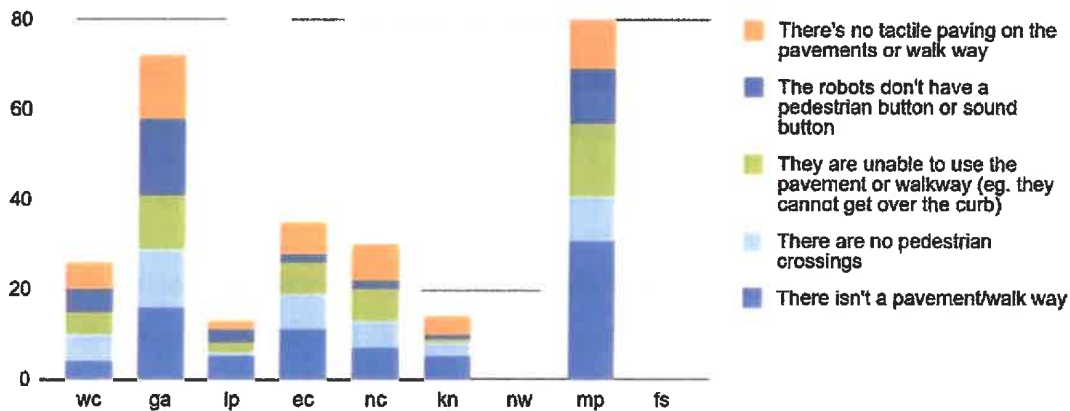
In the year under review, the DHS modified access to building and clearing of egress points. (There is no further context provided)

The DCS made provision for an accessible built environment. However, given that disabilities differ vastly, it is not always feasible to construct or renovate correctional facilities for specific types of disabilities, therefore, separate accommodation is arranged, depending on the barrier.

Limpopo province reported to have 104 police stations and 90 are fitted with rails and ramps (86,5%). Mpumalanga province have reported 90 police stations and 54 have rails and ramps (60%). Northern Cape reported 91 police stations and 73 have rails and ramps (80,2%). North West reported to have 83 police stations and 74 have rails and ramps (89,9%). Western Cape: reported 151 police stations and 129 have rails and ramps (85,4%). The total number of accessible police stations by this measure is 926 and of inaccessible police stations is 229.

According to Shonaquip's research, there is continued challenges in accessing roads to access services, including transport. As indicated below, the rights holders' perspective and lived experiences:

We are not able to move around safely on public roads & pavements, because:



This bar graph depicts the difficulty experienced by persons with disabilities when accessing public spaces. There are five bars per province measuring safety on public roads. One bar is in orange – representing that there is no tactile paving on the walkway; dark blue depicting that robots do not have pedestrian buttons or sound button. Green represents that they are unable to use the pavement or walkway (e.g they cannot get over curb). Sky blue means that there are no pedestrian crossings, whereas light blue means that there isn't the pavement/walkway. Although a province has all bars highlighted, some bars are less prominent than others.

- Western Cape – 5;
- Gauteng – 5;

- Limpopo – 5;
- Eastern Cape – 5;
- Northern Cape – 5;
- KZN – 5;
- North-West – 0;
- Mpumalanga – 5;
- Free State – 0.

The Department of Public Works and Infrastructure conducted an accessibility audit in Newcastle at Osizweni police station. The Department recruited and employed a total of 1158 of NYS programme and five (5) youth with disabilities.

It is commendable that other departments, e.g SAPS, could demonstrate such high number of buildings that are accessible. Other departments must be encouraged to follow suit. Also, access to the built environment should not be restricted to only structural access, but systemic as well in order for other disabilities to be covered.






### ***Indicator 1.3 – Access to Transport***

The DoT's Universal Design and Access Plan (UDAP) development took place in 10 (ten) municipalities receiving the Public Transport Network Grant (PTNG), some are more developed than others. Regular annual reporting is evident:

The complaints system is established, but understaffed, presented in October to ICT sub-committee. The ICT sub-committee met on 28 January 2021 where a presentation from Shonaquip was shared on children with disabilities. No action results from the submission of complaints, at least within a reasonable timeframe.

The National minimum standards were developed supporting universal access that govern most public transport programmes and all aspects of the travel chain. However, these are not known, or not applied. There is an accessible rail services of Passenger Rail Agency of South Africa (PRASA) shareholder compact. Public Transport Network Grant budgeted 5.5 billion rands.

**Integrated Public Transport Network (IPTN) overview and roll out progress: 2021**

	City	IPTN System	City
1	Johannesburg (Operating)	Rea Vaya 	George (Operating) GoGeorge
2	Cape Town (Operating)	MyCitiV  MyCitiV	Polokwane (Launching) Leeto La Polokwane
3	Ekurhuleni (Operating)	Harambee 	Rustenburg (Launching) Yarona
4	Tshwane (Operating)	A re Yeng 	eThekweni (Launching) GoDurban
5	Nelson Mandela Bay (Operating)	Libhongolethu 	Mangaung (Launching) Hauweng

In March 2022, National Transport Policy White Paper was published. The strategic goal of public transport seeks to address safety and reliability in meeting the needs of users, including commuters, learners, and certain categories of passengers (pensioners, the elderly, children, pregnant women, persons with disabilities, and tourists). The White Paper further promotes affordable and sustainable public transport - distant passengers, as well as women. In particular, it aims to ensure that the transportation needs of persons with disabilities are taken into account when planning and designing new infrastructure and new operations.

The DoT established the Transport Sector Transformation Forum. This forum meets quarterly to share best practices in mainstreaming disability. Some of the NDoT entities have printed their reports in braille and shared them with the South African National Council for the Blind (SANCB). The NDoT established the Disability Forum, whose Terms of Reference (TOR) were signed and approved by the Executive Director.

The DBE developed the Learner Transport Policy of 2014 which accepts the principle of universal design and accessibility. The aim is to address the challenges of accessibility and safety of learners. The policy states that services to learners with disabilities must be prioritised. In provinces, scholar transport in special schools is managed by either the DBE or DoT (as shown below). In some cases, this results in challenges in coordinating and administering the service properly.

### Management of Learner Transport

PROVINCE	IMPLEMENTING DEPARTMENT
Eastern Cape	Department of Transport
Free State	Department of Education
Gauteng	Department of Education
KwaZulu-Natal	Department of Education
Limpopo	Department of Education
Mpumalanga	Department of Transport
Northern Cape	Department of Transport
North West	Department of Transport
Western Cape	Department of Education

### Key Challenges relating to Learner Transport:

- Lack of uniformity in contracting and remuneration
- Inefficiencies in the provision of the programme
- Road safety
- Rationalisation of schools

### Remedial Measures implemented:

- Model contract documents and guidelines were finalised and implemented.
- The evaluation of the programme will provide solutions in terms of the appropriate remuneration model based on the performance reviews.
- Address the transport of learners to schools of choice.



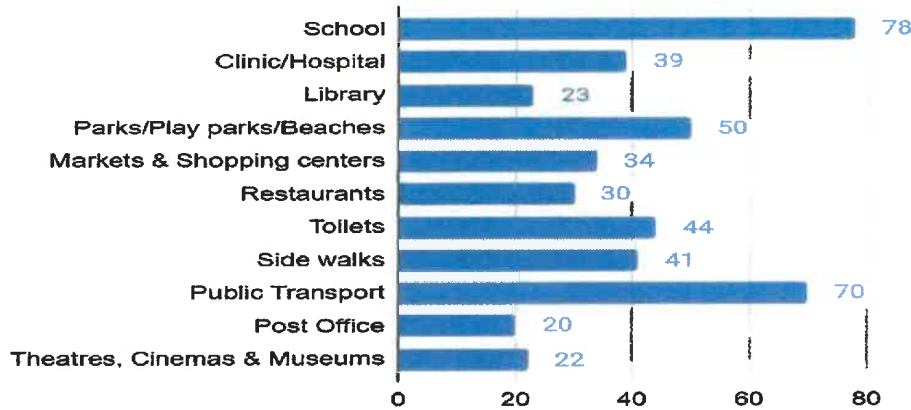
- Address contracting obligations to add a clause on contracting arrangement to address the drop in learner numbers.
- Strengthened law enforcement efforts; increase public engagement around road safety; involve citizens in debates around road safety and leading road safety campaigns (parents, learners, schools and operators).
- Implementation of Focused National Learner Transport Road Safety Programme in respect of awareness campaigns and enforcement.
- Develop and enforce driver and learner code of conduct.
- Provinces are assisted to ensure integration with other programmes to ensure that a common objective is achieved as these programmes can have an effect of increasing demand for transport, which results in increasing costs and inability to provide full coverage.
- A national task team to assist provinces address rationalisation challenges has been set up. Infrastructure component is an integral member of the committee to ensure that infrastructure matters are addressed timeously.

The Mpumalanga province OTP reported that a number of reports on monitoring implementation of the Integrated Provincial Programme of Action (PPOA) is in line with the WPRPD and the UN CRPD. They further reported that the OTP coordinated and facilitated one (1) assessment visit to government Institution to monitor Disability compliance and a disability compliance assessment was carried out at Matsulu South African Police Services (SAPS) on the 24 June 2021. No further context was provided, therefore the interpretation of performance remains vague. It is desirable that information provided must be able to provide clarity by substantiating on such performances and how those interventions impact on the lives of persons with disabilities. Furthermore, cities wherein there is still a delayed operationalisation of transport systems should be encouraged to act with a sense of urgency.

According to Shonaquip Social Enterprise (SSE), 535 parents of children, adolescents and adults with disabilities do not have access to public transport which poses a direct risk to access to any built environment. As the below graph depicts, 78% of schools, 39% of clinics and hospitals, 23% of libraries, parks/play parks/beaches 50%, markets

and shopping centres 34%, restaurants 30%, toilets 44%, sidewalks 41%, public transport 70%, post office 20%, theatres, cinemas and museums 22% - are found to be inaccessible.

**Difficult to access:**



**Indicator 1.4 – Access to Information and Communication**

On 21 September 2021, the Northern High Court of South Africa heard an unopposed matter brought before it by Blind SA and Section27, about “the unconstitutional marginalisation or limitation of the rights of persons with various visual and print disabilities from access to information.” The matter hinges on the requirement in terms of the Copyright Act 98 of 1978, that any person who wishes to convert material must first obtain permission from the author or publishers, to avoid a criminal offense. The applicants challenged the delay by government to bring into operations the provisions of the proposed Section 19D of the Copyright Amendment Bill.

The Court, in its judgment, found that the Copyright Act of 1978 infringes on the rights of visually impaired and otherwise print disabled persons. The Court further ordered Parliament to remedy the defect within twenty-four months.

On September 21 2022, the Court granted an immediate exception to copyright for persons with disabilities, allowing them to convert literary and artistic works into accessible formats without first getting authorisation from the copyright holder. This opens the door for persons with disabilities, improving access to books and other printed published works.

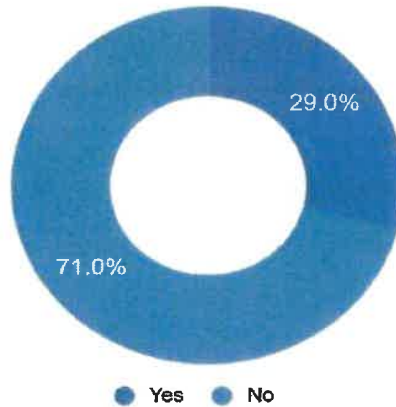
Department of Social Development through partnership with MTN, launched four accessible media centres in special schools, community centres and TVET Colleges in Limpopo targeting youth with intellectual disabilities, deaf and blind youth for further development and keeping them on par with current developments.

The South African Revenue Services (SARS) technology delivery solutions included integration of systems to improve access for persons with visual disabilities, establishment of the IT Helpdesk dedicated line, support to testing processes of SARS learning modules to ensure JAWS compliance, accelerated upgrade of networks to enable SARS hearing impaired colleagues to switch on cameras to allow lip-reading and to view facial expressions and testing of HTML5 forms which are compatible with JAWS, and the escalation to the VIP Protection Unit to facilitate video teleconferencing for hearing impaired taxpayers. The SARS made available Sign language interpreters at selected SARS branches during the filing season.

In the year under review, the Department of Tourism developed a draft framework for Inclusive Communication Guidelines and consulted with the Disability Management Forum in August 2021. The draft framework for the guidelines will be handed over to their Chief Directorate: Communication for completion and implementation.

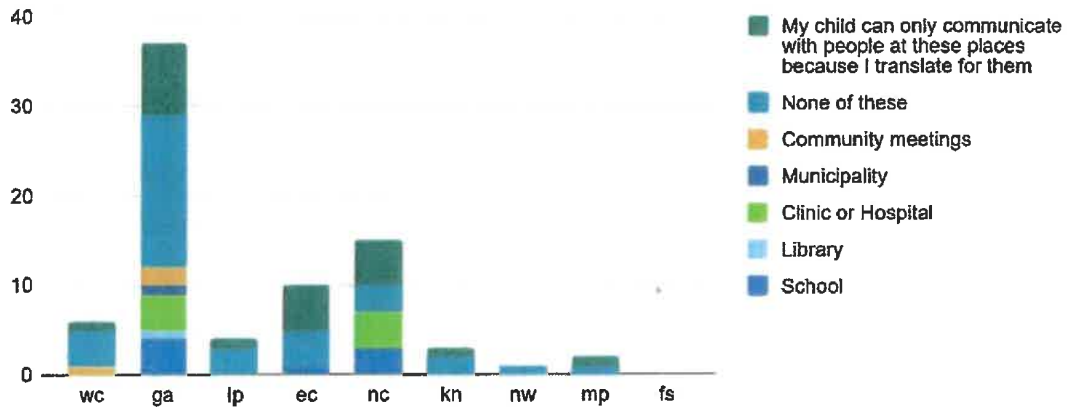
According to ShonaQuip (see pie chart below), 71% of families are not able to access Government websites and information whilst 29% can access them. In addition, due to limited to no access to sign language interpreters, family members are forced to accompany persons with disabilities to access information or to visit places to access basic services.

### Responses



It was specifically reported that persons with disabilities who are deaf or severe hearing impairments are unable to access schools, libraries, clinics/hospitals, municipal buildings, and community meetings due to the lack of sign language interpreters, hence limiting their ability to access information.

My child is able to communicate with someone using sign language when they visit the following places:



**Notes:** This chart contains seven differently coloured bars to measure communication levels in various provinces. Green means a parent or guardian is able to translate for the child at all places in the chart in different provinces.

In January 2022, the South African Police Services (SAPS) provided braille booklets to SANCB.

- 100 books were on Breaking Silence on Sexual Offences, another
- 100 Breaking Silence on Domestic Violence
- 100 Rights of Victim
- 100 Rights of Older Persons
- 100 Children's rights
- 100 Child Justice

SAPS established a partnership with DeafSA which assisted SAPS with sign language interpretation services at a free rate. To assist victims and offenders with statement taking. Police Stations across the country easily access sign language interpretation services by contacting DeafSA National Coordinator. For Sign Language Training, ten (10) employees were trained in Basic Sign language.

For the first time in the history of South African television, DSAC dedicated and screened a television programme for artists with disabilities. Through the 2021 We Can Festival, artists with disabilities were given a platform on DSTV's Mzansi Magic Music channel to showcase their talents to digital markets through the screening of a three-part music show. The TV series contributed to getting artists with disabilities national exposure, which opened up the opportunity for bookings to perform at other national arts festivals.

Many departments provided information which helps make some understanding of the extent to which they are responding to the need to provide access to information. However, more information is required to be able to illustrate on the support provided to persons with disabilities, e.g the graph illustrating the responsiveness by different provinces to deaf and hearing impaired learners should show how support to those learners who could not access schools, clinics, etc. was offered.

**Indicator 1.5 – Universal Design and Access**

All correctional centres (DCS) admitting offenders with disabilities have assistive devices which are specific to their needs. Given that disabilities differ vastly, it is not always feasible to construct or renovate correctional facilities for specific types of disabilities; however, separate accommodation is arranged, depending on the vulnerability caused by the disability.

The policy framework on the minimum service standards was developed by DoJ&CD in 2020/21. This enables victims and persons with disabilities in general to have equal access to courts in so far as the physical environment, facilities and services. As at the end of the year under review, 78 courts complied with the strategy on universal access for persons with disabilities.

The National School of Government implemented an eLearning platform that aims to be fully accessible and usable for the widest range of users. The platform complies with Web Content Accessibility Guidelines and Authoring Tool Accessibility Guidelines that covers a wide range of recommendations for making Web content more accessible to persons with disabilities, including blindness and low vision, deafness and hearing loss, and photosensitivity.

The platform is compatible with assistive technologies for persons with visual impairments, such as screen-readers and screen-magnifiers. Hearing impaired participants were accommodated by providing transcripts for all materials and activities that depend on audio as a feature. The Universal Access Workshop has been finalised and is available to client departments.

The Universal Accessibility (UA) assessment on Tourism House was conducted and a report was approved in March 2021 with recommendations for implementation.

The progress/status of the AU project is as follows on Destination Enhancement initiatives:

- Blyde River Canyon - project in design stage (engineers are finalising construction drawings)
- Hilltop Resort - project completed (awaiting close out reports)
- Dwesa Nature Reserve - project has been completed (awaiting close out reports)

The UA work included construction of wheelchair ramps and pathways, universal access ablutions, UA parking bays, UA signage, and adjustment of joinery and door handles.

Department of Regional Development (*DRD*) in the Gauteng Office of the Premier hosted a two (2) day seminar focusing on Universal Design and Accessibility of the Built Environment and Beyond. An overview of the current context surrounding persons with disabilities in the built environment was provided to participants. Seven principles of the universal design were covered through showcasing of drawings, photos and videos which demonstrated practical application of these principles. On day two of the seminar, a practical segment was designed to create an immersive experience as participants maneuvered through a facility with an impairment.

Furthermore, the need for one (1) quarterly report on the state of compliance of GPG buildings with the National Building Regulations for UD&A and corrective measures was identified. Also, the need for one (1) Annual report on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures was identified.

#### ***Indicator 1.6 – Reasonable Accommodation Measures***

The SARS is in the process of reviewing its Employment Equity Policy and Standard Operating Procedure, which includes the enhancement of the declaration process for persons with disabilities and the reasonable accommodation process.

The Department of Tourism's report on the state of workplace assistive devices was approved for implementation in October 2021. The report was submitted to managers of employees with disabilities for noting and requested further details on assistive

devices. Details included the service level agreements, warranty / guarantee and life span of the devices.

Statistics South Africa (StatsSA) has an ongoing provision of reasonable accommodation for all staff members with disabilities.

The National Treasury made provision of assistive device for a female employee who is deaf and facilitated access to Occupational Therapy for assessment for one male employee with Cerebral Vascular disease.

The Department of Public Service and Administration (DPSA) monitored the implementation of the Job Access Strategic Framework on the Recruitment, Employment and Retention of Employees with Disabilities in the Public Service (JASF) and developed a report. According to the report on the Provision of Reasonable Accommodation and Assistive Devices (RAAD) accommodation and assistive devices cost the department R1 974 924.96.

In the year under review, the DSI Policy on Reasonable Accommodation for People with Disabilities was in a process of being reviewed, however, the department had not finalised the process. From the information provided under this indicator, it appears that reasonable accommodation measures are not clearly understood by some government departments. Reasonable accommodations are diverse, individualized and go beyond providing assistive devices. Reasonable accommodations need to be drafted and implemented by government departments in accordance with the provisions stipulated in the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA).



### **3.3.2 PILLAR 2: PROTECTING PERSONS WITH DISABILITIES AT RISK OF COMPOUNDED MARGINALISATION**

Persons with disabilities do not constitute a homogeneous group, and, as with all other constituencies, experience inequality, discrimination and poverty differently, depending on the context. Girls, boys, men and women with different disabilities from different age groups, living in different geographical and socio-economic settings, with different sexual orientations require specific measures to ensure that their rights to life; citizenship; dignity; integrity; equality before the law; access to justice; freedom from torture or cruel, inhumane or degrading treatment or punishment; and freedom from exploitation, violence and abuse, are protected.

Regrettably, women and girls with disabilities still do not enjoy all human rights and fundamental freedoms on an equal basis with men and boys with disabilities. Whilst all women with disabilities bear the brunt of inequality, black African women with disabilities are particularly affected by compounded marginalisation caused by the interconnectedness of race, disability, gender, socio-economic status and class. Children, young people, as well as older persons with disabilities have very distinct age-dependent situations and needs that must be taken into consideration when programmes are designed.

In accordance with the WPRPD, the following departments and institutions are required to provide information on pillar 2, namely: the Department of Basic Education (DBE); Department of Higher Education and Training (DHET); Department of Transport; Mpumalanga Provincial Department of Community Safety, Security and Liaison (DCSSL), and Department of Women, Youth and Persons with Disabilities (DWYPD).

#### **3.3.2.1 Performance Indicators**

##### **Indicator 2.1 Right to life**

No information provided.

***Indicator 2.2 - Equal recognition before the law***

The transformation in access to education for children with Severe to Profound Intellectual Disability (SPID) was due to the Western Cape Forum for Intellectual Disabilities' court case and the subsequent court order. The DBE's conditional grant was obtained on the premise of the court order.

***Indicator 2.3 - Access to justice***

The Offenders with Disabilities Policy was approved on 09 March 2022 by the delegated authority. The DCS supports and adopts the social model, which regards disability as a development and human rights issue. The Department has committed itself through this policy to the wellbeing and empowerment of offenders with disabilities who are entrusted into its care. This Policy focuses on the removal of barriers for equal participation and the elimination of discrimination based on disability. The purpose of the policy is to cater for special needs, protection and to preparation for re-integration into society as law-abiding citizens once offenders are released.

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

The DCS provides adequate primary healthcare in correctional facilities to narrow the health gap and promote equity in health. Inmates can gain access to care for known conditions that may not be available to them as in the community. Such conditions include mental health care, communicable and non-communicable diseases. Primary health services can offer an opportunity to assess, detect and treat serious illnesses, especially mental health, infections and dependence problems. Facilities should be adequate to deliver care, including size and cleanliness, availability of equipment, natural light, adequate access for persons with disabilities and administrative facilities.

Mpumalanga Provincial Department of Community Safety, Security and Liaison (DCSSL):

1 GBV Campaign was hosted at Moloto, (Thembisile Hani Local Municipality on 20 April 2021; 1 at Boekenhouthoek (Thembisile Hani Municipality on 20 April 2021; 1 at Hlalanikahle (eMalahleni Municipality) on 24 June 2021; and 1 Anti-Rape and Assault GHB was conducted at Kwa-Guqa on 24 June 2021.

The Department of Higher Education and Training (DHET) reported that Gender-Based Violence and Femicide (GBVF) is monitored in the Post School Education and Training (PSET) system in order to ensure that persons with disabilities are safe.

The DoT on their GBVF programmes, partnered with the DWYPD and Sonke Gender Justice to educate their members on GBVF matters. Both departments signed a Memorandum of Understanding (MoU) in December 2021 to formalise the partnership and set a programme of action. The transport sector further developed an annual report on the implementation of programmes addressing violence against women, youth and persons with disabilities where interventions to address GBVF were identified. A GBVF Steering Committee was also established inclusive of external and internal stakeholders to form a multidisciplinary team to drive the Passenger Rail Agency of South Africa (PRASA) GBVF strategy.

It appears many departments still do not understand how to champion the rights of persons with disabilities under this pillar. It is worrying that we had some indicators for which information was not provided. Unfortunately, lack of this critical information perpetuates marginalisation of persons with disabilities.

### **3.3.3 PILLAR 3: SUPPORTING SUSTAINABLE INTEGRATED COMMUNITY LIFE**

Persons with disabilities have an equal right to live in the community, with choices equal to others. This requires that government, across all three spheres, takes effective and

appropriate measures to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community.

In accordance with the WPRPD, the following departments and institutions are required to provide information on pillar 3: Mpumalanga Provincial Department of Social Development (DSD); Gauteng Department of Social Development (DSD); South African Federation Mental Health (SAFMH); Department of Public Service and Administration (DPSA); Department of Women, Youth, and Persons with Disabilities (DWYPD); Department of Cooperative Governance and Traditional Affairs (COGTA) and Shonaquip.

### **3.3.3.1 Performance Indicators**

#### ***Indicator 3.1 - Building Socially Cohesive Communities and Neighbourhoods***

The Mpumalanga DSD reported that 616 persons with disabilities are accessing funded residential facilities. The targeted number of beneficiaries were not reached due to beneficiaries either having died, or opting to remain at their respective homes during the pandemic.

The Gauteng DSD Services to Persons with Disabilities reported that 1509 persons with disabilities are accessing funded residential facilities. The number of persons with disabilities accessing assisted living facilities managed by funded NPOs were at 49. The number of persons with disabilities accessing services in protective workshops managed by funded NPOs was at 3672. The number of persons with disabilities in residential facilities managed by government was at 170.

The SAFMH reported that existing licensed community-based mental health organisations do not receive programmatic support from government. This means that the therapeutic and recovery services rely on external funding (e.g. the Fountain House Model currently implemented at Cape Mental Health). This lack of funding makes it extremely difficult to implement and run evidence-based psychosocial rehabilitation and

person-centered care, ultimately violating the rights to access quality care in their community.

For Mpumalanga Provincial Department of Social Development, 1884 persons with disabilities accessed services in funded protective workshops. The challenge which DSD in the province encountered was that the targeted number of beneficiaries was not reached due to beneficiaries either passing on or opting to remain at their respective homes during the pandemic. However, the mitigation plan was to reassure parents/guardians about COVID-19 Standards Operating Procedures in place to prevent and combat the spread and motivate them to go back. Those who fail to go back during the stipulated time will be replaced by those who are on the waiting list.

***Indicator 3.2 - Building and Supporting Families;***

No information provided.

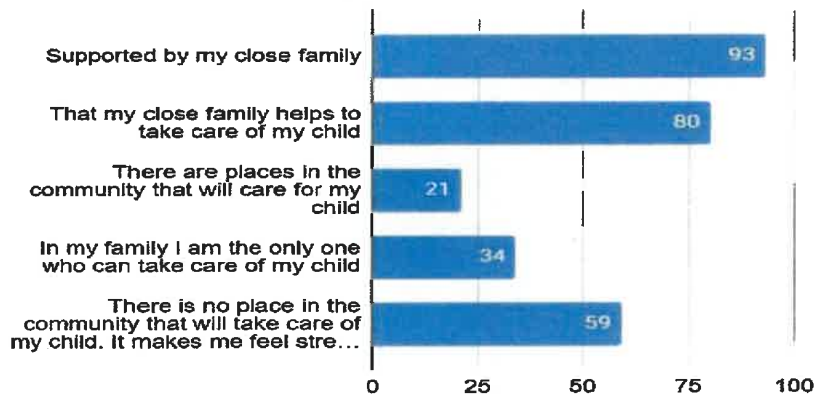
***Indicator 3.3 - Accessible Human Settlements/Neighbourhoods;***

No information provided.

***Indicator 3.4 - Access to Community-Based Services Supporting Independent Living***

According to Shonaquip, women and mothers continue to carry the brunt of care responsibilities in families, and caring for children and dependent adults with disabilities. This often detracts from their overall socio-economic empowerment as women. Places or support for independent living and caregiving remains mostly unavailable. There are significant waiting lists with mother and family continuing to be the main caregivers.

### Independent Living and Caregiving



**Notes:** The picture above depicts the five scenarios with varying degree of support for children with disabilities. Scenario 1: Supported by my close family: 93%; Scenario 2: That my close family helps to take care of my child: 80%; Scenario 3: There rare places in the community that will care for my child: 21%; Scenario 4: In my family I am the only one who can take care of my child: 34%; Scenario 5: There is no place in the community that will take care of my child. It makes me stressed: 59%

One of the Department of Public Service and Administration’s public entities (Vulamanzi on Point Water Filtering System) replicated the Vulamanzi water filtering solutions in a residential care centre in Odirile Centre Hammanskraal. The centre caters for persons with profound intellectual disabilities aged 2 to adults aged 55. This had an impact on the facility as there was a dependency on the municipal trucks for water whenever they come.

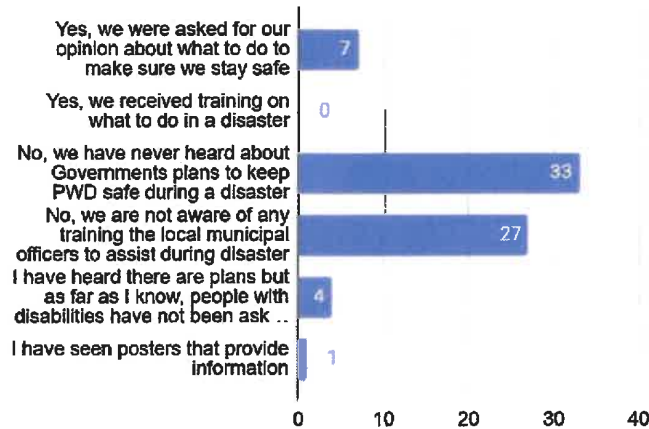
The Gauteng DSD Services to Persons with Disabilities reported that 542 persons with disabilities benefitted from community based care and support programmes

### **Indicator 3.5 - Protection during Situations of Risk and Disaster**

The DWYPD launched the report on the impact of COVID-19 on persons with Disabilities in 2021 to support government with inclusive programming during the pandemic.

Shonaquip reported that persons with disabilities have indicated that they do not know where to go in the case of a disaster. Furthermore, they do not have any support and are often scared of a disaster”.

### Community consultation



**NOTES:** The picture above contains six questions and responses which were asked by COGTA Parliamentary Portfolio Member.

In relation to Storm Eloise and flooding in provinces for the period under review, the portfolio committee member for COGTA raised matters relating to provision regarding the analysis of the impact of disaster on gender, age, disability, and cultural perspectives.

They enquired on the assessment made on the matter. It is commendable that some national departments, including provincial departments and civil society organisations reported on this pillar. Supporting sustainable integrated community life is important for integration and wellbeing of persons with disabilities. Other departments and institutions must be encouraged to provide information in this area.

#### **3.3.4 PILLAR 4: PROMOTING AND SUPPORTING THE EMPOWERMENT OF PERSONS WITH DISABILITIES**

The human rights-based approach to development aims both at strengthening the capacity of duty-bearers and in supporting the empowerment of rights-holders. Participation is a key component of a rights-based approach to development and a key component to achieve people's empowerment.

The normal life cycle of persons with disabilities is often interrupted due to, among others:

- Barriers which exclude them from accessing socio-economic opportunities created in the various stages of their life cycle.
- Lack of effective articulation and alignment between different services offered by different departments targeting the same target group.
- Lack of access to appropriate and timeous information and support.
- Lack of access to essential disability and other support services in particular in more rural contexts.
- Poor enforcement of existing enabling legislation; and
- The high cost associated with disability which deprives persons with disabilities and their families from taking up opportunities.

Factors which contribute to dependency and disempowerment among persons with disabilities include:

- **Social isolation** – For most persons with disabilities, their social isolation began early in life. It is experienced at home, at school, at work and in the community. Escaping social isolation is therefore a major step on the road to empowerment.
- **Unresponsive services and systems** – barriers to access to opportunities and services available to the general population, inappropriate or unavailable disability-specific interventions, combined with the additional cost of accessing services, contribute to disempowerment of persons with disabilities and keep them in a state of prolonged dependency.
- **Poverty** – dependency on others for survival contributes to high disempowerment levels among persons with disabilities.
- **Abuse** – Persons with disabilities – and children and women in particular experience high levels of vulnerability to abuse.

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The normal life cycle of persons with disabilities is often interrupted due to, among others:

- Barriers which exclude them from accessing socio-economic opportunities created in the various stages of their life cycle.
- Lack of effective articulation and alignment between different services offered by different departments targeting the same target group.
- Lack of access to appropriate and timeous information and support.
- Lack of access to essential disability and other support services, in particular in more rural contexts.
- Poor enforcement of existing enabling legislation; and
- The high cost associated with disability which deprives persons with disabilities and their families from taking up opportunities.

Factors which contribute to dependency and disempowerment among persons with disabilities include:

Successful implementation of the UNCRPD is premised on the meaningful participation and empowerment of persons with disabilities as rights-holders. Supporting the empowerment of persons with disabilities for purposes of the WPRPD is defined as a process whereby individuals achieve increasing control of various aspects of their lives and participate in the community with dignity.

In accordance with the WPRPD, the following departments and institutions are required to report on pillar 4, namely: Shonaquip; Mpumalanga Provincial Department of Basic Education; Mpumalanga Provincial Department of Culture, Sports and Recreation; the Mpumalanga Department of Education; Department of Basic Education; Department of Women, Youth and Persons with Disabilities (DWYPD); Department of Higher Education and Training (DHET); National School of Governance (the NSG); Department of Social Development (DSD); Department of Science and Innovation (DSI); Gauteng DSD; Mpumalanga Department of Health.

### 3.3.4.1 Performance Indicators

#### ***Indicator 4.1 - Early Childhood Development (ECD)***

According to Shonaquip's ordering patterns, the following number of full devices have been ordered. This is most likely a fraction of children who needed devices, especially as reported, being on a waiting list for more than 3 years.

Western Cape	262
Free State	53
Gauteng	432
Eastern Cape	437
KwaZulu Natal	271
Mpumalanga	105
Limpopo	73
North West	51

Mpumalanga Provincial DBE reported the procurement of learner/teacher support material (LTSM) for 59 Special Care Centres and Tools of trade for 25 Itinerant Outreach Teams.

#### ***Indicator 4.2 - Lifelong Education and Training***

The Mpumalanga Provincial DCSR reported that 5 Athletes with disabilities were supported by sports academies to access scientific programmes.

The Mpumalanga Provincial DBE reported that the provincial DBE trained 136 teachers from special schools and full service schools on the Integrated, Differentiated Lesson Plan for Learners with severe to profound intellectual disabilities. It also reported that the challenge was the remaining training was scheduled to take place from 27-29 June 2021 but was discontinued due to Level 4 lockdown. One hundred and seventy-four caregivers were trained on implementation of the new integrated, differentiated lesson

plan and learning programme (7 of whom are persons with disabilities). It also reported that 40 learners were home schooled.

Department of Basic Education reported that all nine (9) provinces piloted the Learning Programme for Learners with Profound Intellectual Disabilities. Three thousand four hundred and twenty-three (3 423) learners in special care centres were using the Learning Programme for Learners with Profound Intellectual Disabilities (1 468 female; One thousand nine hundred and fifty-five males with Profound Intellectual Disability). The budget allocation for Learners with Profound Disability was R 242 760 000 with a 100% 0065 expenditure for the year under review.

The DBE departmental Annual report reflected that in line with the National Development Plan's Vision 2030, in 2021, South African Sign Language Home Language (SASL HL) candidates sat for the fourth SASL HL examinations in the National Senior Certificate (NSC) Examinations. A total of 879 learners with special needs attained admission to Bachelor studies, 636 achieved admissions to diploma studies, and 314 achieved admissions to higher certificate studies.

A total of 3 530 teachers were trained on inclusion. More teachers were trained on inclusive programmes (3 412) and 55 have been trained in Braille and 70 have been trained on Autism.

The department conducted the annual performance evaluation of conditional grants at more than 300 schools located across all Provincial Education Departments (PEDs). The conditional grants included the Education Infrastructure Grant (EIG) and Learners with Severe to Profound Intellectual Disability (LSPID). The purpose of the conditional grant for Children/learners with Severe to Profound Intellectual Disability (C/LSPID) is to provide the necessary support, resources and equipment to identified care centres and schools for the provision of education to C/LSPID. The Annual Performance Evaluation Report on Conditional Grants was approved by the Director-General and then submitted to National Treasury by 31 July 2021 in compliance with the Division of Revenue Act (DoRA) prescripts.

To enhance the implementation of Inclusive Education, the DBE, in collaboration with the DWYPD held an Inclusive Education Summit from 22 to 23 November 2021. The Summit commissions generated specific recommendations in respect of the strengthening of the implementation of inclusive education.

The department presented SA-SAMS functions in the "Using SA-SAMS and assessment data to inform policymaking" Workshop held on 24 August 2021 that was co-presented by Stellenbosch University. Learners with Severe and Profound Intellectual Disability Project (LSPID) were supported on SA-SAMS and maintained the Care Centre Project Master list.

The disaggregated data of 477 of the targeted 518 special care centres with 3 104 caregiving staff and 9 325 learners were captured and used for planning and reporting. There is a deviation from the target is - 41 because the target was an estimate and was not based on real data. Real data has been captured and has been used for the 2022/23 financial year planning. In support of strengthening learning outcomes, 217 of the targeted 245 transversal itinerant outreach team members, 1 789 of the 2 970 targeted caregivers, 940 (target 928) teachers, 125 of the targeted 408 in-service therapists and 215 of the targeted 510 officials were trained on the implementation of the Learners with Profound Intellectual Disability (LPID) Grant, and the Learning Programme for LPID. There has been a negative deviation from almost all the training targets. This is because the targets, especially caregivers, were estimates and not based on real data. In addition, a few provinces did not train the targeted officials mainly in-service therapists and officials.

A range of outreach services were provided to 9 797 of the 12185 targeted learners.

The services include:

- 4347 learners with profound intellectual disability (3 875 from special care centres and 472 from schools) used the learning programme for LPID.
- 1811 LSPID received therapy (physio, occupational, speech and psycho-social therapy).
- 511 LSPID were provided with assistive devices.
- 157 learners that were enrolled in SCCs were placed in schools.

- 350 special care centres and 44 selected schools were provided with learning and teaching support materials (LTSM); and
- 21 special care centres that have challenges with storage were provided with shipping containers to use as storage.

The EU fund that focuses on Education for Employability committed to funding R 98 042 734,80 from 2022 to 2024. The funding will be used to create a differentiated schooling system through multiple learning pathways that will improve the performance and responsiveness of basic education to building an inclusive society, providing equal opportunities, and helping learners to realise their full potential, especially those previously disadvantaged - blacks, women, and people with disabilities.

The DBE piloted the Vocational Stream through testing pilot sample schools' readiness to introduce to the 13 vocational stream subjects as prescribed by the DBE. The amount spent was R 11 000 000,00 out of the R19 012 169,91 received, as timeframes for deliverables were extended.

The DBE reported that there are 29 680 (learners in public ordinary schools with disabilities), and 133 055 (learners with special education needs and disability in special schools).

**Access to Education for Learners with Disabilities, 2002 – 2020**

Growth Area	2002	2020
Number of special schools	295	501 (447 Public, 54 Independent)
Learner enrolment in special schools	64 000	133 055
Number of full-service schools	30	834

Number of learners with disabilities in public ordinary schools	77 000	121 461
Number of children with severe to profound intellectual disability supported in special care centres	Implementation started in 2018	3 423

### Enrolment of Learners in Special Schools per Province, 2020

Province	No of Schools	No of Hostels	No of Learners 2020
Eastern Cape	46	24	9 973
Free State	23	17	6 488
Gauteng	124	16	54 994
KwaZulu-Natal	75	41	18 798
Limpopo	35	23	8 645
Mpumalanga	18	9	3 882
Northern Cape	11	5	1 946
North West	32	15	7 833
Western Cape	71	29	20 496
National	435	179	133 055

### Enrolment of Learners with Disabilities in Public Ordinary Schools

Province	Number of Learners
Eastern Cape	19 506
Free State	24 548
Gauteng	40 367
KwaZulu-Natal	16 905
Limpopo	2 118
Mpumalanga	7 958

Northern Cape	1 419
North West	2 582
Western Cape	6 058

Overall performance to date include;

- To date 137 332 and 121 461 learners, compared to 64 000 and 77 000 learners in 2002, are enrolled in special and ordinary schools respectively.
- 139 out of 435 special schools serve as resource centres, providing outreach services to full-service and ordinary schools.
- 848 public ordinary schools have been designated into full-service schools across all education districts.
- District-based support teams (DBSTs) have been established in all education districts.
- Induction of school management teams and school governing bodies includes general orientation to inclusive education.
- In 2014, the DBE promulgated the Policy on Screening, Identification, Assessment and Support (SIAS). To date, 6 772 Grade Practitioners, 172 164 teachers and 10 010 officials have been trained in the implementation of the Policy on Screening, Identification, Assessment and Support.
- 3 423 learners with Profound Intellectual Disabilities are accessing the learning programme. In addition, the DBE is working with organisations representing persons with disabilities to identify and place learners in schools.

**Key Interventions to Improve Equitable Access to Basic Education Public Special Schools Funding, 2021-2024**

PROVINCE	Budget 2021/22	Budget 2022/23	Budget 2023/24
Eastern Cape	945 259 000	927 344 000	968 147 000
Free State	582 871 000	592 111 000	605 283 000
Gauteng	4 460 195 000	4 828 273 000	4 961 760 000
KwaZulu Natal	1 333 569 000	1 392 847 000	1 454 132 000
Limpopo	563 758 000	567 630 000	592 612 000
Mpumalanga	353 221 000	352 984 000	369 927 000
Northern Cape	162 281 000	170 631 000	178 821 000
North West	718 441 000	766 337 000	800 056 000
Western Cape	1 310 914 000	1 338 666 000	1 367 067 000
<b>TOTAL</b>	<b>10 430 509 000</b>	<b>10 936 823 000</b>	<b>11 297 805 000</b>

**Notes:** The table above provides information about budgets made available by different provinces between 2021-2024.

### Teaching for all Initiative

To this end, a group of key stakeholders: the University of South Africa (UNISA), British Council and MIET AFRICA with the Department of Basic Education as associate partner, came together in response to a call by the European Union to ask: *“How can we together help build a teacher development programme for Inclusion?”*.

This led to the initiative called Teaching for All: Mainstreaming Inclusive Education in South Africa which aims to strengthen the capacity of pre-service and in-service teachers to recognise and respond effectively to the educational needs of children, thereby contributing to a more effective inclusive education system.

The key deliverables of the Teaching for All initiatives are:

- A comprehensive and collaborative research report on The State of Inclusive Education in South Africa and the Implications for Teacher Development Programmes, which was published in 2018.



- A 24-credit NQF Level 6 module and materials for Bachelor of Education and Postgraduate Certificate in Education programmes.
- Short courses and support materials for continuing professional development (CPTD) endorsed by the South African Council for Educators (SACE).
- The initiative aims to train and equip teachers with the necessary skills to maximise the potential of the diverse classrooms they meet, and is being piloted in selected provinces.

### **Funza Lushaka Bursary Programme**

- Students must offer one of the following subjects as specialisation in the BEd to be selected:
  - Neurodevelopmental needs;
  - Visual challenges (Braille); and
  - Hearing difficulties (South African Sign Language).
- 62 (BEd) students were funded in 2020 with SASL, Braille and neurodevelopmental needs.

### **Designation, Conversion and Resourcing of Full-Service Schools**

In the year under review, Education White Paper 6 targeted the conversion and designation of 500 schools as full-service schools in 30 education districts. However, by end of 2018, provincial education departments (PEDs) had already designated 848 public ordinary schools into full-service schools. This exceeded the sector target of 624 full-service schools for 2018 by 26,4%.

In performing the education sector audit on full-service schools (FSS), the Auditor-General of South Africa (AGSA) identified several shortcomings and weaknesses. To address the identified weaknesses and shortcomings, the DBE issued Circular S4 of 2019 to guide PED's to undertake the following remedial actions:

- Assessing the situation at the designated schools to establish the extent of resourcing, conversion and orientation required.

- Developing a business plan, containing a roadmap of what needs to be done by whom and by when to ensure designated schools are functional. This must include outreach services and linking the school with a special school as resource centre, where possible.
- Providing once-off funding to improve accessibility at the designated school, including the improvement of infrastructure.
- Developing and implementing a support programme for the designated school in line with the different services the schools are expected to provide.
- Implementing monitoring and support services to ensure that the school functions as a full-service school.

### **Conditional Grant on Learners with Profound Intellectual Disability**

The goal of the conditional grant was and still is to ensure that learners with severe to profound intellectual disability access quality, publicly funded education and support. The purpose of the grant is to provide the necessary support, resources and equipment to identified care centres and schools for the provision of education to learners with severe to profound intellectual disability.

The 2020/21 LPID Grant Framework required that the following percentage allocations are adhered to:

- 5% for training;
- 8% for LTSM and assistive devices;
- 65% for compensation of employees; and
- 12% for administration, including travel, vehicles, accommodation and subsistence.

In order to respond to the COVID-19 pandemic, the conditional grant framework was amended to allow for grant funds to purchase Personal Protective Equipment, (PPE) for itinerant team members, staff and learners in special care centre. Funds could also be used for thermometers and consumables.

### South African Sign Language, 2018-2020

In 2018, 44 learners in eight (8) of the seventeen (17) schools for the Deaf that offer Grade 12 wrote the first National Senior Certificate (NSC) examination in SASL Home Language. In 2019, 101 learners in 15 schools wrote the NSC examination. For 2020, 140 candidates from five provinces (EC, FS, GP, KZN and WC) were expected to write the NCS examination.

### Provision of Assistive Devices, ICTs and Connectivity

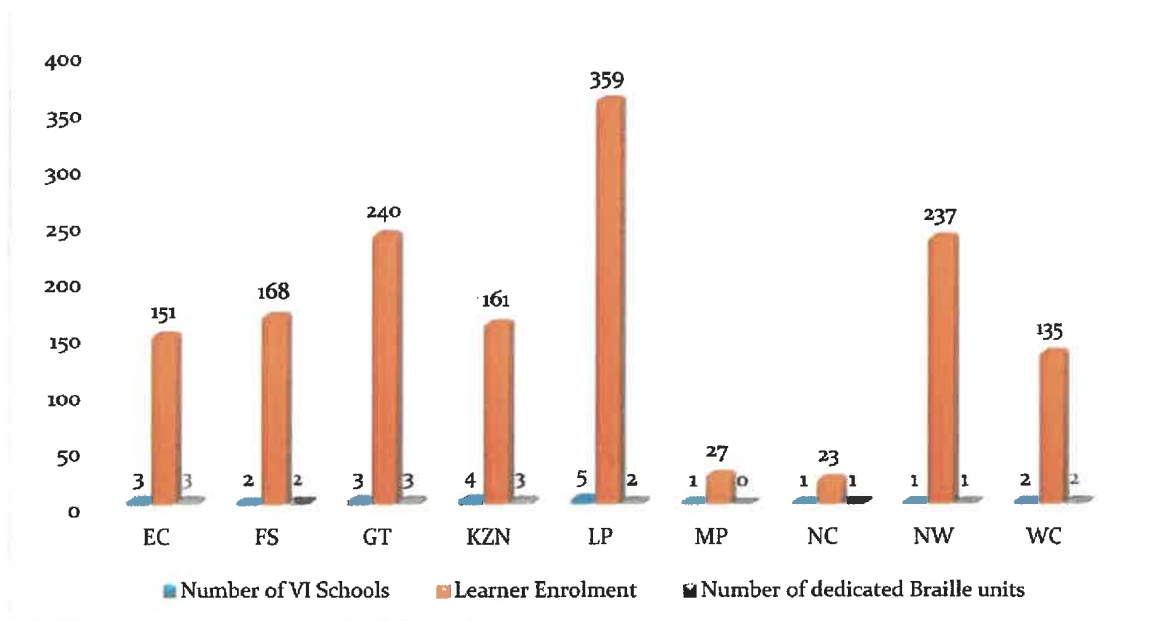
PROVINCE	VODACOM	MTN	CELL C	LIQUID TELCOM
EC	Yes	Yes	No	Yes
FS	Yes	No	No	Yes
KZN	Yes	No	No	Yes
LP	Yes	Yes	No	Yes
MP	Yes	No	No	Yes
NC	Yes	No	No	Yes
NW	Yes	Yes	Yes	Yes
WC	Yes	No	No	Yes

### Provision of Assistive Devices, ICTs and Connectivity

Network Operators	Number of Schools Allocated and the Progress on Pilot School		
	Number of Special Schools	Name Of School and Province	Progress
MTN	140	Helen Franz for Physical disability (LP)	Completed
Cell-C	140	Silindokuhle – SID/Deaf and Blind (Multi Disabled) (MP)	Not Completed
Vodacom	140	St Thomas School for the Deaf (EC)	Completed

Liquid Telcoms/Neotel	140	Bartimea school for the Deaf and Blind (FS)	Completed
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**Number of Schools for the Visually Impaired, Learner Enrolment and Braille Unit per Province**



**NOTES:** The bar graphs above show number of visually impaired schools per province; learner enrolment per province; and number of dedicated braille units per province. For the first bar, schools range from 1 to 5 in a province. For the second bar, numbers range between 23 to 359 learners in a province, whereas the third bar depicts a number of braille units, ranging from 0 to 3 units in a province.

### Development and Procurement of Braille Master Copies

- All Braille Master Copies by Pioneer Printers and BlindSA - R12 348 744, 47.
- More than 58 titles in all African Languages for PEDs and schools.
- English and Afrikaans materials have been developed for all grades.

### Number of Learners in Waiting Lists per Province, 2021

Province	Number of Children
EC	610
FS	765
GT	521
KZN	1 288
LP	12
MP	350
NC	146
NW	83
WC	423
<b>Total:</b>	<b>4 198</b>

Support is provided to learners in their current schools, while awaiting appropriate placement. Western Cape Department of Basic Education centralised waiting lists in special schools.

### The number of teachers trained on disability inclusion

In order to prepare PEDs on the indicators, the directorate added all indicators in a presentation template for provinces to report on for all Inclusive Education inter-

provincial meetings. Furthermore, a submission was generated (approved in July) to inform Heads of Departments (HODs) and provinces on the dates in which quarterly and annual reports must be submitted.

**Department of Higher Education and Training (DHET) progress report for 2021/22 financial year:**

<b>Progress Report (Implementation)</b>	<b>Data Disaggregation (Gender, age &amp; Disability)</b>
National Skills Fund (NSF) concluded adjudication of an Unsolicited Proposal for Tshwane North College – Pretoria, Targeting skills programmes for persons with disabilities in Bread and Flour; and Garment Making	20 Males 40 Females 60 (Youth) Disability: 60
NSF concluded the Terms of Reference for this Request for Proposal (RFP) and awaiting the Minister’s approval to advertise for Skills Development Providers that specializes in programmes targeting CETC to apply for NSF funding	1080 Males 1620 Females Age: 1620 (Youth) 1080 (Older persons) Disability 54 2%)
NSF concluded the Terms of Reference for this Request for Proposal (RFP) and awaiting the Minister’s approval to advertise for Skills Development Providers that specializes	<b>Total RFP Target: 4 300</b> Age: 3 000 Disability: 4 300 (100%)
Evaluation processes of applications for this RFP concluded for the programmes targeted (Capacity building programmes for TVET Phase III)	<b>Total RFP target: 22 442</b> 13 500 females 8 942 males 20 000 (youth) 2 442 older persons Disability: 449 (2%)

<p>National Skills Fund to fund Private Skills Development Providers to implement Artisan Development Programme benefiting 6430 persons. However, a total of 128 (2%) will be persons with disabilities to benefit on the programme.</p>	<p>68 Females 60 Males 128 (Youth &amp; Women) Disability: 128</p>
<p>NSF concluded the Terms of Reference for this Request for Proposal (RFP) and awaiting the Minister's approval to launch this RFP</p>	<p>4000 Males 4620 Females 1620 (Youth) 1080 (Older persons) Disability: 165 (2%)</p>
<p>16 527 learners or students placed in workplace based learning programmes supported by SETAs in quarter 1 2021/22</p>	<p>Males: 6 952 Females: 9 575 Youth: 13 625 Adults: 2 902 Disability: 16</p>
<p>38 891 learners were registered in Skills Development Programmes in quarter 1 2021/22</p>	<p>Males: 22 694 Females: 16197 Youth: 21 420 Adults: 17 471 Disability: 25</p>
<p>7 886 learners completed learnerships in quarter 1 2021/22</p>	<p>Males: 3 431 Females: 4 455 Youth: 5 989 Adults: 1 897 PWD: 5</p>
<p>625 learners completed internships in quarter 1 2021/22</p>	<p>Males: 198 Females: 427 Youth: 557 Adults: 68 PWD: 0</p>

<p>A total of 9960 students in TVETs were reached with disability sensitisation and support dialogues. The provincial reach is provided below:</p>	<p>3165 Males 6655 Females 84 LGBTQI 6794 (Youth &lt; 25 years old) 3110 (Older persons &gt; 25 years old) Disability, not documented</p>																																	
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**Programmes Implemented by Colleges (Polokwane)**

Polokwane Campus was identified as the main Disability Campus for enrolment of students with disabilities, although other three campuses have students with mild disabilities.



**Disaggregation of data (Disability):**

- Communication (listening /talking) **09**
- Emotional (behavioral /psychological) **02**
- Intellectual (learning difficulties) **02**
- Hearing (even with hearing aid) **02**
- Multiple **01**
- Physical (moving ,standing, grasping) **29**
- Sight **15**
- Disabled but unspecified **01**

The College offers academic support to students with disabilities in the form of assistive devices and Peer Tutoring whereby a special tutor is hired for them. The college has introduced Blended learning due to COVID-19.

The College has employed Disability Care Workers in Polokwane and Senwabarwana Campus hostels to provide psycho-social support to students with disabilities. These students with disabilities were supported through:

- One-on-one counselling;
- Peer Education /Counselling Programme; and
- Awareness Campaigns and Dialogues on Disability, Mental Health, Gender Based Violence, Sexual and Reproductive Health, and LGBTIQ+.
- One of the major silent campaigns was done in May 2021

Two (2) females and two (2) males Disability Care workers were employed. About 1033 students were reached through dialogues including those with disability. The College has an approved Disability Support Policy which is reviewed annually.

The college has two (2) students with disabilities (1 male and 1 female, both youth) placed at corporate office funded by ETDPA SETA and one placed at SVD Campus funded by Premier's office. One blind male student was provided with a laptop, tape recorder, walking stick, memory card and Jaws software. The College further in 2021/22 procured 35 spectacles for students with low vision as per Doctor's reports (14 males, 21 females, and all youth).

## **Technical and Vocational Education and Training (TVET) Sector Development**

Service delivery for students with disabilities was addressed through the establishment of Disability Support Units (DSU) in four colleges, with the aim of establishing six centres over a ten-year period.

The Department of Higher Education and Training (DHET) continues to offer Career Development Services (CDS) programmes on career opportunities and pathways to persons with disabilities through Khetha.

The NSG's Disability Management course is currently being reviewed for further South African Board for Personnel Practice (SABPP) accreditation. The anticipated conclusion date is September 2022.

The NSG implemented an eLearning platform that aims to be fully accessible and usable for the widest range of users. The platform complies with Web Content Accessibility Guidelines and Authoring Tool Accessibility Guidelines which cover a wide range of recommendations for making Web content more accessible to persons with disabilities, including blindness and low vision, deafness and hearing loss, and photosensitivity. The platform also compatible with assistive technologies for the visually impaired, such as screen-readers and screen-magnifiers. Hearing impaired participants were and are still accommodated by providing transcripts for all materials and activities that depend on audio as a feature.

A Service Delivery Charter for the recipients of NSG services which encompasses the principle of inclusivity, was approved after consultations with relevant stakeholders.

Life-long learning is essential for persons with disabilities. Contributions by various departments/institutions to this indicator helps in the richness of this report. Evidently, departments like DBE had done a lot toward life-long learning. Provision of assistive devices to enhance the learning experience of learners with disabilities is an initiative which is commendable, especially looking at the reality of 4IR era we live in. Universities have taken lead in ensuring that higher education is accessible to persons with disabilities. It is also noted that some TVET colleges do open up for students with disabilities. It is important for DHET to increase funding for these colleges to be able to

provide much needed support to students with disabilities and to encourage other TVET colleges to improve their enrolment of persons with disabilities.

### ***Indicator 4.3 - Social Integration Support***

**Mpumalanga DoE: Monitoring and supported 15 Special Care Centres:**

The Department of Social Development (DSD) developed a plan for mitigating family responsibilities of caring for persons with disabilities, the draft guidelines on Respite care services for families of children with disabilities will be finalised in the 2021-2022 financial year. The guidelines will be implemented in two (2) rural provinces (Mpumalanga and Northern Cape).

Department of Science and Innovation's Grassroots Innovation Programme (GIP) and Living Labs Programme supported the realisation of the intended STI White Paper policy to strengthen the skills in the economy and support social innovation. During the financial year 2021/2022 reporting period, the DSI supported 100 beneficiaries and continues to increase the number of innovators supported by the programme. The GIP has been instrumental in ensuring an inclusive and responsive NSI characterised by equitable access to knowledge infrastructure, support for technology product development, commercialisation, intellectual property (IP) protection and mentorship is provided to beneficiaries in a manner that encourages the participation of women, youth and persons with disabilities.

### **Mpumalanga Provincial Government:**

Department OF Education: 75 educators were trained on Curriculum Differentiation

### **DCSR: Number of libraries offering services to the blind and partially sighted persons**

There are 28 Libraries that cater for the partially blind and 88 for all types of disabilities:  
The 28 libraries are:

Siyabuswa, Mhluzi, Emalahleni, Mashishing, Kamaqhekeza, Mkhondo, Volksrust, Mbombela, Msogwaba, Maphotla, Gerald Sekoto, Secunda, Ermelo, Mafemane,

Embalenhle, Emthonjeni, Emjindini, Carolina, Matsulu, Acornhoek, Thulamahashe, Kanyamazane, Thulamahashe, Sakhile, Balfour, Emallaheni, Thembisile Hani, Botleng 7 Mini –libraries are open and providing services for the blind

#### ***Indicator 4.4 - Access to Healthy Lifestyle Support***

Shonaquip pointed out that children and adults with disabilities who require urgent life-saving resources and medical interventions are moved lower on waiting lists as their lives are perceived to have less value. A total of 66.5% of parents reported not to have access to the medicine their children needed due to their local clinics or hospitals not having resources. Choice in medicine is also problematic as they reported not to be comfortable with the side effects of the medicine

Gauteng DSD Services to Persons with Disabilities reported that 2894 persons with psychosocial disabilities received support services.

The Mpumalanga DoH reported that the Mental Health and Substance Abuse programme undertook various initiatives in 2021/22 financial year towards improving quality of and access to mental health services in the country. The South African Federation for Mental Health was funded to operate a mental health information and support desk providing information on various mental health issues and linkage to services provided by other stakeholders where necessary.

The draft Regulations for the licensing of community day care and residential care facilities for people with mental illness and severe or profound intellectual disability were approved by the NHC. Innovative technologies created and used during the COVID-19 pandemic in the health and rehabilitation sector:

1. **Tele-Health/Tele-rehabilitation:** some institutions were pushed to create platforms for tele-rehabilitation, especially for patients who could not come to the institution for follow-up rehabilitation. This involved using telephones and computers to communicate and give assistance to patients. Sometimes it was just to check on

the progress of the patient. Physiotherapists at Chris Hani Baragwanath Academic hospital have embarked on a project to develop Standard Operating Procedure for tele-rehabilitation so that it meets ethical consideration for safety of patients.

2. Electronic patient management system-developed at Manguzi hospital to replace the old fragmented system which was hybrid of electronic and paper-based systems. Benefits of this innovation were realised in more coverage of people requiring rehabilitation and assistive technology. This also enabled the team to reduce health transport costs for patients by developing a household model where the team goes to patients instead of the reverse.
3. Integrating end users/rights holders as part of the rehabilitation team-peer supporters in Manguzi have brought fresh perspectives as they were integrated as part of the core rehabilitation team; thereby strengthening community networks and ensuring an early warning system during the pandemic.

The Department of Health has a strong assistive technology provision system that addressed a wide range of devices from wheelchairs, hearing aids, and spectacles. This was supported by a national procurement system facilitated by the National Department of Health (NDoH) and managed by National Treasury through a transversal tender system.

Training of health workers in all disciplines supported the universal access to health services, rehabilitation and assistive technologies. The rehabilitation team was made up of different disciplines trained at university level, including orthotics and prosthetics, occupational therapists, physiotherapists, audiologists, podiatrists, optometrists, speech therapists and social workers.

Intersectoral collaboration covered other state agencies and departments, NGOs, DPOs, statutory bodies, and professional organisations. In the community, end users were integrated into the core team of rehabilitation interdisciplinary team. This ensured that the needs of end users were expressed directly by them.

The Gauteng Provincial government progress on health - rehabilitative services provide assistive devices to improve persons with disabilities quality of life. Over 78 720 assistive

devices were provided to clients. The table below shows the devices requested and issued and the issue rate during the reporting period

Devices 2021/22	Requested 2021/22	Issued 2021/22	Issue rate	Budget
Hearing aid	6,752	5,184	76.8%	R26.5m
Orthoses	22,135	21,122	95.5%	R7.633m
Prostheses	1,658	1,039	62.7%	
Podiatry	5,187	5,075	97.8%	No dedicated budget
Walking aid	N/A	31,392	N/A	R28M
Wheelchairs	4,931	4,233	85.8%	R25M

Mpumalanga Provincial Department of Health procured for the year under review 200 wheelchairs and 100 hearing aids and other assistive devices.

#### ***Indicator 4.5 - Supported Decision-Making***

DWYPD inquired with the South African Law Reform Commission on progress about the Disability Rights Bill. At the time of preparing this report, it was not clear how far is the process, except that the Issue paper regarding the Bill was consulted on with the civil society organisations in 2021.

### **3.3.5 PILLAR 5: REDUCING ECONOMIC VULNERABILITY AND RELEASING HUMAN CAPITAL**

Economic security and social protection for persons with disabilities requires a complex web of inter-related interventions. Persons with disabilities must have access to adequate financial resources to cover the additional cost of living associated with disability.

Reducing inequality in economic security by persons with disabilities and their families will require a concerted and coordinated effort by all government departments, municipalities, employers, labour unions, financial institutions, statistical bodies,

education and research institutions, organisations of and for persons with disabilities, skills development agencies, regulatory bodies, institutions promoting democracy, as well as international development agencies to synergise legislation, policies, systems, programmes, services, and monitoring and regulatory mechanisms aimed at the creation of decent work, employment schemes, skills development, social protection, environmental accessibility and the reduction of inequality.

According to the WPRPD Implementation Matrix, there are fourteen (14) national departments and institutions required to report on the twenty-six (26) indicators under pillar 5, namely: the Financial Services Board (FSB), South African Revenue Services (SARS), Department of Women, Youth and Persons with Disabilities (DWYPD) and Planning, Monitoring and Evaluation (DPME) and additionally, DSD, DBE, DPW, NT, DCOG, DCDT, the DTI, DoE&L, DoH and DSBD.

### **3.3.5.1 Performance Indicators**

#### ***Indicator 5.1 - Disability, Poverty, Development and Human Rights***

##### **Mpumalanga Provincial Government: CoGTA**

Number of Persons with disabilities recruited for participation in the EPWP (Community Works Programme):

Recruit 2% of Persons with disabilities in the EPWP (CWP) projects and monitor statistics internally in the department. 604 persons with disabilities were recruited for participation in the CWP projects in three (3) District Municipalities

- Gert-Sibande – 248 (2.3%)
- Nkangala – 131(1.9)
- Ehlanzeni – 225 (2.8%)

Persons with disabilities participants' breakdown data

- 78 Male youth with disabilities
- 42 Female youth with disabilities

- 261 Male non youth with disabilities
- 299 Female non youth with disabilities

The Department of Social Development (DSD) subsidised disability-specific services rendered by Disability Service Organisations (NGOs) by financial support (at provincial and national level) subsidising any disability-specific services rendered on behalf of government.

### ***Indicator 5.2 - Access to Decent Work and Employment Opportunities***

The South African Revenue Services' (SARS) Annual Training Report was to be submitted to Finance and Accounting Services Sector Education and Training Authority (FASSET) and Public Services Sector Education and Training Authority (PSETA) and indicated a performance achievement of 68% towards Workplace Skills Plan. The Workplace Skills Plan for the same period identified 126 staff with disabilities to undergo skills development related initiatives.

A project was scoped to roll out interview skills to employees with disabilities as part of career development and growth. Stakeholder Partnerships were Chapter 9 institutions – South African Human Rights Commission (SAHRC) and Commission for Gender Equality (CGE). The training and development programme in partnership with WCO for middle managers prioritised persons with disabilities.

### **Mpumalanga DCSR: Number of persons with disabilities attended workplace skills:**

9 targeted for training as per the workplace skills plan.

3 persons with disabilities attended the training.

**Challenge:** Not Achieved (as per the required %), due to COVID-19 National Lockdown

**Mitigation plan:** Differed to the next quarter.



**Mpumalanga DCSR:** Number of job opportunities created for youth at Barberton Pilgrims Rest museum during holidays and weekends:

Jobs opportunities created for 18 Youth at Barberton and Pilgrim Rest museum during holidays and weekends (no disaggregation of disability data). Caretakers receive R200 per day per person and qualified tour guides receive R200 per day per person in assisting with care taking and tour guiding.

**Persons with disabilities 3:** 3 not achieved

**Challenge:** Did not reach the required %

**Mitigation Plan:** Awareness campaign

**Mpumalanga DCSR:** Number of training interventions conducted as per the workplace skills plan – DCSR targeted three persons with disabilities to attend a training intervention and one person with disability attended. This reflected negatively since the target was not met because of COVID-19 lockdown.

#### **Mpumalanga Provincial DCSSL**

One Employment Equity Committee meeting coordinated on 20 April 2021 Middleburg Cost Centre.

One report on Internships and one quarterly report on Internships were implemented.

One report on Learnerships and one quarterly report on Learnerships were implemented

Under the year in review, 1 (one) Disability Audit report was produced.

#### **Number of Employee Assistance Programmes report produced:**

One Employee Assistance Programmes report produced.

#### **Number Persons with Disabilities in power and decision-making:**

One Female Person with disabilities in power and decision-making.

DHET has a target of 2% for women with disabilities in decision making positions. This target could not be met. Only 1.4% could be achieved, Furthermore, DHET could not appoint persons with disabilities in skills development.

The Department of Rural Development and Land Reform (DRDLR) created 47 704 jobs through its various initiatives, including those by state owned entities, of which 5 653 were for the youth, 5 122 for women and 157 jobs for persons with disabilities.

The department remains one of the best achievers on representation of employees with disabilities in the Public service. While the national targets is set at 2%, the Department had, by March 2022, achieved a 4.6 % and the highlight for 2021/2022 was the appointment of an SMS member with disability at Chief Director level. The Department continued with the implementation of reasonable accommodation for employees with disabilities which has been an excellent retention strategy.

**Supported Employment Enterprises (SEE).** This entity facilitates supported employment and provides work opportunities for Persons with Disabilities. It develops and implements programmes that promote the employability of persons with disabilities, including persons with permanent disablement as defined in the Compensation for Occupational Injuries and Diseases Act No 130 of 1993, in the light of their evolving need in a changing economy, and performs any other function as may be prescribed by the Minister. The SEE has a factory network across eight of the nine provinces in the country. The entity has invested in wood and metal machinery for all the factories, which is aimed at improving production efficiency and quality. Other investment includes the procurement of vehicles suitable to enable the delivery of all manufactured products to customers on time and in a good state.

The Employment Equity Amendment Bill, 2020 is currently undergoing Parliamentary processes and the Select Committee of the National Council of Provinces (NCOP) has voted on all clauses of the EE Amendment Bill on 15 March 2022. As per the 2021 EE Reports submitted by designated employers, it is evident that self-regulation of EE Targets by designated employers has resulted in the slow

pace of change observed at senior management level and also for the employment of persons with disabilities because the representation of this group remained around 1% over the 24 years of the Employment Equity Act.

For 2020/21, using the official statistics (Stats SA), job creation in 2020/21 was relatively minimal. Not enough to reach the Presidential Job Summit agreement of 275 000 jobs in the year. There were 5 245 000 job losses. In 2021/22, 262 000 jobs were created in relation to 479 000 job losses.

Public Employment Services (PES) - DOE&L assists companies and workers to adjust to changing labour market conditions. It provides funding and monitors use of allocated funds to promote employment in - Supported Employment Factories to increase employment levels of Persons with Disabilities and - Non-governmental organisations employing Persons with Disabilities subsidies among other programmes. In 2020/21, employment of persons with disabilities increased by 0.2% (i.e. 1.1% in 2019 to 1.3% in 2020) as reported by designated employers in 2020 EE reporting period. In 2021/22 persons with disabilities decreased by 0.1% (i.e. from 1.3% in 2020 to 1.2% in 2021) as reported by designated employers in 2021 EE reporting period.

**PES Equity focus and prioritisation of designated groups resulted in the following;**

- 59% (553 160) of registered work seekers are young persons aged 15-35 years
- 41% (383 461) are adults aged 36 years and above
- work seekers registered is 54% females and 46% males.
- 66% (44 460) of work seekers placed are young persons aged 15-35 years.
- 34% (22 597) aged 36 years and above placed in work and learning opportunities.
- 0.2% (2 335) of work seekers registered on ESSA have different forms of disabilities:

- 1 001 blindness
- 457 physical disability
- 298 chronic condition
- 115 mental, neurological
- 148 deafness
- 95 Partially sighted.

The challenges the PES experiences include skills mismatch, the number of work seekers lack required experience, and COVID-19 pandemic lockdown impacted the economy negatively and led to closure of some businesses. The PES offers employment counselling and intensified profiling of work seekers on Employment Services of South Africa (ESSA) database. Partnership Agreements (Collaboration) with business and other departments to identify and fill new employment opportunities - Employment Schemes to be implemented as soon as budget is available.

A number of departments strived to achieve the 2% employment equity target set for persons with disabilities and ensure their representativity in the workplace. As of 31 March 2022, the following departments had achieved the set target of 2.0%:

Department of Sports, Arts and Culture with an achieved target of 2,42%. Department of Planning, Monitoring and Evaluation is presently at 2.2%, which is above the national target of 2%. However, representation of persons with disabilities at the SMS level remains a challenge despite efforts to attract candidates with disabilities.

The DPISA met the 2% national target of employment of persons with disabilities in previous reporting periods. However, the percentage of persons with disabilities has decreased from 2,5% (2020/2021) to 2,25% at the end of the current reporting period (2021/2022), still exceeding the national target by 0,25%.

Department of Small Business Development managed to overachieve on the target of representation of persons with disabilities at 3.8% representation.

The Department of Science and Innovation achieved representation of 3,5% of the total staff being PWD's..

DTIC has been resilient in promoting a transformed workplace with a representation of 3.9% of the department's workforce, exceeding the 2% target set by Cabinet. The department further makes employment efforts to providing persons with disabilities with assistive devices such as hearing and reading aids, and the services of sign language practitioners, while ensuring that offices are accessible to all.

The Department of Transport's Rolling Stock Fleet Renewal Programme has to date created over 1 154 jobs, 414 of whom are women, 809 youth and 16 are persons with disabilities. More to that, in the 2021/2022 financial year, the Provincial Road Maintenance Programme created 1 489 jobs for persons with disabilities. Through the SANRAL Road Maintenance Programme, 8 906 jobs were created (61 jobs of the 8 906 were created for persons with disabilities). In the Kilometre un-paved roads VCI programmes, 1 544 jobs were created for persons with disabilities.

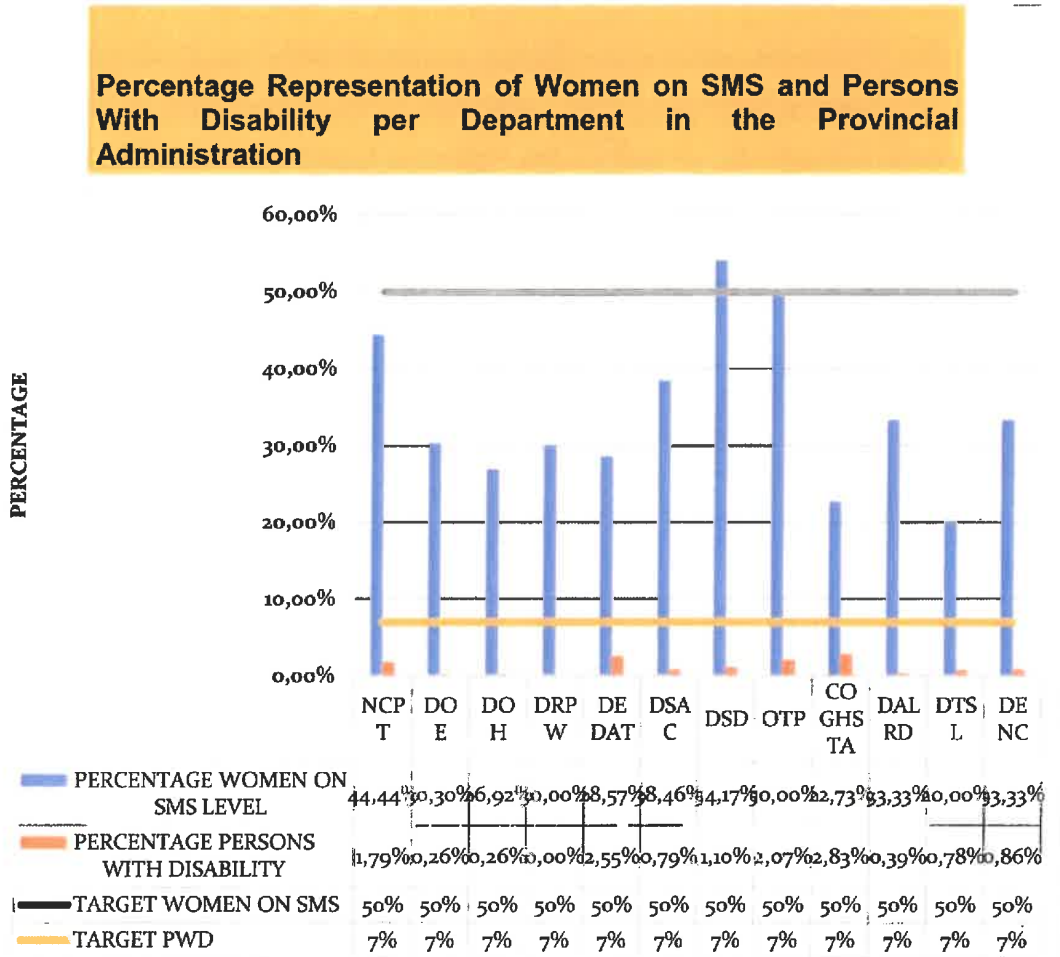
As a slight improvement in achieving the 2.5% employment equity target for employees with disabilities, the Department of Transport for the 2020/21 financial year increased from twelve (12 – 1,6%) to thirteen (13 – 1,8%) in the financial year 2021/22.

Several departments have had challenges in reaching the set target for persons with disabilities. The Department of Public Enterprise for 2021/22 was sitting at 1.8% representativity of employees with disabilities. The department's implementation of the EE plan is closely monitored, and the Selection Committees are assisting to address its equity gaps during recruitment. In terms of increasing the contribution of SOCs to support the transformation of the South African economy, the department also supported interventions initiated by the Department of Women, Youth, and Persons with Disabilities, to address gender disparities and advance the empowerment of gender, youth and persons with disabilities (GEYODI) through various initiatives in the

department and SOCs. As a result, the Department will continue to leverage SOC preferential procurement towards the empowerment of designated groups, albeit still experiencing challenges, especially regarding empowerment through companies owned by youth and persons with disabilities, which was further aggravated by both financial and economic constraints, as well as the impact of Covid-19 during the period under review.

In the Department of Water and Sanitation, 1.48% of the total staff represents persons with disabilities.

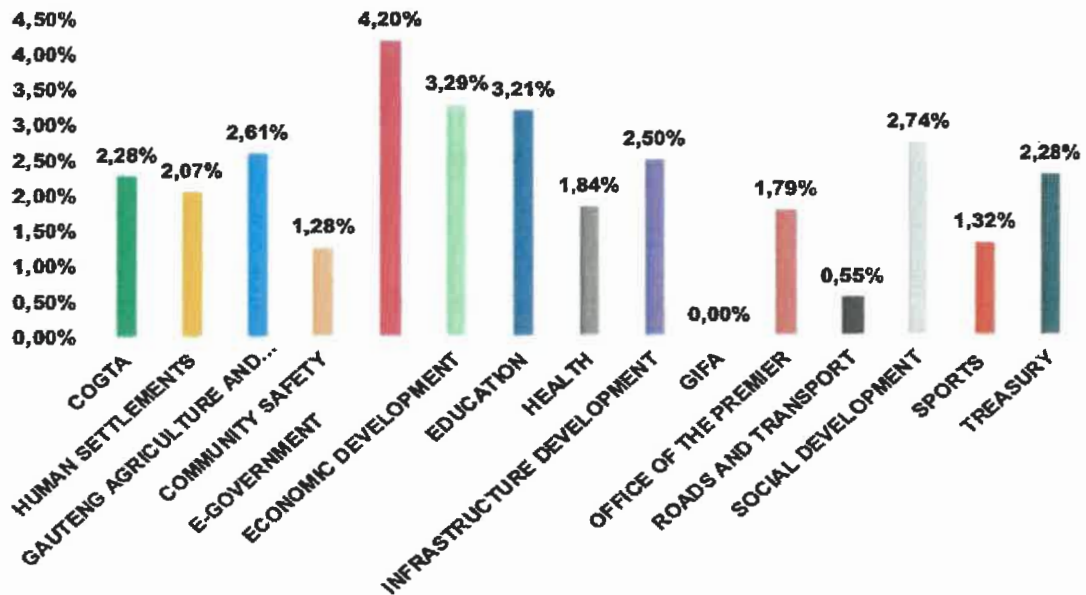
**Northern Cape Provincial Government (See chart below)**



**Gauteng Provincial Government**

**Status of employment of Persons with Disabilities in GPG Departments:**

### Percentage Representation of Persons with Disabilities in GPG Departments as at 31 March 2021



**NOTES:** The Chart Above Shows The Following Information: 2.53% Persons With Disabilities Are Employed In Gauteng Provincial Government (GPG) As At 31 March 2021; Representation Of Persons With Disabilities In GPG Departments Increased By 2.35% To 2.53% From December 2020 – March 2021, Number Increased By 364 From 4,257 To 4,621 Between Quarters 3 And 4; Office Of The Premier Has Developed A Strategy On Massified Recruitment Of Persons With Disabilities In GPG Departments. The Strategy Includes The Supplementing Of GPG Professional Job Centre With The Independent Recruitment Platforms Targeting Persons With Disabilities.

Outcome	Output	Indicator	Target	Actual Performance
Employment Equity Achieved	Improved gender representation	% of women employed in terms of Employment Equity	70%	Total Number of Women= 3687 out of 4863 Employees  Percentage= 75.81 %



Improved representation of women at decision making level	Percentage of Senior management positions held by women	50%	Total Number of Women In SMS Position= 23 out of 37 SMS Percentage= 62.16 %
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Improved disability representation	Percentage of People with Disabilities employed in the Department.	3%	Total Number of People with Disabilities in the Department = 126 out of 4863 Employees Percentage= 2.59 %
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**GDSO-HIV/AIDS: Expanded Public Works Programme (EPWP) Work Opportunities Created by DSD through EPWP 1st Quarter 2021/22**

Number Of Work Opportunities Created By GDSO Through EPWP	1 <sup>st</sup> Quarter Target 2021/22	1 <sup>st</sup> Quarter Actual	1 <sup>st</sup> Quarter Actual Performance 2021/22				
			Males	Females	Underserved Gender	Youth	Persons with Disabilities
Ekurhuleni	1600	1630	334	1296	0	1065	10
Johannesburg	1800	1750	472	1278	0	1183	6
Sedibeng	1392	1323	242	1081	0	775	2
Tshwane	966	926	183	743	0	573	4
West Rand	927	894	241	653	0	633	5
<b>Grand Total</b>	<b>6685</b>	<b>6523</b>	<b>1472</b>	<b>5051</b>	<b>0</b>	<b>4229</b>	<b>27</b>

The Department of Public Works and Infrastructure's (DPWI) EPWP Economic transformation and job creation reported against the 2021/22 financial year target of 1 009 972. The 472 646 (work opportunities) was broken down as follows, per EPWP Sector:

- 110 904 (wos) – EPWP Infrastructure Sector;
- 55 871 (wos) – EPWP Environment & Culture Sector

- 89 991 (wos) – EPWP Social Sector
- 215 880 (wos) – EPWP Non-State Sector (NSS) Community Work Programme.

One challenge that DPWI highlighted was there was no breakdown of disaggregated data. However, a corrective measure to be taken was to engage with EPWP implementers to include disaggregated data.

The EPWP (NYS) Education, Skills and Health programme, youth participated in the Graduate and Experiential Internships Programmes, Candidacy, Artisan Development, and Management Trainee Programme, between 18 and 35 years. The disaggregated data is as follows:

- 59.2 % are women
- 100% youth
- 0% persons with disabilities

The South African Revenue Services' (SARS) intake of trainees for persons with disabilities was at 2.99% (7 out of 70) in 2021/22 financial year in quarter four (4) (4 males, 3 females, and 7 youth).

The Department of Human Settlements established a Project Portfolio Office led by Housing Development Agency (HDA) in order to address issues of Job Creation and Socio-Economic Transformation in the Human Settlements Sector. The National Home Builders Registration Council (NHBRC) is responsible for training of participants in the construction environment. This includes persons with disabilities. The planned Nkqonkqweni Community Garden will assist the community, including persons with disabilities, in reducing economic vulnerability and release of human capital.

Department of Tourism's working for tourism projects created 3822 work opportunities through the *Expanded Public Works Programme* (EPWP). The total number of persons with disabilities employed was 23.

The Department of Employment and Labour released the Commission for Employment Equity (CEE). The report shows the analysis of the workforce profile over a period of three years that provided insight into the actual progress made in terms of equitable representation of the various population groups i.e., per race, gender and disability at different occupational levels.

### Workforce Profile Trends Analysis from 2019 To 2021

#### 9.2.4 Senior management – disability (all employers) - 2019 to 2021

Figure 9: Senior management - Disability

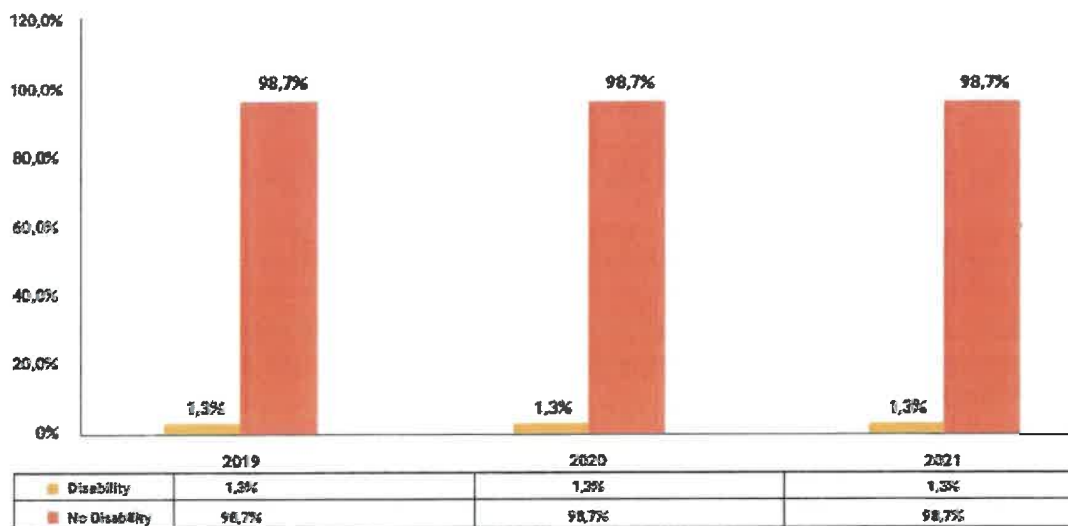


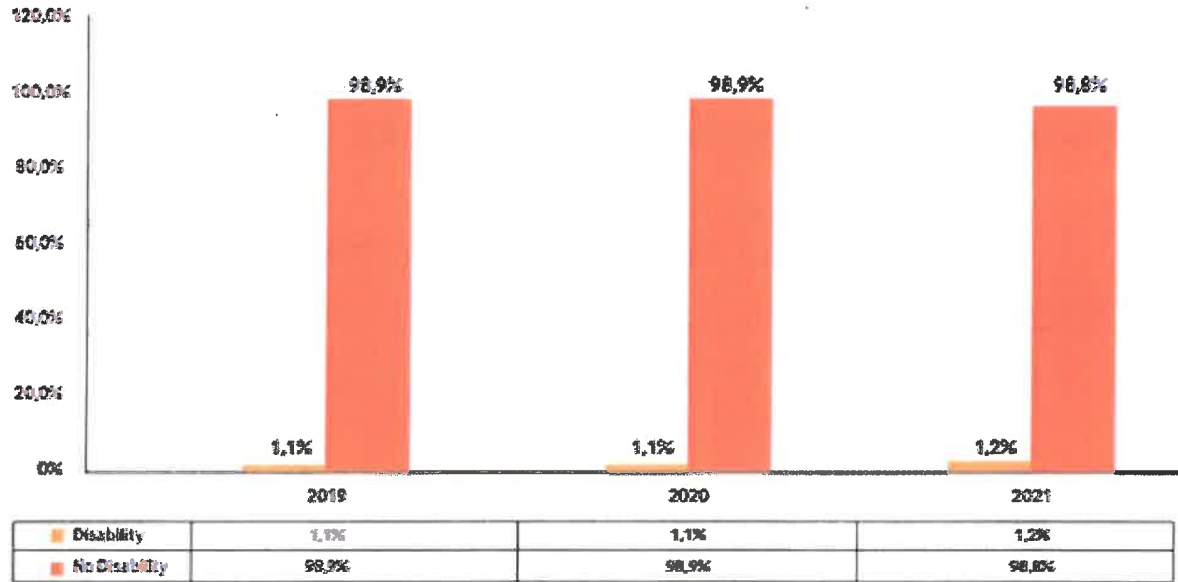
Figure 9 shows that the representation of persons with disabilities at this occupational level remains consistently low.

(Source: 22nd Commission for Employment Equity)

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

**Professionally Qualified – Disability (all employers) - 2019 to 2021**

**Figure 13: Professionally qualified - Disability**

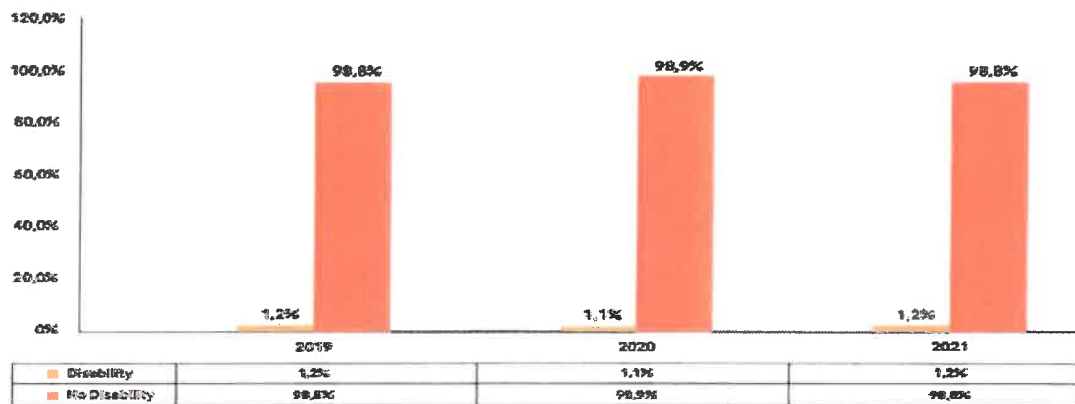


*Note: Data in the above figure indicates that the representation of people with disabilities have slightly increased from 1.1% in both 2019 and 2020 to 1.2% in 2021 at this level. (Source: 22nd Commission for Employment Equity)*

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

**Skilled – Disability (all employers) - 2019 to 2021**

**Figure 17: Skilled - Disability**



*Note: The above figure shows that the representation of persons with disabilities remained flat from 2019 to 2021 at the Skilled Level. (Source: 22nd Commission for Employment Equity)*

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

### 9.5.4 Semi-skilled – Disability (all employers) - 2019 to 2021

Figure 21: Semi skilled - Disability



Figure 21 shows a slight increase in the representivity of persons with disabilities at the Semi-Skilled Level.

Note: Figure 21 shows a slight increase in the representivity of persons with disabilities at the Semi-Skilled Level at 1.3%.

(Source: 22nd Commission for Employment Equity)

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

### Unskilled – Disability (all employers) - 2019 to 2021

Figure 25: Unskilled - Disability

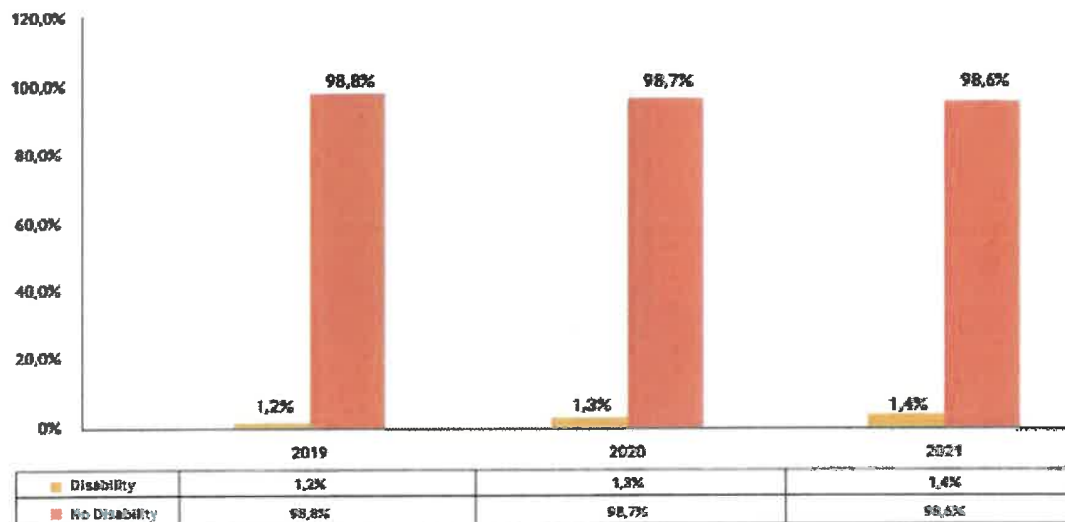


Figure 25 illustrates that representation of persons with disabilities remained flat at around 1,2%, over the past three years at the Unskilled occupational level.

### Workforce Profile Trend for the representation of Persons with Disabilities from 2019 to 2021

2019	2020	2021
1.1%	1.3%	1.2%

Table 28 indicates that the representation of persons with disabilities in the total workforce slightly increased from 1.1% in 2019 to 1.2% in 2021, but still remained around 1% for the past three years.

Note: The picture above indicates that the representation of persons with disabilities in total workforce slightly increased from 1.1% in 2019 to 1.2% in 2021, but still remained around 1% for the past three years. (Source: 22nd Commission for Employment Equity)

The report further provided an analysis of Public Service vs Private Sector Workforce Profiles For 2021 EE Reporting. This section of the report provided an extent of reporting by both the Public Service (i.e. National and Provincial governments) and the Private Sector. It also reflected on an analysis of the workforce profile for all designated employers in the Public Service and the Private Sector for all six occupational levels in terms of population groups, gender and disability for the 2021 EE reporting period.

### Top Management Public Service vs Private Sector

#### 11.2.4 Top management - Disability - 2021

Figure 29: Top management - Disability 2021

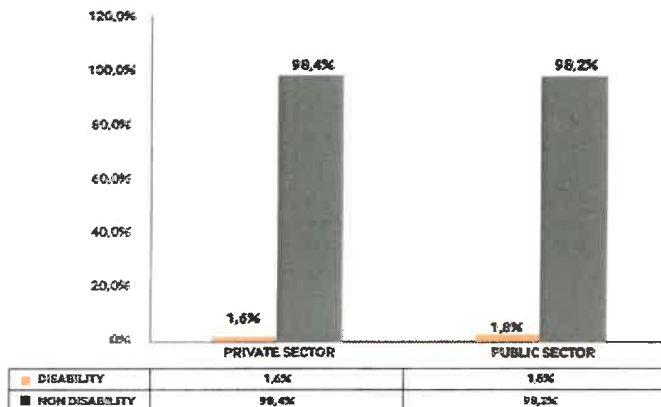


Figure 29 illustrates that the Public Service (1,8%) employs more people with disabilities than the Private Sector (1,6%) at this level.

Note: the picture above indicates that the top management of public sector stood at 1.8% for persons with disabilities against 98.2% of persons with no disabilities; with private sector standing at 1.6% for persons with disabilities against 98.4% of persons with no disabilities. (Source: 22nd Commission for Employment Equity)

### Senior Management Public Service vs Private Sector

#### 11.3.4 Senior management - Disability - 2021

Figure 33: Senior management - Disability 2021

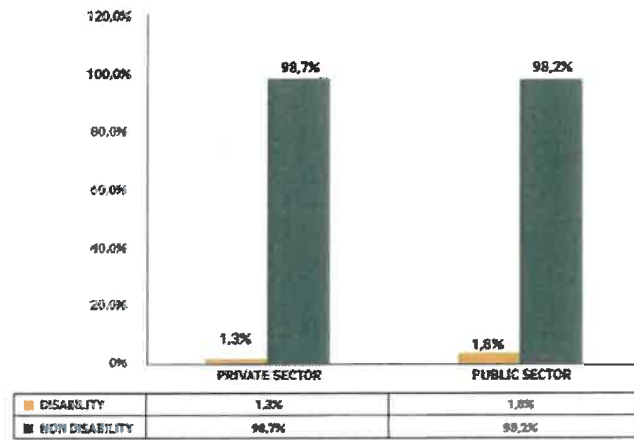


Figure 33 shows that the Public Service (1.8%) employs more people with disabilities than the Private Sector (1.3%) at this level.

Note: the picture above indicates that the senior management of public sector stood at 1.8% for persons with disabilities against 98.2% of persons with no disabilities; with private sector standing at 1.3% for persons with disabilities against 98.7% of persons with no disabilities. (Source: 22nd Commission for Employment Equity)

### Professionally Qualified / Middle Management Public Service vs Private Sector

#### 11.4.4 Professionally Qualified / Middle management - Disability - 2021

Figure 37: Professionally qualified - Disability 2021

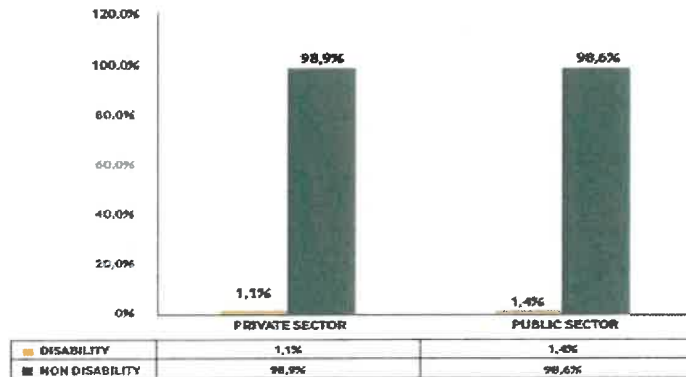


Figure 37 indicates that the Public Service (1.4%) employs more people with disabilities than the Private Sector (1.1%) at this level.



The picture above indicates that the professionally qualified/middle management of public sector stood at 1.4% for persons with disabilities against 98.6% of persons with no disabilities; with private sector standing at 1.1% for persons with disabilities against 98.9% of persons with no disabilities.

### Skilled Technical / Junior Management Public Service vs Private Sector

#### 11.5.4 Skilled Technical / Junior Management - Disability - 2021

Figure 41: Skilled - Disability 2021

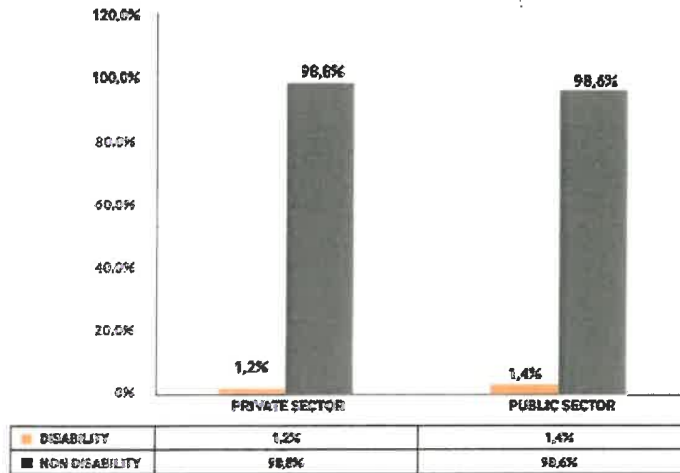


Figure 41 illustrates that the Public Service (1.4%) employs more people with disabilities than the Private Sector (1.2%) at this level.

Note: The picture above indicates that the skilled Technical/junior management of public sector stood at 1.4% for persons with disabilities against 98.6% of persons with no disabilities; with private sector standing at 1.2% for persons with disabilities against 98.8% of persons with no disabilities.

### Semi-Skilled Public Service vs Private Sector

#### 11.6.4 Semi-skilled - Disability - 2021

Figure 45: Semi - Skilled - Disability 2021

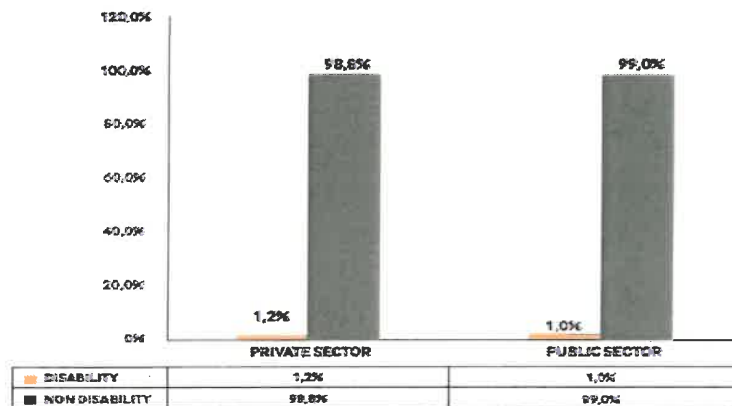


Figure 45 shows that the Private Sector at 1.2%, employs more people with disabilities and the Public Service at 1.0%, employs fewer people with disabilities at this level.

Note: The picture above indicates that the semi - skilled of public sector stood at 1.0% for persons with disabilities against 99.0% of persons with no disabilities; with private sector standing at 1.2% for persons with disabilities against 98.8% of persons with no disabilities. (Source: 22nd Commission for Employment Equity)

## Unskilled Public Service vs Private Sector

### 11.7.4 Unskilled - Disability - 2021

Figure 49: Unskilled - Disability 2021

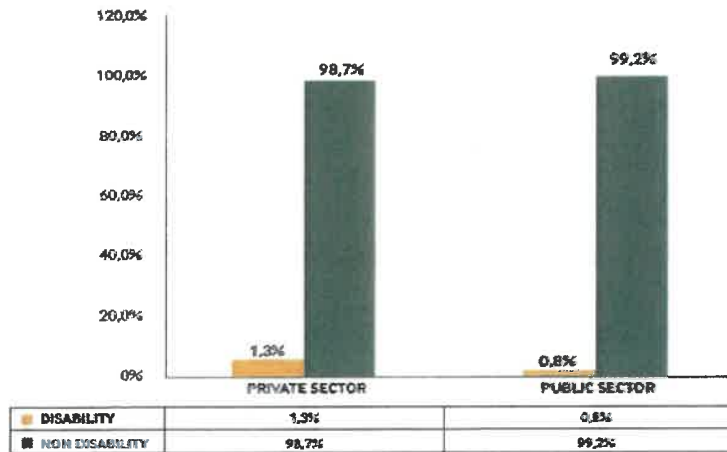


Figure 49 shows that the Private Sector employs more people with disabilities at 1.3% and the Public Service employs less people with disabilities at 0.8% at this level.

NOTES: the picture above indicates that unskilled workers at the public sector stood at 0.8% for persons with disabilities against 99.2% of persons with no disabilities; with private sector standing at 1.3% for persons with disabilities against 98.7% of persons with no disabilities. (Source: 22nd Commission for Employment Equity)

## Mpumalanga Provincial DPWR&T: Number of persons with disabilities employed on EPWP:

One hundred and twenty-seven persons with disabilities employed on EPWP (targeted)

Seven persons with disabilities employed on EPWP (achieved)

**Challenge:** Minimal reporting of active implemented projects.

**Mitigation plan:** monitoring

Access to decent work and employment opportunities is an area which is still concerning for persons with disabilities. Despite the voluminous report received under this indicator from various departments, it is still clear that persons with disabilities are not being reached as expected. More concerning is that challenges highlighted, e.g COVID-19

lockdown, have adversely affected persons with disabilities than any other person, thereby justifying the low rate of ensuring equitable access to job opportunities and decent work. It is worrying also that it is difficult for provinces to demonstrate what interventions are being put in place to support the initiatives to progressively meet the 7% target.

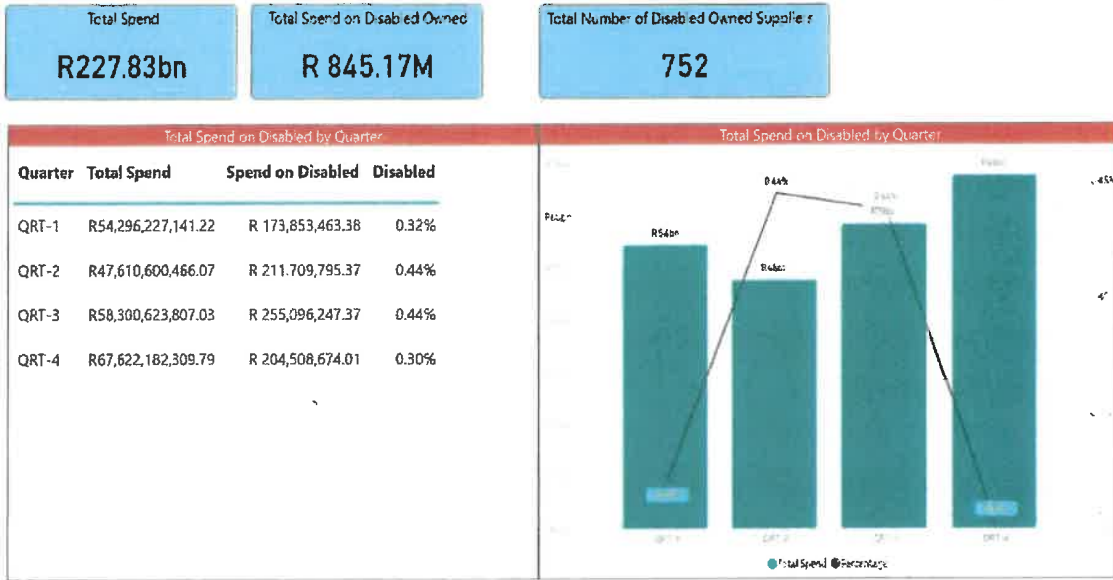
***Indicator 5.3 - Persons with Disabilities as Owners of the Economy***

The Department of Small Business Development (DSBD) initiated partnership with MEDUNSA Organisation for Disabled Entrepreneurs (MODE) to implement economic empowerment interventions for persons with disabilities including promotion of entrepreneurial development programmes for the members and non-members within the community. To date, 28 persons with disabilities are participating in these initiatives.

In 2021/22 financial year, National Treasury (NT) had registered on their Central Supplier Database (CSD):

- Persons with disabilities owned: 6 225 (1%)
- Women owned: 259 618 (31%)
- Youth owned  
252 136 (29%)

### OVERALL SPEND SUMMARY REPORT



### PROVINCES SPEND SUMMARY REPORT



The Department of Small Business Development (DSBD) funded 12 enterprises owned by persons with disabilities to the value of R17, 2 million in Quarter three (3). These

firms created and saved 115 jobs. In quarter four (4), four (4) enterprises owned by persons with disabilities were funded to the value of R20, 2 million. These firms created and saved 22 jobs.

In The year under review, the Department of Tourism's (DoT) spent on procurement of goods and services from B-BBEE compliant businesses and SMMEs a total amount spent by December 2021 R70 377 916.77, for persons with Disabilities: R17 225.00 (Quarter 3). For expenditure on procurement from B-BBEE compliant enterprises, a total amount was spent by January 2022: R101 131 715.81. Persons with disabilities was R4 777.00 (Quarter 4).

The Department of Planning, Monitoring and Evaluation (DPME) monitor's persons with disability appointed as well as persons with disability who were given tenders.

Gauteng Provincial government departments spending on Persons with disabilities owned enterprises for quarter:

#### **Business owners with disabilities**

The total GPG procurement spend with companies owned by business owners with disabilities during this period was R 12 586 185 which represents only 0,23% of the total procurement spend against our target of 7% of total spend. This is 6,77% short of the target.

Department of Rural Development and Land Reform (DALRRD) had 0 hectares of land which was distributed to persons with disabilities in the year under review. However, additional hectares were acquired in February 2022 without time to process distribution. This will be done in the new financial year.

#### **Department of Tourism SMMEs in the Tourism Sector for inclusive economic growth**

Annual target 2021/22	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
<p>To support tourism SMMEs through the following Incubators (Business support and development):</p> <ol style="list-style-type: none"> <li>1. Manyeleti Incubator</li> <li>2. Phalaborwa Incubator</li> <li>3. Mier Incubator</li> <li>4. Tech Incubator</li> <li>5. Tour Operator Incubator</li> <li>6. Food Services Incubator</li> <li>7. Two (2) community-based enterprises incubation programmes</li> </ol>	<p>Eight business support and development Incubation Programme implemented through the following: Final year implementation of the following three incubators:</p> <ol style="list-style-type: none"> <li>1. Manyeleti</li> <li>2. Phalaborwa</li> <li>3. Mier</li> </ol> <p>These 3 incubators concluded in Q3 of 2021/22</p>	<p>Incubators</p> <p>Manyeleti: Mpumalanga 47 participants</p> <p>Phalaborwa: Limpopo 51 participants</p> <p>Mier: Northern Cape 46 participants.</p>	<p>Manyeleti: Mpumalanga 47 participants</p> <ul style="list-style-type: none"> <li>• 13 women (28%)</li> <li>• 6 youth (13%)</li> <li>• 1 person with disabilities (2%)</li> </ul> <p>Phalaborwa: Limpopo – 51 participants</p> <ul style="list-style-type: none"> <li>• 26 women (51%)</li> <li>• 3 youth (6%)</li> <li>• 25 men (49%)</li> </ul> <p>Mier: Northern Cape 46 participants.</p> <ul style="list-style-type: none"> <li>• 32 women (70%)</li> <li>• 14 men (30%)</li> <li>• 4 youth (9%)</li> <li>• 1 person with disabilities (2%)</li> </ul>
<p>To support tourism SMMEs through the</p>	<p>Eight business support and</p>	<p>Incubators</p> <p>Manyeleti: Mpumalanga</p>	<p>Manyeleti: Mpumalanga 47 participants</p>

<p>following Incubators (Business support and development):</p> <ol style="list-style-type: none"> <li>1. Manyeleti Incubator</li> <li>2. Phalaborwa Incubator</li> <li>3. Mier Incubator</li> <li>4. Tech Incubator</li> <li>5. Tour Operator Incubator</li> <li>6. Food Services Incubator</li> <li>7. Two (2) community-based enterprises incubation programmes</li> </ol>	<p>development Incubation Programme implemented through the following:</p> <p>Final year implementation of the following three incubators:</p> <ol style="list-style-type: none"> <li>1. Manyeleti</li> <li>2. Phalaborwa</li> <li>3. Mier</li> </ol> <p>These 3 incubators concluded in Q3 of 2021/22</p>	<p>47 participants</p> <p>Phalaborwa: Limpopo 51 participants</p> <p>Mier: Northern Cape 46 participants.</p>	<ul style="list-style-type: none"> <li>• 13 women (28%)</li> <li>• 6 youth (13%)</li> <li>• 1 person with disabilities (2%)</li> </ul> <p>Phalaborwa: Limpopo – 51 participants</p> <ul style="list-style-type: none"> <li>• 26 women (51%)</li> <li>• 3 youth (6%)</li> <li>• 25 men (49%)</li> </ul> <p>Mier: Northern Cape 46 participants.</p> <ul style="list-style-type: none"> <li>• 32 women (70%)</li> <li>• 14 men (30%)</li> <li>• 4 youth (9%)</li> <li>• 1 person with disabilities (2%)</li> </ul>
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**Mpumalanga Provincial Government: DHS**

**a) Effective and efficient Supply chain management**

At least 1% of budget directed towards empowerment of persons with disabilities

1.13% persons with disabilities were appointed

DTIC contributed towards greater development impact through the revision of incentive guidelines for the AIS, CIP, EMIA and SSAS. The revisions included greater support for projects owned by women, youth and persons with disabilities (EMIA and SSAS); reporting on localisation for applicants (AIS); and green/clean infrastructure projects (CIP). All incentives were required to report on women, youth and persons with

disabilities ownership; and jobs. Further to that, 69 companies participated for the first time in export promotion initiatives inclusive of women, youth and persons with disabilities.

The Limpopo Department of Agriculture and Rural Development supported 16 500 subsistence, 3 359 smallholders and no commercial farmers supported through Ilima/Letsema; 1 426 youth, 9 034 women and 99 farmers with disabilities supported through Ilima/Letsema. The Departmental Annual report indicated that a further 79 farmers with disabilities were supported through the programmes.

The total cumulative employment created by the programme is broken down as follows: 60 contractors, 225 159-person days, 979 full-time equivalent jobs, 506 youth and 321 women and 24 people with disabilities. In Cape Agulhas, all participants were women. Work is undertaken and skills developed included building and civils, road and paving repairs, fencing, thatching (repairs and new), electrical, welding and carpentry (repairs and new).

Participation in economic activities remains generally concerning for persons with disabilities. This indicator goes deep in confirming the extent to which persons with disabilities are not fully participating in the economy. Only 1% of registered business owners are persons with disabilities. We still account for a 0% of hectares of land given to persons with disabilities. This is the trend which departments should collaboratively work together in order to improve the status quo.



***Indicator 5.4 - Reducing the Cost of Disability for Persons with Disabilities and their Families***

The Department of Small Business Development will be kick-starting a process of reviewing the Amavulindlela Funding Facility for persons with disabilities in order to make it more accessible. The MoU between Seda and DeafSA is in circulation for vetting/inputs. DSBD recruited an official resource whose primary focus was to manage the Amavulindlela Fund including identifying potential applicants for the scheme. The department begun to reap the benefits of having this targeted by improvement uptake of the funding in both quarter three (3) and quarter four (4) relative to the first half of the 2021/22 financial year.

The department initiated the process of reviewing the Amavulindlela Fund. A stakeholder engagement process to source inputs will be ensuing during Quarter 2 (two) of 2022/23 financial year.

The department highlighted some of the challenges encountered:

- The department is not getting enough funding applications deals from enterprises owned by persons with disabilities despite the marketing initiatives that have been put in place to enhance SEFA's brand and visibility.
- Some persons with disabilities are hesitant to start their own businesses, sighting the potential loss of a secure income or allowance from the Department of Social Development
- Many of the applicants are seeking grant funding whereas the available facility is a Blended Finance.

The DWYPD in partnership with the United Nations Development Programme (UNDP) completed the research study on the Elements and Economic Cost of Disability for children and persons with physical disabilities, part 2 in March 2022. The main objective of the research study was to cover the gap in information in terms of cost analysis for children and persons with physical disabilities.

Part 2 of the study provided evidence on cost estimates for, among others, the determination of social security benefits and subsidisation of services targeting persons with disabilities, as well as reasonable accommodation support. In that regard, the study

provided distinct costing of reasonable accommodation measures support intended to remove barriers to participation for children and persons with physical disabilities.

**Mpumalanga Provincial Government Departments' progress:**

Department of Culture, Sport and Recreation supported to promote 15 Arts and Craft Cooperatives heritage culture as part of investment in the cultural and creative industries. Three (3) cooperatives for person with disabilities was achieved and was supported by creating market platform at eMnotweni Arena on 15 May 2021.

DPWR&T awarded contracts 2% value of infrastructure contracts awarded companies owned by black persons with disabilities.

Furthermore, the DEDT assisted (3) persons with disabilities with tax returns.

It is commendable that efforts to empower persons with disabilities are being made, particularly in Mpumalanga. This calls for other provinces to emulate Mpumalanga. Whilst it is acknowledged that there are challenges regarding the applicants with disabilities to Amavulindlela fund, more efforts must be made to ensure that persons with disabilities apply for so that persons with disabilities can benefit.

**3.3.6 PILLAR 6: STRENGTHENING THE REPRESENTATIVE VOICE OF PERSONS WITH DISABILITIES**

Being able to take decisions that affect one's standard of living – where you go to school, where you live, with whom you live, who you form relationships with, where you work and what work you do – is an unknown concept for many persons with disabilities. The principle of self-representation is therefore paramount in ensuring an adequate standard of living, and goes hand in hand with the concepts of empowerment, participation and independent living.

The first level of self-representation, at individual level, has been covered under the pillar on Supporting Empowerment of Persons with Disabilities. This Pillar focuses on strengthening the collective representative voice of persons with disabilities.

All national departments and institutions contribute towards the 13 indicators under this pillar.

Only four (4) national departments and institutions/organisations reported under pillar 6, these departments are: these departments are Department of Human Settlement (DHS); Shonaquip; Department of Social Development (DSD); South African Revenue Services (SARS).

#### **3.3.6.1 Performance Indicators**

##### ***Indicator 6.1 - Strengthening Access and Participation through Self-Representation***

The DHS has a National Human Settlements Disability Forum (NHSDF) that represents voice strengthening of persons with disabilities in the human settlements sector.

A report by Shonaquip stated that 62.1% of families with young people over the age of 18 years are not able to realise their rights to vote in the national and local elections. More than 80% of participants do not belong to any DPO and are vaguely aware of organisations that support active participation.

Further to this, there is limited understanding of legal and policy frameworks for disability inclusion in South Africa. Rights-based approaches to realising the rights of persons with disabilities are a cornerstone of our democracy. It is problematic that South Africans do not have basic knowledge about this.

94% of parents believe it is important that the parents of children with disabilities must be able to speak to the issues they and their children face. According to pillar 6, parents do have the right to represent their children.

***Indicator 6.2 - Recognition of Representative Organisations of Persons with Disabilities***

No information provided

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

In Strengthening the diversity and capacity of DPOs and self-advocacy programmes, the Department of Social Development supported a number of DPOs financially (provincially and nationally), inclusive of Deafblind SA, Autism SA, DICAG, SANDA, DEAFSA, ILC, and UHAMBO foundation).

***Indicator 6.4 - Public Participation and Consultation Programmes***

South African Revenue Services (SARS) undertook an initiative to improve engagement with persons with disabilities to enhance their engagement with the employer and SARS. Special needs were often not considered, known, nor accommodated. This resulted in persons with disabilities being economically excluded which compromised the national revenue collection. In collaboration with the South African Disability Alliance, engagements were arranged and so far SARS engaged the deaf and visually impaired sector. The initial meetings raised several, challenges for persons with disabilities. The business to implement solutions for phase 1 of the project in 2021/22 financial year was at costing stage in preparation for the investment committee.

***Indicator 6.5 – Self-Representation in Public Life.***

SARS launched the Disability Champions Structure to strengthen the Representative Voice of Persons with Disabilities.

Self-representation is important for persons with disabilities. In order to enhance this, DWYPD had formulated a Policy Framework on self-representation. Continued support of Disabled People Organisation is also necessary to ensure a multifaceted approach in the delivery of services and support to persons with disabilities belonging to these

organisations. To this end, departments/institutions that have programmes to support persons with disabilities should be appreciated.

### **3.3.7 PILLAR 7: BUILDING A DISABILITY EQUITABLE STATE MACHINERY**

Efficient, effective and development-oriented state machinery that delivers services in an equitable manner is an essential element of a capable and developmental state that pursues a 'substantive' rather than 'formal' approach to equality, in other words, that the circumstances of people are taken into account and focus is on ensuring equality of outcomes. The state machinery includes the legislative, executive across all three spheres of government.

All government departments and institutions are affected by this pillar, but 14 national departments and institutions lead in giving direction for the implementation of the 25 indicators under this pillar. The departments that reported under this pillar are, the Department of International Relations and Cooperation (DIRCO), Public Service and Administration (DPSA) Department of Planning, Monitoring and Evaluation (DPME) and Department of Women, Youth and Persons with Disabilities (DWYPD).

#### **3.2.7.1 Performance Indicators**

##### ***Indicator 7.1 - Disability Equitable Planning, Budgeting and Service Delivery***

A Sector Transformation Workstream comprising of National Departments and all Departments of Human Settlements entities developed the Implementation Strategy, Sector Economic Empowerment and Enterprise Development programme (SEED). A minimum of 40 percent (40%) of Human Settlements Development Grants allocations was recommended to be allocated to designated groups. Provinces have not managed to meet the required minimum of 30% threshold in the previous financial years. An amount of R2.6 billion (20%) was reported by Provinces to have been allocated to designated groups from the voted allocation of R13.4 billion. Free State and Mpumalanga Provinces accounted for the bulk of the allocation.

It should be noted however that Free State and Mpumalanga Provinces have reported allocations more than their voted funds. Both Provinces have been notified in the past of this concern. This implies that this allocation is likely to be less than the reported R2.6 billion (20%) once the two Provinces have corrected their allocations.

Northern Cape, NorthWest and Western Cape Provinces have reported allocations of between 10% and 20% of their allocations. Metros have not managed to meet the required minimum of 30% threshold in the previous financial years. An amount of R1.4 billion (18%) was reported by Provinces to have been allocated to designated groups from the voted allocation of R7.4 billion.

The reported allocation by City of Johannesburg accounted for the bulk (73%) of the reported R1.4 billion. Clarity was needed on allocations reported by its agencies in particular Joburg Water and Joburg Roads Agency. Buffalo City, Ekurhuleni, City of Tshwane and eThekweni Metros have reported their allocations for the year.

The NHSDf (DHS) is responsible for building equitable state machinery for persons with disabilities in the human settlements sector, and is tasked with the realisation of same in the three spheres of government.

### ***Indicator 7.2 - Monitoring, Evaluation, Reporting, Research, Data and Statistics***

The DWYPD in partnership with DPME and departments at the centre of government completed the analysis of draft 2022/23 Annual Performance Plans (APPs) for national departments. The purpose was to ensure inclusion of women, youth and persons with disabilities in key planning processes. The department also produced the draft APP disability analysis report.

It is evident that all efforts are slowly yielding more inclusive planning as well as disaggregated performance reporting. However, the pace of government-wide implementation of inclusive mandates remain a challenge.

The DWYPD appointed a service provider to harmonise disability rights policy and legislative instruments, and to develop the disability rights based framework which is

inclusive of all disability indicators. The project is a six month and expected to be completed in December 2022.

The DWYPD, in partnership with DPME, is in the process of conducting the evaluation of the Implementation of the White Paper on the Rights of Persons with Disabilities. The project duration is 12 months and expected to be completed in 2023/24 financial year.

***Indicator 7.3 Public Procurement and Regulation***

The Department of Tourism developed a Business Process Map and Standard Operating Procedures (SOP) for the procurement and maintenance of assistive devices for Persons with Disabilities and was approved for implementation.

***Indicator 7.4 - Capacity Building and Training***

As of 31 March 2022, DIRCO had two strategic interventions in strengthening the capacity of the department to effectively and equitably implement the White Paper on the Rights of Persons with Disabilities.

***Indicator 7.5 - Strengthening Accountability***

No information provided

Proper budgeting and planning are critical in ensuring service delivery. Persons with disabilities require specific programmes, projects and interventions which, if not planned and budgeted for, persons with disabilities will always be excluded from the mainstream. Preferential procurement, in a way of empowering persons with disabilities, should be realistically monitored for its implementation to benefit persons with disabilities.

### 3.3.8 PILLAR 8: PROMOTING INTERNATIONAL COOPERATION

South Africa has acceded to, or ratified, most of the African regional and international human rights instruments in the area of economic, social, cultural, civil and political rights. The African Union's adoption of the Declaration of the African Decade for Persons with Disabilities in 2000 places responsibilities on African states to implement Decade programme activities. South Africa supports and participates in the African Decade for Persons with Disabilities (2010-2019).

Two (2) national departments contribute towards the three (3) indicators under this pillar. These are DIRCO and the DWYPD.

#### 3.3.8.1 Performance Indicators

The DWYPD participated in virtual 14<sup>th</sup> Conference of State Parties which was hosted on the 15-16 June 2021. The conference was hosted virtually at the United Nations Headquarters, New York. The overarching theme of the Conference was: *"Building back better: COVID-19 response and recovery; Meeting the needs, realising the rights and addressing the socio-economic impacts on persons with disabilities"*. The proceedings included three round-tables under the following themes:

- I. Sub-theme 1: Protecting the rights of persons with disabilities in armed conflict and humanitarian emergencies*
- II. Sub-theme 2: Living independently, being included in the community*
- III. Sub-theme 3: Right to education; challenges with inclusive education and accessibility during COVID-19.*

South Africa was represented by Ambassador Mathu Joyini and Counsellor Andy Makwabe in persons as the official opening of the conference. They are both based at South Africa Permanent Mission in New York.



### **3.3.9: INSTITUTIONAL ARRANGEMENTS**

The monitoring process involves collecting, analysing, and reporting data on inputs, activities, outputs, outcomes and impacts as well as external factors, in a way that supports effective management of implementation of the WPRPD.

Evaluations will assess relevance, efficiency, effectiveness, impact and sustainability, and thereby provide credible and useful information to answer specific questions to guide decision making by staff, managers and policy makers on accelerating the implementation of the WPRPD. In all processes, it is necessary to include from line departments and civil society.

Only the following departments have reported against the policy directives outlined in pillar 9: Statistics South Africa.

#### **3.3.9.1 Performance Indicators**

The population and social statistics programme at Statistics South Africa has completed phase one (1) on the research on the harmonisation of disability definitions and classifications has been finalised. Phase two (2), which is the development of disability statistics framework is currently underway.

In the year under review, the Disability Advisory Group (DAG) Terms of reference have been drafted and were awaiting for approval during the inception meeting. Stats SA sent invitation/appointment letters to serve on DAG to Academia (5 institutions plus 1 research council), Disability sector (4 representatives), and National departments. Outstanding letters were still to be served to Provincial representation and Local government.

Furthermore, Terms of Reference for the establishment of the Regional Group on Disability Statistics for English Speaking Countries in Africa were drafted and were to be presented in the inaugural meeting for approval by member countries.

The Post Enumeration Survey (PES) fieldworkers were trained on how they should approach and collect data from households that are headed by persons with disabilities.

Many indicators from pillars were not fully dealt with in this report largely because no or insufficient information was provided to be included in the report, that provided very limited information, thus creating gaps in the report.

### **3.4 COVID-19 INTERVENTIONS**

As a response to the COVID-19 pandemic, the DSBD's Township and Rural Entrepreneurship Programme assisted with financial and/or non-financial Support to women, youth and persons with disabilities in all provinces and all district municipalities. The total spent budget for this intervention was R545 533 845.44.

The DBE supported visually impaired learners on Orientation and Mobility (O&M). As part of the sector's efforts to contain the spread of the virus and protect the learners in the academic year, the Directorate: Inclusive Education, together with South African Guide Dogs Association, developed short videos, in five languages-isiZulu, English, Afrikaans, isiXhosa and Setswana. The English video had close captions and training materials which were complementary to the video. Furthermore, PDF copies with pictures and word document for screen readers and braille printing were available. The link to the videos was shared with Provincial Education Departments (PEDs) after a presentation (on the use and features of the videos) was done in April 2021.

#### **Monitoring of the implementation of inclusive education:**

- Conducted oversight visit to the Free State in the period under review. Three (3) districts were monitored and supported.
- The visits were conducted to ensure that inclusive education is mainstreamed in an ordinary public school, full service, and special school and special care centres. Furthermore, to ensure that both district and

provinces are coordinating services and providing support to schools, learners and teachers.

COVID – 19 Activities/programmes	Interventions/implementation reports
Directions in respect of attendance by learners in primary schools	the Department of Basic Education gazetted Directions for the attendance of all primary schools learners
National Vaccination programme	The Department of Health has prioritised and implemented vaccination programme for all educators and non – educators – today is the last day.

DBE reprioritised portion of LSPID Conditional Grant funding in compliance with regulations and requirements of management of COVID-19.

The DBE procured thermometers; masks; consumables; and technology to enable remote learning and access to therapy. DBE further developed guidelines for Healthcare and Social Service Professionals in the Department of Basic Education on the Coronavirus (COVID-19) Outbreak in South Africa.

DBE Developed guidelines to support schools with:

- Deaf learners;
- Blind and partially sighted learners;
- Learners with autism;
- Learners with epilepsy;
- Learners with intellectual disability; and
- Learners with physical disabilities.

The Department of Public Service and Administration issued Circular No 05 of 2021 (State of Disaster Covid-19: Public Service Adjustments to Risk Adjusted Level 4 Regulations) to all heads of departments and provincial administrations.

**Remote working arrangements:** The Accounting Officer ensured reduction of the occupancy rate to not more than 30% at any given time, using shift work, rotation and remote working arrangements amongst others.

When determining the eligibility criteria, Accounting Officers had to consider the nature of work for office-based employees (e.g. security, administration, cleaners, SCM etc.) as well as the availability of enabling systems. This must be done on a case-by case basis after assessment of eligibility and the needs of mission critical functions, which support essential services.

Accounting Officers had to have a clear outline as to the consequences should the employee fail to adhere to the content of the agreement or any other organisational rules while working remotely.

All Heads of Departments, should use their discretion in dealing with matters which may not be specifically covered in this circular but which maybe workplace, occupational or sector specific and in line with the delegated authority, especially when dealing with risk assessment and the categorizing of employee comorbidities and vulnerabilities.

Accounting Officers retained the legal responsibility to determine workplace requirements and to ensure the delivery of the full public service array. Taking into account the dynamic and fluid contextual circumstances arising from the National Disaster, Departments who are unable to implement the above provisions must provide reasons for such failure to the Minister for Public Service and Administration within two weeks of such matter arising.

Work towards 100% capacity in the workplace, however, officials with comorbidities and/or relevant conditions will be required to apply individually for consideration by Accounting Officers to continue remote working arrangements

The DPWI Remote working arrangements issued circular as per DPSA regulations and conducted a COVID-19 Disability Inclusive Workplace with DPWI Health and Safety Committee and Equity & Disability Committee members. To ensure compliance as per

circular in terms of leave management, adequate resources were provided as per requirement to work remotely and rotation schedule for social distance purposes. Equity and Disability Committee members were the officials who determined whether all employees with disabilities were catered for in all regional offices.

Department of Mineral Resources and Energy (DMRE) established a Steering Committee and appointed a Compliance officer. PPE's were provided to all employees and COVID-19 related leaves were administered.

The DMRE's issued regulations / guidelines for awareness campaign purposes on the impact of COVID-19 for all employees. The COVID-19 interventions dating from April to June 2021 was disaggregated into following specific designate group but rather focused on the entire Departmental workforce in general:

- Steering committee meets regularly.
- All cases were reported to the compliance officer.
- Sanitisers were placed in strategic places and employees were provided with face cloth and hand sanitizer.
- Ten (10) days to quarantine were provided to all employees that were reportedly diagnosed with, or in close contact of person having contracted COVID-19.
- Employee Assistance programme was observed for COVID-19 related cases (e.g. counselling).
- One person with a disability within the Department reportedly contracted COVID-19 in the first week of June 2021 and were afforded with 10 days quarantine period and provided counselling support through follow up calls.

Department of Social Development's mitigating COVID-19 circumstances with regards to persons with disabilities in DSD funded facilities and centres. They issued directions /regulations on the prevention, containment and management of COVID-19 in Residential facilities, Protective workshops and Respite care facilities. Furthermore to that, DSD developed an easy read Standard Operating Procedures (SOPs) on the prevention, containment and management of COVID-19 in day care centres for children

with disabilities. This translated into trained parent/families, youth with disabilities and centres on the SOPs. Further training of Social Workers working with persons with disabilities, parents/care givers and youth with disabilities were to be facilitated jointly with JICA.

SARS developed COVID-19 Guidelines for high risk employees with disabilities. Persons with disabilities with pre-existing serious medical conditions, were reasonably accommodated and provided with the necessary IT support to be able to work from home. This included specific devices (including computers), access to the SARS VPN, mobile devices to connect to the SARS VPN as well as equipment and assistive devices required by persons with disabilities.

Each disability was viewed in terms of its own merits and the prevalent co-morbidities to allow for the correct measures to be put in place. Emphasis was on the use of and purchasing tools that would promote smooth conversation and reasonableness in all circumstances. SARS further improved on IT related services in fast-tracking reasonable accommodation within the COVID-19 scenario to allow service flow to clients. Continuous engagement and consultation were held with different stakeholders in realisation of any other measures that needs to be placed to assist our clients with disabilities.

Regrettably, Department of Small Business Development on COVID-19 economic relief benefits to small businesses did not receive applications from enterprises owned by persons with disabilities for this intervention.

The National School of Government provided reasonable accommodation to employees with disabilities. These employees were accommodated as follows: All employees with disabilities were on rotation and one (1) employee with mobility disabilities was provided with transport. Eleven (11) employees were granted permission to work from home due to identified uncontrolled risks and vulnerabilities.

Statistics South Africa allowed a significant workforce to remain working remotely due to COVID-19. This created a sense of connectedness among employees with disabilities in that they must not be left isolated from the rest of workforce. Stats SA further facilitated

the availability of identified and appropriate working equipment for all employees approved to work from home. Teams connected and employees informed on continuous advances in technology and assistive technology to enhance the range of work that people can do outside the office environment. Staff members with disabilities were provided with transport as per their request to vaccination centres.

Department of Higher Education and Training's employees with disabilities were encouraged to work remotely during the start of COVID-19 pandemic. The department has a COVID-19 Steering Committee which met every week to provide updates, share challenges and information on COVID-19. Counselling and assistance was provided to officials who required it, including officials with disabilities.

**Gauteng Provincial Government:**

- Non-Profit Organisations (NPOs) where COVID-19 positive cases or deaths were reported were decontaminated by Church of Scientology through the interventions of DSD to prevent the spread of COVID-19 infections. Eleven (11) approved and verified COVID-19 information sets shared with 150 NPOs, DPOs and individuals with disabilities during the reporting period enabling NPOs to receive updated, approved and verified COVID-19 information to use for prevention and awareness
- Gauteng Provincial Government had weekly collation of comprehensive statistics and status of COVID-19 at Residential facilities in the Province. Gauteng Provincial Government provided continued telephonic support offered to NPOs in relation to the management of COVID-19 during service delivery. Gauteng Provincial Government continued unblocking of challenges in the sector as they arise.
  - Implementation of electronic site visits as part of monitoring and evaluation at 10 NPOs, prevention and awareness programmes during the reporting period took place.
  - Radio interviews were conducted.
  - Developed relevant content for discussion per quarter

- Capacity building on disability policies / programmes
- Developed Guidelines / Policy and established a task team.
- Provincial Disability Forum meeting
- Monitoring compliance with policy, legislation and norms and standards- TEAMS / Physical On-site visits
- Disability Regional co-ordinators meetings
- Updated Disability data base and bed capacity register.

**Gauteng / DSD COVID-19 overall March 2020 - June 2021**

The Department conducted a survey with a total of 23 officials with disabilities to gain understanding on how COVID-19 affected them within the department; to provide an opportunity for officials with disabilities to state what should be done to enhance the conducive nature of their working environment; and to use the findings as a planning tool on how to address the needs of officials with disabilities.

<b>Number of residential facilities for Persons with Disabilities</b>	<b>36 including 7 Assisted Living Facilities (1 NPO in West Rand closed permanently)</b>
<b>Number of Persons with disabilities</b>	<b>1633 including 44 residents in Assisted Living Facilities</b>
<b>Number of Report COVID-19 Cases</b>	<b>172 residents tested positive</b>
<b>Number of Recoveries</b>	<b>157 recoveries</b>
<b>Number of Deaths</b>	<b>15 COVID-19 related deaths</b>



Persons with disabilities are amongst those considered as vulnerable amidst the COVID-19 pandemic, and can be disproportionately impacted by interruptions at home, in communities and access to social services and support. While taking into cognisance the COVID-19 health protocols and national restrictions it remained imperative to uphold the rights of persons with disabilities in relation to their access to services and information. The department continued partnerships with organisations of persons with disabilities to engage on strategies that will ensure that no one is left behind. Services were rendered through information channels that can be accessed by persons with disabilities to ensure that all programmes to prevent and respond to Gender-Based Violence (GBV) were inclusive of women and girls with disabilities (e.g. ensuring that information and reporting channels are available in multiple and accessible formats).

The Department remained committed to ensuring that inclusion of persons with disabilities during the COVID-19 pandemic is deliberate and purposeful, and that the risk of exclusion from accessing critical services and information is minimised.

With regards to the Department of Human Settlements, management of COVID-19 was the responsibility of the provincial human settlements administrations. However, the National Department of Human Settlements made endeavors to assist and manage COVID-19 by the provision of Temporary Residential Units (TRU's). The DHS coordinated with provincial administrations in the COVID-19 interventions, e.g. provision of TRU's for citizens, including persons with disabilities.

Parents for Children with Special Educational Needs' (PACSEN) project called "Health and Welfare" together with staff at schools helped families during COVID-19 period. When schools opened, they NGO got necessary information about COVID-19 which was sent to Special Schools in the country. Since 60% of the children with disabilities come from homes of poverty, PACSEN worked on supporting these families, providing them with food parcels.

### **3.5 DISTRICT DEVELOPMENT MODEL (DDM)**

The Department of Social Development (DSD) developed and launched national guidelines on the Empowerment of Persons with Disabilities and Disability Mainstreaming at District level. These are guidelines aligned to the country's district development model. The launched guidelines were shared with the broader sector, national departments including DWYPD. Facilitated capacity building on the guidelines and continue to monitor the implementation thereof. The project is a partnership between Japan International Cooperation Agency (JICA) and the DSD- Working in different districts/municipalities, prioritising the identification, mobilising and profiling of disability organisations and persons with disabilities in different districts and municipalities.

The National School of Government in responding to the adoption of the DDM, and in line with the legislative mandate, will support the DDM through its ETD interventions, including the option of rapid capacity development interventions. Key among the interventions is the partnerships – firstly with the Department of Co-operative Governance and South African Local Government Association in order to determine and strengthen capacity for delivery – and secondly with professional bodies in order to professionalize certain categories of employees across the spheres of government. Furthermore, the NSG programmes and courses that can be offered include: Applying Monitoring and Evaluation Principles in the Public Sector; Data Analysis and Presentation methods for Monitoring and Evaluation; Information Management for Monitoring and Evaluation; Contract Management (PFMA and MFMA); Basic and Advanced Project Management for the Public Service; and Budget Analysis and Budget Information for the Public Service. These ETD interventions will be reported on as they take place and disaggregated to illustrate the participation of persons with disabilities.

Department of Human Settlements instituted a National Human Settlements Disability Forum (NHSDF). This forum enables effortless reporting in all the dimensions of government, including the DDM. The DDM is being progressively introduced (e.g. Enoch Mgijima, Ndlambe, Nyandeni, Raymond Mhlaba, uMkhanyakude, City of Cape Town, City of Tshwane, Buffalo City and Ekurhuleni Municipalities).

**Mpumalanga Provincial Government: CoGTA** monitored the Implementation of the Indigent policies in Municipalities in ensuring that persons with disabilities access Free Basic Services. All Municipalities at Ehlanzeni District implemented the Indigent policies and verified.

**Mpumalanga Provincial Government: DoH**

**Number of Technical support rendered to the 3 districts on Rehabilitation issues**

Technical support rendered to 3 districts on Rehabilitation issues (target)

Support was rendered to Gert Sibande District: Gert Sibande has no Coordinator rehabilitation and the provincial office was required to support the officials of the districts. Ehlanzeni and Nkangala was requested to seek any support from the province through their coordinators.

The Department of Basic Education Strengthening the SBST at Full Service, Special, Multi-Grade and Ordinary Public Schools during Coding and Robotics Roadshow

- Participated in the coding and robotics roadshow. Advocacy campaign was conducted in Eastern Cape, KwaZulu-Natal, Limpopo, North West, Free State, Western Cape provinces at schools that will pilot coding and robotics subjects in all full service and special schools.
- Developed a template of Guidelines for Responding to Learner Diversity through CAPS for Foundation, Intermediate and Senior Phases in the coding and robotics subjects.

**Finalisation of the draft Procedural manual on Accommodations and Concessions**

- During the period under review, the directorate established a task team which consisted of therapists, psychologists and official's part of the District/Provincial Based Accommodations Committee to finalise the procedural manual on accommodations and concession. Two sessions were held where inputs and clarity on processes were incorporated into the

document. The document is still in the process of being cleaned up for approval.

#### **4. RECOMMENDATIONS**

- a) The South African Law Reform Commission must fast track the development of the National Disability Legislation to enforce compliance on reporting and defaulting reporting institutions.
- b) Department of Employment and Labour and Department of Public Service and Administration must establish mechanisms to ensure consistency in setting National Disability Equity Targets.
- c) All reporting institutions must prioritise and accelerate the employment of persons with disabilities through their public employment programmes, and provide them with reasonable accommodations to retain and to be efficient in their employment.
- d) Department Small Business Development must ensure that entrepreneurs with disabilities are prioritised in all government procurement opportunities
- e) All provincial and local governments must ensure compliance with minimum equity targets and disability reporting requirements set out in the Medium Term Strategic Framework.
- f) All reporting institutions must put measures in place to ensure protection and safety of persons with disabilities during the State of National Disasters, situation of risks and humanitarian emergencies.
- g) The National Treasury must put measures in place to release a list of entrepreneurs with disabilities benefiting from national and provincial government procurement opportunities
- h) All reporting institutions must ensure that all performance information is disaggregated by gender, age and disability.
- i) All reporting institutions must ensure inclusion of disability in their strategic and annual performance plans
- j) All reporting institutions must provide detailed reports on interventions and activities implemented in their District Development Model.

- k) The Department of Social Development and National Treasury must develop a funding framework to support off/for persons with disabilities which are under distress due to the effects of COVID-19 pandemic.
- l) The DWYPD and DPSA must work with relevant departments to develop the framework and guidelines on institutional arrangements and profession for focal persons for national and provincial government departments.

## **5. CONCLUSION**

There is a significant decline in submitting quality information and lack of compliance with disability reporting requirements. This challenge compromises efforts to improve availability of disability data and to comply with national and international disability obligations. Furthermore, poor quality reporting has a negative impact in addressing access to service delivery, inequality, unemployment and poverty for persons with disabilities. Poor reporting impacts also on the budgetary processes of the disability sector across all government departments and entities.

**6. ACRONYMS AND ABBREVIATIONS**

AGSA	Auditor-General South Africa
APP	Annual Performance Plan
B-BBEE	The Broad-Based Black Economic Empowerment
CGE	Commission of Gender Equality
CEE	Commission of Employment Equity
DeafSA	Deaf Federation of South Africa
DBE	Department of Basic Education
DCDT	Department of Communications and Digital Technologies
DCOGTA	Department of Cooperative Governance and Traditional Affairs
DCS	Department of Correctional Services
DOD	Department of Defence
DOE&L	Department of Employment and Labour
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DHS	Department of Human Settlements
DIRCO	Department of International Relations and Cooperation
DOJ&CD	Department of Justice and Constitutional Development
DMV	Department of Military Veterans
DMRE	Department for Mineral Resources and Energy
DPME	Department of Planning, Monitoring and Evaluation
DPE	Department of Public Enterprise
DPSA	Department of Public Service and Administration
DPWI	Department of Public Works and Infrastructure
DRDLR	Department of Rural Development and Land Reform
DSBD	Department of Small Business Development
DSD	Department of Social Development
DSAC	Department of Sport, Arts and Culture
DTIC	Department of Trade and Industry and Competition
DWYPD	Department of Women, Youth and Persons with Disabilities
DRD	Department of Regional Development

<b>DDM</b>	<b>District Development Model</b>
<b>DRAM</b>	<b>Disability Rights Awareness Month</b>
<b>DMF</b>	<b>Disability Management Forum</b>
<b>ECD</b>	<b>Early Childhood Development</b>
<b>ERRP</b>	<b>Economic Reconstruction and Recovery Plan</b>
<b>EPWP</b>	<b>Expanded Public Works Programme</b>
<b>FASSET</b>	<b>Finance and Accounting Services Sector Education and Training</b>
<b>FSB</b>	<b>Financial Services Board</b>
<b>GHS</b>	<b>General Household Survey</b>
<b>GCIS</b>	<b>Government Communication and Information System</b>
<b>HDA</b>	<b>Housing Development Agency</b>
<b>ICASA</b>	<b>Independent Communications Authority of South Africa</b>
<b>ICT</b>	<b>Information and Communications Technology</b>
<b>IPTN</b>	<b>Integrated Public Transport Network</b>
<b>JICA</b>	<b>Japan International Cooperation Agency</b>
<b>LPID</b>	<b>Learners with Profound Intellectual Disabilities</b>
<b>LGBTIQ+</b>	<b>Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, +</b>
<b>MODE</b>	<b>MEDUNSA Organisation for Disabled Entrepreneurs</b>
<b>MTEF</b>	<b>Medium Term Expenditure Framework</b>
<b>MTSF</b>	<b>Medium Term Strategic Framework</b>
<b>NDOH</b>	<b>National Department of Health</b>
<b>NDOT</b>	<b>National Department of Transport</b>
<b>NDP</b>	<b>National Development Plan</b>
<b>NGO</b>	<b>Non-Governmental Organisation</b>
<b>NSG</b>	<b>National School of Government</b>
<b>NT</b>	<b>National Treasury</b>
<b>NEET</b>	<b>Not in Education, Employment and Training</b>
<b>NHBRC</b>	<b>National Home Builders Registration Council</b>
<b>NHSDF</b>	<b>National Human Settlements Disability Forum</b>
<b>NPO</b>	<b>Non-Profit Organisation</b>
<b>NSF</b>	<b>National Skills Fund</b>

NSFAS	National Student Finance Aid Scheme
OHCHR	Office of the High Commissioner of Human Rights
PACSEN	Parents for Children with Special Educational Needs
PANSALB	Pan South African Language Board
PEDs	Provincial Education Departments
PRASA	Passenger Railway Agency South Africa
PSET	Post School Education and Training
PTNG	Public Transport Network Grant
SABS	South African Bureau of Standards
SACE	South African Council for Educators
SAFMH	South African Federation Mental Health
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
SANCB	South African National Council for the Blind
SANDA	South African National Deaf Association
SAPS	South African Police Services
SAQA	South African Qualification Authority
SARS	South African Revenue Services
SA-SAMS	South African School Administration and Management Systems
SASSA	South African Social Security Agency
SASL	South African Sign Language
SEED	Sector Economic Empowerment and Enterprise Development
SETA	Sector Education and Training Authority
SIAS	Screening, Identification, Assessment and Support
SITA	Sector Information and Technology Agency
STATS SA	Statistics South Africa
TVET	Technical and Vocational Education Training
UA	Universal Accessibility
UDAP	Universal Design and Access Plan
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities



UNDP	United Nations Development Programme
UNISA	University of South Africa
WPRPD	White Paper on the Rights of Persons with Disabilities

## 7. ANNEXURES

- Reporting Template (PowerPoint) – Annexure A