



**WHITE PAPER
ON THE
RIGHTS OF PERSONS WITH DISABILITIES**

**IMPLEMENTATION MATRIX
2015 - 2030**

(Approved by Cabinet on 9 December 2015)

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*“Washing one's hands of the conflict
between the powerful and the powerless
means to side with the powerful, not to be neutral. ”*

*“To affirm that men and women are persons
and as persons should be free,
and yet to do nothing tangible to make this affirmation a reality,
is a farce.”*

Paulo Freire

#	Policy Directive	MTSF Outcome	2015 – 2019 Target	2020 – 2030 Target	Lead Agency
1.	REMOVING BARRIERS TO ACCESS AND PARTICIPATION				
1.1	Changing attitudes and behaviour				
1.1.1	<p>Develop and implement a Disability Rights Awareness Plan</p> <p>The Plan must be centred on an on-going campaign across all sectors of society. It must be implemented by all social partners, and multi-dimensional while ensuring integration. Campaigns must be branded and targeted with themes that address the negative attitudes and beliefs about disability that influences people's behaviour in a way that is harmful to persons with disabilities and associates unfounded stigmas with disability. It must also broaden society's understanding and knowledge of perceived or actual impairments, how environmental aspects disable persons with impairments, and how attitudes influence behaviour and vice versa. Public awareness campaigns must also address harmful traditional beliefs associated with disabilities.</p>	14	<p>Plan finalised</p> <p>MOAs signed with at least 50 strategic partners</p> <p>Minimum of 1 community dialogue per district per annum</p>	<p>Plan reviewed</p> <p>MOAs signed with at least 100 partners</p> <p>Minimum of 1 community dialogue per local municipality per annum</p>	<p>DSD (NDRCM)</p> <p>DSD (NDRCM)</p> <p>DMs</p> <p>LMs</p>
1.1.2	<p>Develop and implement new human rights based disability related terminology</p> <p>The development and implementation of new disability related terminology based on human rights must be managed at a national level. The new terminology must be introduced and included in all the official languages of South Africa, as well as South African Sign Language. All government policies and legislation that get amended or revised and any new policies and legislation must incorporate and utilise the new terminology.</p>	14	<p>Plan finalised</p> <p>Work streams for all official languages plus SASL established</p> <p>Integrated Disability Rights Information Portal launched</p>	<p>Disability rights dictionary published & language integrated into relevant primary, secondary and post-school education and training curricula.</p>	<p>DAC in partnership with DSD (NDRCM)</p> <p>DSD</p>
1.1.3	<p>Integrate disability rights awareness discourse into the curriculum of educational programmes</p> <p>Disability rights awareness training programmes must be integrated into the curricula of all education and training programmes. This must include training in all forms of alternate communication. For example the teaching of South African Sign Language and the availability of Braille at schools, post school education and training institutions and at work places.</p>	01; 05 12; 14	<p>Standards for disability rights awareness modules finalised and piloted</p> <p>10% of educational and training programmes incorporate disability rights awareness module</p>	<p>100% of educational and training programmes incorporate disability rights awareness module</p>	<p>DHET</p> <p>DBE</p> <p>NSG</p>

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1.2	Access to the built environment				
1.2.1	<p>Conduct universal design audits of all existing infrastructure to establish the degree of compliance with the SABS minimum norms and standards for the use of people with disabilities.</p> <p>The universal design audit of the built environment must include all public and private sector institutions and shared spaces. Quantified and costed plans must be developed to address the outcomes of the audits and the budget must be provided for implementation of the plan.</p>	All	100% of public sector owned and leased buildings audited with quantified and costed implementation plans for retrofitting completed	-	DPW Legislatures
1.2.2	<p>Develop a financing strategy to retrofit existing infrastructure</p> <p>The strategy must focus on raising the finances required to retrofit all public and privately owned buildings rendering services to the public. The retrofitting must comply with the SABS minimum norms and standards.</p>	12	Strategy and plan approved Financing mechanisms finalised	100% expenditure/uptake of financing mechanisms	NT
1.2.3	<p>Appoint and train infrastructure accessibility liaison officers (ALOs)</p> <p>Infrastructure accessibility liaison officers must be provided with appropriate accredited training. These officers must be deployed and/or appointed as part of all infrastructure development project management teams. The trained officers must also advise on, and if necessary, develop built environment regulations and/or amendments to existing legislation to ensure that the concepts of universal design and barrier-free access are adhered to in terms of all built environment infrastructure.</p>	05	Accredited modules and courses approved and registered with DHET Minimum of 2 persons with disabilities per municipality accredited as accessibility liaison officers	Minimum of 10 persons with disabilities per municipality accredited as accessibility liaison officers.	DPW
1.2.4	<p>Provide incentives for universally designed barrier-free infrastructure and built-environments</p> <p>State and private sector provided incentives and reward systems must be initiated and developed towards promoting universally designed and accessible built-environments that meet regulated norms and standards. These incentives must be aimed at transforming the attitude of built-environment professionals towards designing barrier-free spaces and facilities.</p>	12	National incentive/reward scheme to promote universal design in the built environment finalised	Implementation of incentive/reward scheme	DPW DCOG DSD (NDRCM)
1.2.5	<p>Operationalize regulatory framework for accessibility to the built-environment</p> <p>The regulatory framework for accessibility to the built-environment must be extended and integrated into land use management and town planning schemes and the overall design of landscapes, public open spaces and streets.</p>	06 07 09	Regulatory framework in place & baseline established	20% improvement on baseline	DHS

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1.3	Access to transport				
1.3.1	Incorporate the concept of universal design and access in all transport licenses and permits All transport-related licences and permits for all modes of transport must include universal access and design requirements.	01; 02; 04; 06; 07; 08	100% of all licenses and permits issued across the transport value chain include universal access and design requirements	50% implementation compliance	NDoT
1.3.2	Conduct transport access audits All public and private transport operators must conduct operational, staff and managerial audits of existing infrastructure, fleet and programmes against legislated minimum norms and standards. A costed plan must be developed to implement the outcomes of the audit. Implementation of the plan must be budgeted for.	01; 02; 04; 06; 07; 08	Minimum norms and standards for transport industry regulated	Access Audits across 100% of transport value chain completed and implementation plans costed	NDoT
1.4	Access to information and communication				
1.4.1	Promote access for persons with disabilities to new information and communications technologies and systems All public and private institutions must promote access to new information and communications technologies and systems, including the Internet. This can be done through the design, development, production and distribution of accessible information and communications technologies and systems at an early stage, so that these technologies and systems become available at minimum cost.	All	Minimum norms and standards for website accessibility regulated 10% websites of public institutions comply to minimum norms and standards	100% websites of public and private institutions comply to minimum norms and standards	DTPS
1.4.2	Provide captioning on all television programmes This must be done by all public and private television channels.	14	100% of all news content of local television stations have captioning	25% of all locally produced television programming have captioning	ICASA
1.4.3	Ensure equal access to information and communication platforms All electronic media, broadcasting and print media platforms of all public and private media institutions and agencies must incorporate universal design principles, meet minimum norms and standards regulatory requirements, and government agencies regulating them must publish annual compliance reports.	14	Baseline established by 2016 10% improvement across all platforms by 2019	25% improvement across all platforms	DTPS DoC ICASA
1.4.4	Promote South African Sign Language (SASL) and train SASL Interpreters	05 14	Costed plan approved	100% of the plan implemented	DAC PANSALB

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	A costed plan must be developed for promoting SASL through a number of interventions. The strategy and plan must include the training of SASL interpreters. Adequate budget must be provided for implementation of the plan.		25% of the plan implemented		
1.4.5	Develop and regulate braille standards A costed plan must be developed for the continuous development, production and regulation of braille standards. Adequate budget must be provided for implementation of the plan.	05 14	Costed plan approved 25% of the plan implemented	100% of the plan implemented	DAC SABS
1.4.6	Provide access to print mediums for persons with print disabilities All steps must be taken to ensure access to print for persons with print disabilities. One of the steps must be ratification of the <i>Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired, or Otherwise Print Disabled</i> .	05 11 14	Report on possible ratification of Marrakesh Treaty submitted to Parliament	Technology development	DAC Thedti
1.4.7	Provide accessible emergency and disaster management information All emergency and disaster management and occupational health and safety procedures must include a protocol to ensure that persons with disabilities have access to an equitable degree of information and safety as persons without disabilities using the same service.	03 09 10	100% of emergency and disaster management plans, and 100% of occupational health and safety procedures include accessibility measures for persons with disabilities	50% compliance rate at implementation level	DCOG DoL
1.5	Universal access and design				
1.5.1	Develop universal design standards for the country The South African Bureau of Standards must accelerate development of universal design access standards for the country across all standards setting that impact on the lives of persons with disabilities. The standards must reflect the key principles of the concept of universal design.	06 12	Universal design access standards reviewed and finalised for ICT transportation, assistive devices and technology, the built environment	Universal design principles integrated and applied across all standard setting bodies	SABS Thedti
1.5.2	Develop and implement universal design access strategies, minimum standards and guidelines This must be done by all public and private sector institutions. The institutions must also monitor implementation of the strategy, compliance with the minimum standards and utilisation of the guidelines. The standards and guidelines must include all facilities and services open or provided to the public, including those rendered by operators/contractors.	05	Universal design and access guidelines and minimum norms and standards approved	Minimum norms and standards for universal design and access regulated	DST DPW DTPS NDoT Thedti

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1.5.3	<p>Provide education and training</p> <p>(i) <i>provide tertiary level education on universal design</i> - All pre-graduate as well as post-graduate training must have compulsory modules on universal design access and disability equity. Pre-graduate and post-graduate training that directly impacts on universal design access and disability equity must design further courses in this regard.</p> <p>(ii) <i>train decision-makers and implementers on universal design and access</i> - All public and private institutions must provide training for decision-makers and employees on universal design access, including the removal of barriers experienced by persons with disabilities and reasonable accommodation support measures.</p> <p>(iii) <i>develop Accredited Universal Design and Access Training Courses</i> - These courses must be SAQA accredited. They must allow for differentiated accreditation for access advocates, professional categories. Where Continuing Professional Development (CPD) is required as part of professional training, professionals must be required to undertake at least one universal design access or disability equity course annually.</p>	05	Universal design and access modules for pre-and post-graduate training approved and registered	<p>25% of pre-and post-graduate training courses include compulsory universal access and design modules</p> <p>50% of SMS members in the public service have completed universal design and access entry level modules</p> <p>Universal design and access compulsory module in all CPD requirements</p>	DHET DPSA (NSG)
1.5.4	<p>Ensure service licences require universal design access, in particular for persons with disabilities</p> <p>All service licenses issued must require that service providers provide a service which incorporates universal design access principles and is fully accessible to persons with disabilities.</p>	12	<p>Regulatory framework incorporates requirement for universal design</p> <p>25% compliance</p>	<p>100% compliance</p> <p>Annual reports published by all regulatory bodies</p>	All regulatory institutions
1.6	Reasonable accommodation measures				
1.6.1	<p>Develop minimum norms and standards for reasonable accommodation</p> <p>National minimum norms and standards for reasonable accommodation support measures aimed at providing equal access and participation must be developed and promulgated.</p>	14	National minimum norms and standards for reasonable accommodation support measures promulgated	50% of public institutions comply with the minimum norms and standards for reasonable accommodation support measures	DSD (NDRCM) DoJCD
1.6.2	<p>All public and private institutions must ensure equitable access to and participation in programmes and services</p> <p>This includes the development and publication of reasonable accommodation measures in service charters and standards across the full spectrum of services.</p>	09 12 14	All service charters and standards reviewed and incorporate the full spectrum of reasonable accommodation support services	80% improvement across the service spectrum for all persons with disabilities	DPSA DCOG All regulatory institutions

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			Baseline established		
2.	PROTECTING PERSONS WITH DISABILITIES AT RISK OF COMPOUNDED MARGINALISATION				
2.1	The Right to Life				
2.1.1	<p>Strengthen mechanisms to protect the lives of persons with disabilities</p> <p>All legislation, policies and programmes aimed at protecting life must be reviewed to include specific measures, including putting in place reasonable accommodation measures which will provide equitable protection against loss of life.</p>	02 03 06 10 12 13	<p>Legislative, policy and programmatic audit completed with directives issued</p> <p>Protocols in place to protect against loss of life</p>	Impact evaluation on effectiveness of measures conducted	DoJCD; DSD (NDRCM); DoH; DSD; NDoT; DCOG; SAPS; DoL
2.1.2	<p>Monitor loss of life of persons with disabilities due to insufficient measures having been taken</p> <p>A monitoring system to track loss of life due to insufficient measures taken to protect the lives of persons with disabilities must be developed.</p>	12	Integrated Monitoring system developed	Annual reports produced	DSD (NDRCM)
2.2	Equal Recognition before the Law				
2.2.1	<p>Review all relevant legislation to ensure equal recognition before the law for access to persons with disabilities</p> <p>All legislation detracting from the right to equal recognition before the law for persons with psychosocial and/or intellectual disabilities must be reviewed to prevent indiscriminatory and indefinite denial of legal capacity. This should also include focus on informing and empowering persons with disabilities about their rights and how to access recourse should these be infringed upon.</p> <p>The review must focus on aligning all legislation impacting on equality before the law principles with the UNCRPD in order to guarantee the right of persons with psychosocial, neurological and/or intellectual disabilities with equality before the law.</p>	02; 03 12; 13 14	<p>Legislative audit completed with directives for legislative reviews issued</p> <p>25% of all affected legislation amended</p>	100% of affected legislation amended	DoJCD; DoH; DHA; DSD; DSD (NDRCM)
2.2.2	Develop supported decision-making legislation	12	Supported decision-making legislation in place	-	DoJCD;

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	The development of supported decision-making legislation, in particular for persons with intellectual, psychosocial and neurological disabilities, must coincide with the review of substitute decision-making regimes.	14			DSD
2.3	Access to Justice				
2.3.1	<p>Strengthen recourse mechanisms</p> <p>Recourse mechanisms include:</p> <ul style="list-style-type: none"> strengthening enforcement of existing legislation; improving access to courts; improving equitable access to service delivery and consumer complaint mechanisms and institutions; strengthening the capacity of Chapter 9 institutions such as the SAHRC, CGE, Commission for Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities, Public Protector to respond to disability related issues and complaints; strengthening the capacity of NGOs, CBOs and FBOs, and in particular DPOs, to support persons with disabilities in accessing justice. <p>This must include making available the full spectrum of reasonable accommodation support measures, access to the built environment, as well as procedural and age-appropriate accommodations within the police services, legal aid services and court procedures.</p>	03 12	<p>Reasonable accommodation support available across all services providing consumer and human rights protection</p> <p>50% of all police stations, courts and consumer and human rights institution offices comply fully with built environment norms and standards</p>	<p>All persons with disabilities have full access to the justice system across the justice value chain</p> <p>100% of all police stations, courts and consumer and human rights institution offices comply fully with built environment norms and standards</p>	DoJCD; SAPS; DCS; DPW
2.3.2	<p>Strengthen monitoring systems to track access to the justice system for people with disabilities</p> <p>A system to ensure barrier free access to justice must be put in place. Specific attention is required to other barriers faced by persons with intellectual and psychosocial disabilities and their resulting discrimination due to decision-making or legal capacity, lack of assessments and other relevant issues.</p>	03 12	Monitoring system in place and baseline available	Annual reports published on access to justice for all persons with disabilities	DoJCD; SAPS; DCS; DSD (NDRCM)
2.3.3	<p>Develop a national action plan to inform and empower persons with disabilities and their families of their rights</p> <p>This should include what their rights are, as well as how to access recourse should these be infringed upon.</p>	14	<p>Costed plan approved</p> <p>Campaign implemented in at least 50% of districts</p> <p>Information available in all official languages as well as</p>	Plan implemented in 100% of municipalities	DoJCD

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			SASL, and in different accessible formats		
2.4	Freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse				
2.4.1	Develop and implement quality assurance programmes and strengthen monitoring systems for all types of institutions and facilities for persons with disabilities These programmes must be benchmarked against international best practice.	01 02 03 13	Quality assurance plans and monitoring systems reviewed against international best practice and approved	75% compliance with plans Annual reports published	DBE; DoH; DSD; DCS
2.4.2	Develop measures to protect the mental health of persons with disabilities The measures must include pro-active steps to promote, protect and ensure that persons with disabilities are not exposed to inhumane, degrading and cruel treatment by people, services and systems due to the persistent attitudinal, physical and communication barriers existing in society.	02 12 13	Minimum norms and standards approved Measures costed, institutional plans developed and budgeted for	75% compliance with plans across all institutions	DoH; DSD
2.4.3	Strengthen human rights monitoring mechanisms for older persons Measures must be put in place to strengthen human rights monitoring mechanisms for older persons with disabilities who have been institutionalised/reside in group residential care facilities.	01 02 13	Participatory monitoring systems reviewed against international best practice and approved	75% compliance with plans Annual reports published	DoH; DSD
2.4.4	Develop integrated multi-focus area strategies and plans for other categories at risk The strategy and plan must protect displaced persons with disabilities, homeless persons with disabilities and prisoners with disabilities from inhumane, degrading and cruel treatment and have access to disability-related services and benefits. This means reasonable accommodation measures must be put in place to ensure that these groups have equal access and participation to all programmes offered to the general population.	03 13	Strategies and costed plans reviewed, developed and approved for protection of each of the identified categories 50% compliance with plans	100% compliance with plans	DSD; DHA; DCS
3.	SUPPORTING SUSTAINABLE INTEGRATED COMMUNITY LIFE				
3.1	Building socially cohesive communities and Neighbourhoods				
3.1.1	Include the rights of persons with disabilities in all social cohesion and human rights promotion programmes and messages	14	50% of all social cohesion and human rights promotion	100% of all social cohesion and human rights promotion	All

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	The rights of persons with disabilities must be integrated into all programmes and messages focusing on, among others, reducing inequality, building a united South Africa, moral regeneration, social cohesion and universal access to services.		programmes and messages highlights the rights of persons with disabilities	programmes and messages highlights the rights of persons with disabilities	
3.1.2	Ensure that all community development programmes and community facilities are accessible to persons with disabilities This includes all social, economic, religious, cultural, sport and leisure facilities and programmes.	14	25% of existing facilities retrofitted to comply with minimum norms and standards 50% of existing programmes comply with accessibility standards	75% of existing facilities retrofitted to comply with minimum norms and standards 100% of existing programmes comply with accessibility standards	All
3.1.3	Ensure access to residential facilities, day care and other programmes to older persons with disabilities Residential facilities, day care and other programmes targeting older persons in general, must be made accessible to older persons with disabilities.	13 14	25% of existing facilities retrofitted to comply with minimum norms and standards 50% of existing programmes comply with accessibility standards	75% of existing facilities retrofitted to comply with minimum norms and standards 100% of existing programmes comply with accessibility standards	DHS[DSD
3.1.4	Provide subsidies for sport and leisure development for persons with disabilities Subsidies and sponsorships for all sport and leisure development must include a disability mainstreaming requirement.	14	50% of all subsidies and sponsorships include a disability mainstreaming component	100% of all subsidies and sponsorships include a disability mainstreaming component	SRSA Companies
3.1.5	Address violence against women/girls/boys and the LGBTI community with disabilities Appropriate measures must be taken to ensure that women, girls and boys with disabilities are and feel safe living in their communities.	03 14	50% of municipalities must have a costed approved plan with multi-sectoral participation and responsibilities	100% of municipalities must have a costed approved plan with multi-sectoral participation and responsibilities	DSD Municipalities
3.2	Building and supporting families				
3.2.1	Develop a plan for mitigating family responsibilities in terms of caring for persons with disabilities	13	Integrated, costed plan with minimum norms and	At least 75% of families who care for persons with	DSD; SARS; RAF

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	The plan must be integrated and multi-sectoral. The Plan must contain both economic and non-economic support measures at household and community level. These services must be standardised, expanded and fully subsidised if provided by NGOs and CBOs.		standards for all services approved At least 10% of families who care for persons with disabilities accessing the full range of services	disabilities accessing the full range of services	
3.2.2	Provide information on available services to all parents and care-givers of children with disabilities Parents and/or care-givers of children with disabilities must have access to integrated disability information, including information on parental counselling and peer- support services, respite care services, therapeutic, educational and economic programmes, as well as the establishment of a disability services and information portal that provides access to the information.	12 13	Disability Information Portal in place and information updated annually Information available in print format in at least 25% of official languages in all hospitals, clinics, doctors' rooms, social work offices as well as municipalities	Disability Information App launched for access through mobile phones Information available in print format in at least 75% of official languages in all hospitals, clinics, doctors' rooms, social work offices as well as municipalities	DSD; GCIS; DBE; DoH; Municipalities
3.3	Accessible human settlements/neighbourhoods				
3.3.1	Include supported community living plans in all Integrated Developments Plans (IDPs) The Plans and budgets must make provision for coordinated and integrated community living support plans, focusing in particular on access to the built environment, integration of transport nodes and human settlement spatial design.	09	75% of metro municipal IDPs 50% of medium-size municipalities IDPs 15% of rural low functioning IDPs	100% of metro municipal IDPs 75% of medium-size municipalities IDPs 25% of rural low functioning IDPs	DCOG; DHS; NDoT; Municipalities
3.3.2	Ensure all modes of transport are accessible to persons with disabilities Public and private transport systems must be designed and retrofitted to enable persons with disabilities to utilise the entire transport value chain without barriers.	06	15% of existing systems retrofitted and compliant with accessibility norms and standards across the transport value chain	75% of existing systems retrofitted and compliant with accessibility norms and standards across the transport value chain	NDoT; Provinces
3.3.3	Provide access to subsidised housing support Persons with disabilities and single mothers of children with disabilities must have equitable access to the full range of subsidised housing support provided by the state.	06 09	The National Needs Register has been reprioritised to give immediate access to	Waiting period for applicants with disabilities and single mothers of children with disabilities reduced to	DHS; Provinces; Municipalities

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			applicants with disabilities and single mothers of children with disabilities	maximum 12 months for new stock and 6 months for existing stock	
3.3.4	<p>Incorporate the concept of universal design in infrastructure grants and tax rebate programmes</p> <p>All infrastructure and neighbourhood development grants and tax rebate programmes must incorporate a universal design requirement.</p>	06 12	100% of infrastructure and neighbourhood development grants and tax rebate programmes have a universal design criteria	100% of infrastructure and neighbourhood development grants and tax rebate programmes have a universal design criteria	NT
3.4	Access to community-based services supporting independent living				
3.4.1	<p>Develop a sustainable community-based system for personal assistance to support independent living within the community for persons with disabilities</p> <p>The system must be:</p> <ul style="list-style-type: none"> • person-centred and self-directed, • maximise opportunities for independence and participation in the economic, social and cultural life of the community, • be responsive to the particular needs and circumstances of persons with complex and high needs for support, • provide persons with disabilities requiring personal assistance with choice of where they live and with whom they live, and • provide access to relevant integrated community and home-based support services for persons requiring independent living. The system must be subsidised. 	13	Framework for integrated community-based personal assistance services supporting independent living in the community with minimum norms and standards and costed implementation plan approved	Implementation plan rolled out in at least 50% of municipalities	DSD Provinces
3.5	Protection during situations of risk and disaster				
3.5.1	<p>Review all government disaster management plans to ensure provisions for persons with disabilities in emergencies</p> <p>The disaster plans of provincial, district and local municipalities must be reviewed. The plans must incorporate provisions to map homes and/or institutions in which persons who might require special assistance during emergencies are living, training of disaster management personnel, and to prevent injury during evacuations which might result in primary or</p>	09 10	100% of disaster management plans reviewed and universal design access plans developed and implemented	50% compliance with universal design access plans	DCOG; Provinces; Municipalities

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	secondary impairments. A specific Universal Design Access Plan for such situations must be developed.				
3.5.2	Provide accessible disaster relief services National and provincial disaster management centres must ensure that psychosocial support service personnel that have the capacity to assist persons with disabilities, are available for deployment during disasters and that evacuation centres are accessible.	09	100% of national and provincial disaster management centres have formalised arrangements for availability of psychosocial support service personnel with required skills for deployment during disasters	100% of national and provincial disaster management centres have formalised arrangements for availability of psychosocial support service personnel with required skills for deployment during disasters	DCOG; Provinces
3.5.3	Provide accessible emergency services Municipal emergency services must put in place reasonable accommodation support systems and trained emergency personnel to ensure equitable and immediate access to these services for persons with disabilities.	02 09	100% of emergency personnel have been trained Reasonable accommodation measures in place in 100% of municipal emergency services, including for Deaf and hearing impaired persons	100% of emergency personnel have been trained Reasonable accommodation measures in place in 100% of municipal emergency services, including for Deaf and hearing impaired persons	Municipalities; PDoHs
4.	PROMOTING AND SUPPORTING THE EMPOWERMENT OF PERSONS WITH DISABILITIES				
4.1	Early Childhood Development				
4.1.1	Children with disabilities must have equitable access to all ECD Programmes and Facilities This requires that mainstream ECD programmes and facilities are made accessible for children with disabilities, i.e. that infrastructure; attitudes, equipment and activities do not hinder the participation of children with disabilities. Thus building plans, playgrounds, equipment, toys and ECD practitioner training comply with universal design norms and standards.	01 13	Minimum norms and standards for inclusive ECD programmes and facilities developed, costed and approved and baseline established	50% improvement to access and participation across the ECD value chain	DSD; DBE; PEDs

#	Policy Directive	MTSF Outcome	2015 – 2019 Target	2020 – 2030 Target	Lead Agency
4.1.2	<p>Develop disability specific intervention and support services</p> <p>The services must focus on individual developmental programmes, language and communication development, assistive devices and technology and therapy to improve independence and social integration, as well as parent empowerment and support programmes.</p>	01 02 13	<p>Protocols developed, costed and approved for full spectrum of services</p> <p>Baseline for access established</p>	50% improvement to baseline for access	DoH; PHDs; DSD; DBE; PEDs
4.1.3	<p>Develop a national integrated referral and tracking system</p> <p>The seamless system must:</p> <ul style="list-style-type: none"> Identify children at high risk of, or with developmental delays and/or disabilities through Road-to-Health health screening programmes and refer them to relevant accessible services; Register all children between the ages of 0-18 years on a centralised database; Ensure that children with disabilities on the database are assessed and have access to an individualised developmental support and treatment programme and social assistance benefits; Ensure that children with disabilities remain on this programme until the age of 18 years; Ensure that all children with disabilities are enrolled in appropriate ECD and compulsory education programmes; and Ensure that parents receive timeous, appropriate and accessible information to enable them to take decisions in the best interest of their children. 	01 02 13	<p>National integrated referral and tracking system for children with disabilities 0-18 years developed</p> <p>All children with disabilities 0-18 years captured, assessed and issued with individual developmental programmes</p>	30% compliance to individual developmental programmes	DSD; DoH; PHDs; DBE; PEDs DHA; SASSA
4.2	Lifelong Education and Training				
4.2.1	<p>Provide accessible education facilities</p> <p>This applies to all existing and future developed public and private education institutions and campuses.</p>	01 05 06	<p>Minimum norms and standards approved</p> <p>Baseline for access established</p> <p>Improvement plans costed and budgeted for over 10 year period</p>	50% improvement in access across education facility spectrum	DBE; PEDs; DHET
4.2.2	<p>Provide educational support and reasonable accommodation at all institutions of learning</p> <p>This involves the timeous availability of adequate support and reasonable accommodation measures across the value chain at all public and private education and training facilities and</p>	01 05	<p>Minimum norms and standards approved</p>	75% improvement in access across education facility spectrum	DBE; PEDs; DHET

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	programmes to persons with disabilities. It includes provide students with disabilities group sport, recreation and peer support opportunities within the education institutions where they are enrolled.		Baseline for reasonable accommodation support established Improvement plans costed and budgeted for		
4.2.3	Enforce enrolment of children with disabilities of compulsory school-going age This includes the abolishment of all waiting lists at schools and immediate reporting of all children with disabilities who have been refused access to schools to the SAHRC. It also includes access to schooling and to education and stimulation programmes for children with severe to profound intellectual disability.	01	System to identify children with disabilities of compulsory school-going age out of school, established 80% compliance rate	100% compliance rate	DBE; PEDs
4.2.4	Integrate disability awareness into the curriculum of educational programmes Disability rights awareness training programmes must be integrated into the curricula of all education and training programmes. Representative organisations of persons with disabilities must be contracted as a central component of trainers.	01 05	Disability awareness modules accredited with SAQA and DBE 50% compliance	100% compliance	DHET; DBE
4.3	Social Integration Support				
4.3.1	Establish integrated, multi-sectoral provincial rehabilitation and habilitation centres These must provide and prioritise multi-sectoral screening, early identification and assessment services to determine individualised support programmes and social assistance requirements; a range of specialised independent living and social integration services to all persons with disabilities, irrespective of impairment; an assistive device and technology service, as well as coordination service for community-based personal assistance, peer and parent/family counselling, psychosocial and vocational rehabilitation habilitation and rehabilitation habilitation support services.	01 02 05 13	Model for integrated, multi-sectoral provincial rehabilitation and habilitation centres approved, costed and budgeted for	All nine provinces have at least 1 integrated, multi-sectoral provincial rehabilitation and habilitation centre with the full spectrum of services available	DSD; DoH; PHDs; DBE; PEDs; DoL
4.3.2	Subsidise peer and parent empowerment support programmes Peer support empowerment programs for children, youth and adults with disabilities, as well as parents of children with disabilities, must be subsidised and available at community level to strengthen their right to self-representation and individual advocacy. These programmes must preferably be managed by parents' organisations and representative organisations of persons with disabilities.	05 13	Model for peer and parent empowerment support programmes approved, costed and budgeted for	Parents and persons with disabilities in at least 50% of municipalities have access to subsidised peer support programmes	DSD

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4.3.3	Subsidise disability-specific services Subsidisation of any disability-specific services rendered on behalf of government must be congruent with the actual cost of services.	01; 02 03; 04 13	Minimum norms and standards for disability specific services approved and services costed 50% of service level agreements covered by subsidy congruent with actual cost of service	All service level agreements covered by subsidy congruent with actual cost of service	DSD DoH; PHDs; DBE; PEDs DoL; DSBD
4.4	Access to Healthy Lifestyle Support				
4.4.1	Provide access to affordable healthcare services Integrated and holistic basket of accessible and affordable healthcare services at a district and community level, as well as access to higher levels of care, must be provided to all persons with disabilities.	02	Basket of accessible and affordable disability-related health care services at community level defined, costed and approved	50% of health care facilities offer the defined basket of services	DoH; PHDs
4.4.2	Provide access to victim empowerment and recourse programmes All persons with disabilities, and in particular women and girls with disabilities as well as older persons with disabilities, who are victims and/or survivors of disability-related and gender-based violence and crime, must have access to affordable victim empowerment and recourse programmes.	03	Protocols for full access to victim empowerment and recourse programmes for persons with disabilities developed, costed and approved 25% compliance rate	100% compliance rate	DSD; SAPS; DoJCD; DoH; PHDs
4.4.3	Ensure all HIV and AIDS prevention and treatment programmes are accessible to persons with disabilities This must include family planning, sexuality/sex education programmes. If it is not possible to remove all access and participation barriers, then disability-specific accessible services must be provided.	02 13	Protocols for full access to HIV and AIDS prevention and treatment programmes for persons with disabilities developed, costed and approved 25% compliance rate	100% compliance rate	DoH; PHDs; DSD; SANAC
4.4.4	Develop and Implement a National Disability Services Quality Framework with a National Quality Assurance system, as well as legislation.	01; 02 03; 04	National Disability Services Quality Framework	National Quality Assurance system in place	DSD; DoH;

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	These must determine and provide determined minimum norms and standards for disability services.	12;13	developed, costed and approved		DBE; DoL
4.5	Supported Decision-Making				
4.5.1	<p>Develop supported decision-making services</p> <p>The development of supported decision-making support services, in particular for persons with intellectual, psychosocial and neurological disabilities, must coincide with the review of substitute decision-making regimes. This must include the development of mechanisms to protect persons with disabilities from undue influence, coercion, exploitation and/or neglect in situations where their decisions, choices and preferences are substituted with those of others.</p>	12 13 14	Policy framework and costed plan for supported decision-making services approved	Supported decision-making services with skilled personnel available on demand in all nine provinces	DSD
5.	REDUCING ECONOMIC VULNERABILITY AND RELEASING HUMAN CAPITAL				
5.1	Disability, Poverty, Development and Human Rights				
5.1.1	<p>Align social assistance with cost of disability</p> <p>Social assistance must be aligned with the actual cost of disability, and must be structured in a way that encourages social assistance beneficiaries with disabilities to transition to sustainable livelihoods and decent work.</p>	13	Review of social assistance benefits to persons with disabilities reviewed against the actual cost of disability-related expenses, loss of opportunity and cost of opportunity	Social assistance benefits to persons with disabilities adjusted	DSD; NT
5.1.2	<p>Review all insurance benefits to include equitable access to persons with disabilities</p> <p>Insurance benefits must be reviewed to remove all discriminatory practices on the basis of disability, and to expand benefits for persons with disabilities and their families.</p>	13	Extensive review of equitable access for persons with disabilities and their families to insurance benefits completed	Improved access to health insurance; life insurance; disability insurance	DSD; Financial Services Board
5.1.3	<p>Develop and/or strengthen and broaden the geographic reach of programmes and projects designed to reduce poverty amongst persons with disabilities</p> <p>The programmes and projects must focus on the following 7 areas:</p> <ul style="list-style-type: none"> Access to education; 	01 02 04 07	Baseline for access to range of programmes in rural municipalities established	75% improvement in access by rural communities to all programmes	DBE; PEDs; DoH; PHDs; DSD; NDoT;

#	Policy Directive	MTSF Outcome	2015 – 2019 Target	2020 – 2030 Target	Lead Agency
	<ul style="list-style-type: none"> Support for caregivers of children with disabilities and those for adults with severe disabilities; Accessible and affordable transport; Increasing household income through employment and work opportunities; Provision of accessible transport to health care facilities; Affordable assistive devices and support, including accessibility of information and communication technology; and <p>The inclusion of persons with disabilities in the design of key developmental areas such as housing and transport.</p>	13	25% improvement in access by rural communities to all programmes		DoL; DCOG; DTPS
5.2	Access to decent work and employment opportunities				
5.2.1	<p>Determine disability related economic affirmative action targets that are cognisant of disability population demographics</p> <p>The targets must take into consideration disability population demographics as well as redress requirements to facilitate equality of outcome by 2030.</p>	04	Employment equity and work opportunity targets for persons with disabilities increased to at least 7%	75% of designated employers and work opportunity programmes reach their employment equity targets	DoL DPW; DCOG
5.2.2	<p>Provide affordable vocational rehabilitation and related programmes</p> <p>Employees with disabilities must have access to affordable vocational rehabilitation, skills development, job retention and return-to-work programmes after onset of disability.</p>	04 05	50% of employees acquiring disability enrolled in return-to-work programmes	100% of employees acquiring disability enrolled in return-to-work programmes	DoL
5.2.3	<p>Integrate socio-economic development programmes provided to persons with disabilities on the national employment services database</p> <p>These programmes include social assistance, rehabilitation and habilitation, skills development, entrepreneurial and employment support programmes (e.g. job coaching and placement support). The aim is utilise the national employment support services database for job-seekers to link persons with disabilities to job opportunities.</p>	02 04 05 13	<p>50% of graduates with disabilities on ESSA database placed in employment</p> <p>50% of persons with disabilities registered on ESSA accessing skills development, entrepreneurial and/or employment support</p>	<p>100% of graduates with disabilities on ESSA database placed in employment</p> <p>100% of persons with disabilities registered on ESSA accessing skills development, entrepreneurial and/or employment support</p>	DoL

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5.3	Persons with disabilities as owners of the economy				
5.3.1	<p>Adopt and implement a target of 7% procurement and economic opportunities for emerging SMEs owned by persons with disabilities</p> <p>Steps must be taken to ensure that at least 7% of all public and private procurement for bids under R30 000 are allocated to business entities owned by persons with disabilities.</p> <p>At least 7% of all opportunities in the various economic sectors must be allocated to business entities owned by persons with disabilities. This should include interventions that farmers with disabilities access, own and cultivate land.</p>	04	<p>Minimum of 3% of all procurement for bids under R30,000 and opportunities in various economic sectors allocated to SMEs owned by persons with disabilities</p> <p>Monitoring system to track compliance by all public institutions in place</p>	<p>Minimum of 7% of all procurement for bids under R30,000 allocated to SMEs owned by persons with disabilities</p> <p>Annual reporting on compliance published</p>	<p>NT; DPME</p> <p>NT; DPME</p>
5.3.2	<p>Strengthen access to, and participation in, SME support programmes</p> <p>This must include strengthening all support programmes for entry level SMEs owned by persons with disabilities by implementing affirmative action targets and ensuring that reasonable accommodation support is available across the SME support services value chain.</p>	04	50% increase in participation by emerging SMEs owned by persons with disabilities in SME support programmes	100% increase in participation by emerging SMEs owned by persons with disabilities in SME support programmes	DSBD
5.3.3	<p>Ensure that BBBEE benefits persons with disabilities</p> <p>BBBEE creates access and equal opportunities for the economic empowerment of persons with disabilities by eliminating discrimination of all forms. As an example it facilitates for access to the labour market by mandating and rewarding organisations to hire and upskill persons with disabilities. Persons with disabilities must be included in all the BBBEE legislation and related regulatory framework mandates. Specific directives include the following:</p> <ul style="list-style-type: none"> • Persons with disabilities to have representation in all Sector Charters • Amendments of BBBEE codes to allocate specific targets for all elements of the codes to benefit persons with disabilities, in negotiation with the disability sector. 	04	<p>The disability sector is represented in all sector charters</p> <p>All BBBEE codes have been reviewed to include disability targets</p> <p>Baseline established across all charters</p>	<p>Impact study conducted to assess impact</p> <p>7% of BBBEE benefits extend to persons with disabilities and their families</p>	Thehti
5.3.4	<p>Set affirmative action targets for women with disabilities</p> <p>Proposed targets are:</p> <ul style="list-style-type: none"> • 50% of all affirmative action opportunities targeting persons with disabilities • 7% of affirmative action opportunities targeting women empowerment 	04 14	50% of all affirmative action opportunities for persons with disabilities are accessed by women with disabilities	50% of all affirmative action opportunities for persons with disabilities are accessed by women with disabilities	DoW

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			7% of all affirmative action opportunities targeting women are accessed by women with disabilities	7% of all affirmative action opportunities targeting women are accessed by women with disabilities	
5.4	Reducing the cost of disability for persons with disabilities and their families				
5.4.1	Review disability related tax benefits Disability-related tax benefits must be reviewed to ensure equity in the recovery of disability-related costs.	13 14	Current disability-related tax rebate system reviewed to ensure equity in the recovery of disability-related costs Baseline for access to disability-related tax rebates established	25% improvement in uptake of disability-related tax rebates	NT; SARS
5.4.2	Measures must be put in place to mediate the disability-related costs to SMMEs owned by persons with disabilities Adjudication of bids must exclude the disability-related costs associated with reasonable accommodation measures required to run the business to ensure equitable adjudication on price. SMEs must be able to claim tax rebates for all disability-related costs.	04 14	Supply chain management units in all public institutions trained on adjudication of bids where reasonable accommodation support is included SMEs owned by persons with disabilities able to claim tax rebates for disability-related costs	-	NT
6.	STRENGTHENING THE REPRESENTATIVE VOICE OF PERSONS WITH DISABILITIES				
6.1	Strengthening Access and Participation through Self-Representation				
6.1.1	Include persons with disabilities in all design, planning, implementation and monitoring of policies and programmes Government institutions at all levels and contexts of governance must consult relevant representative organisations of persons with disabilities (inclusive of parents organisations) in	12	All public institutions have institutionalised consultative platforms with representative	All public institutions have functional consultative platforms with representative	DSD (NDRCM)

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	the design, budgeting, implementation and monitoring of legislation, programmes and services to the public in general, as well as services and programmes designed specifically for persons with disabilities.		organisations of persons with disabilities	organisations of persons with disabilities	
6.1.2	Ensure private entities provide accessible services Private entities providing services to the public must be encouraged to involve representative organisations of persons with disabilities in developing and assessing the accessibility of their services	12	Guidelines developed and published	Legislation developed and approved	DSD (NDRCM)
6.2	Recognition of representative organisations of persons with disabilities (including parents organisations)				
6.2.1	Develop minimum norms and standards for consultation of persons with disabilities Minimum norms and standards for consultation with representative organisations of persons with disabilities at all levels of governance must be developed and regulated.	12 14	Minimum norms and standards developed and approved 25% compliance	100% compliance with minimum norms and standards	DSD (NDRCM); DPSA
6.2.2	DPOs must register with their respective co-ordinating bodies at national, provincial and local level Representative organisations of persons with disabilities must register with the designated national, provincial, district and local disability rights coordinating mechanisms for purposes of participation in policy development, implementation support and monitor and evaluation processes.	12	100% of designated national, provincial, district and local disability rights coordinating mechanisms have a register in place	100% of designated national, provincial, district and local disability rights coordinating mechanisms have a register in place	DSD (NDRCM) PDRCM; MDRCM
6.3	Strengthening the diversity and capacity of DPOs and self-advocacy programmes				
6.3.1	Provide funding to DPOs and self-advocacy groups for rights- based advocacy and research programmes DPOs and self-advocacy groups must be empowered through legislation and financial support to: <ul style="list-style-type: none"> • Do rights-based advocacy and research for the promotion of the rights of persons with disabilities at national, provincial and local level, • Participate in the monitoring of the implementation of the White Paper on the Rights of Persons with Disabilities, sector policies and programmes as well as the domestication of international treaties; and • Monitor the rights of persons with disabilities through the independent monitoring mechanism. 	14	Costed strategy and plan for DPO advocacy, research and monitoring support approved	Legislation in place	DSD (NDRCM)

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6.3.2	Provide accessible consultative platforms and support for self-representation Persons with disabilities who experience barriers in representing themselves or organising themselves into representative organisations, must be provided with consultative platforms and support to represent themselves.	14	Strategy and Plan for self-representation for under-represented groups approved	At least one dedicated NDRM consultation with every under-represented group per annum convened	DSD (NDRCM)
6.4	Public Participation and Consultation Programmes				
6.4.1	All public participation programmes must be fully accessible to persons with disabilities This will include making use only of venues that are fully accessible, and ensuring that reasonable accommodation measures to ensure access to information and communication, are available.	12 14	Minimum norms and standards for access and participation in public participation programmes by persons with disabilities approved 50% compliance across all three spheres of government	100% compliance across all three spheres of government	DSD (NDRCM)
6.4.2	All public consultation structures must have representation by the disability sector All public institutions must put mechanisms in place to ensure that the disability sector has effective representation on their consultation structures.	12 14	Minimum norms and standards for disability sector representation on all public consultation structures approved	100% compliance across all three spheres of government	DSD (NDRCM)
6.5	Self-representation in Public Life				
6.5.1	Legislate the rights of persons to be represented on legislative bodies Legislation must be developed to secure the right of persons with disabilities to represent themselves in legislative bodies as well as governance structures of public institutions. Persons with disabilities must be represented on all legislative bodies as well as governing bodies of national, provincial, district and community institutions impacting on the lives of persons with disabilities through nomination by relevant representative organisations of persons with disabilities (inclusive of parents organisations). This will require review of legislation and policies governing the composition of governing structures and eligibility of political party lists for elections.	12 14	Legislative audit completed Draft legislation developed Persons with disabilities constitute at least 2% of all political party elected public representatives	Legislation approved Persons with disabilities directly represented on at least 80% of all relevant governing bodies across all 3 spheres of government Persons with disabilities constitute at least 7% of all political party elected public representatives	DoJCD; DSD (NDRCM) DHA

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7.	BUILDING A DISABILITY EQUITABLE STATE MACHINERY				
7.1	Disability Equitable Planning, Budgeting and Service Delivery				
7.1.1	<p>Develop disability rights and equity commitment statements</p> <p>All public institutions must include a commitment statement on disability equity, highlighting the relevant UNCRPD obligations to the respective institution in their strategic plans.</p>	12 14	100% compliance	100% compliance	All Legislatures
7.1.2	<p>Implement a disability equitable budgeting model</p> <p>A disability equitable budgeting model must be developed to ensure that state budgets and expenditure take equality of outcome as it pertains to persons with disabilities into account.</p>	12 14	Disability equitable budgeting model approved	100% compliance	NT; DSD (NDRCM)
7.1.3	<p>Develop and implement funded Universal Design Access Plans</p> <p>All public institutions must include a funded Universal Design Access Plan as an integral component of their annual performance plans and/or Integrated Development Plans. This requires that public institutions are able to illustrate how universal design principles are transforming planning and designing, and what reasonable accommodation support measures are funded.</p>	12 14	Guidelines for Universal Design Access Plans approved 25% compliance with guidelines	100% compliance with guidelines	DSD (NDRCM); Legislatures
7.1.4	<p>Incorporate universal design principles in procurement of goods, services and construction of infrastructure</p> <p>All state grant funding must incorporate a minimum requirement that universal design principles are included in the procurement of goods and services and construction of infrastructure. All service level agreements with state owned enterprises must include a disability dimension that contributes towards equitable outcomes for persons with disabilities.</p>	12	100% compliance	100% compliance	NT; DSD (NDRCM)
7.1.5	<p>Review all programmes targeting children for access to children with disabilities</p> <p>The review must be conducted on all public and private sector programmes. It must include all child-centred services and must focus on the elements of equal access and participation.</p>	01; 02 03; 13 14	Review conducted and report with recommendations tabled to Cabinet	100% compliance with Cabinet decisions	DSD
7.1.6	<p>Provide top-up budgets for service delivery in deep rural and isolated communities</p> <p>Subsidies for services delivered in deep rural communities must take into account the additional cost of delivering qualitative services in these communities. There must be specific programmes and micro-scale projects, prioritised for portions of rural areas where</p>	12	Costed framework for subsidisation of services targeting persons with	100% compliance with targets set in implementation plan	DRDLR; NT

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	persons with disabilities reside, aimed at providing immediate basic services, infrastructure and enabling environments.		disabilities in deep rural communities approved		
7.2	Disability Equitable Evidence informing Policy and Programme Development (Monitoring, Evaluation, Reporting, Research, Data and Statistics)				
7.2.1	<p>Standardise disability data and statistics</p> <p>All public and private institutions must review their data and statistics management systems with the view of incorporating disability disaggregation where relevant. The disability dimension must be included in all national census, household, labour and other socio-economic surveys. All research focusing on the general population within the focus areas covered in this WPRPD, must be disability disaggregated.</p>	12	<p>National disability data and statistics strategy, centralised data system and costed implementation plan approved</p> <p>All MTSF reports and population surveys contain relevant disability disaggregated data</p>	100% compliance with strategy and implementation plan	StatsSA; DPME
7.2.2	<p>Develop and implement a national research agenda</p> <p>A national disability research agenda for purposes of policy and programme development and tracking the reduction of inequality, must be developed at five year intervals to coincide with the MTSF.</p>	12	Costed national disability research agenda for 2020-2030 approved	100% implementation of the agenda	DSD (NDRCM)
7.2.3	<p>Strengthen reporting systems to include disability related reports</p> <p>Systems must be strengthened to ensure that all periodic reporting on ratified international treaties of the United Nations, African Union and SADC include with the disability-related obligations and dimensions of the UNCRPD.</p>	11 12	Centralised knowledge management system for all disability-related information for international treaty reporting developed	100% of international treaty reports include relevant disability data	DoJCD; DIRCO; DSD (NDRCM)
7.2.4	<p>Disaggregate disability data to reflect gender statistics</p> <p>All disability-disaggregated data and statistics must be disaggregated according to gender; and all gender-related data and statistics must be disaggregated according to disability.</p>	12 14	<p>All disability-related reports contain a gender dimension</p> <p>All gender-related reports contain a disability dimension</p>	<p>All disability-related reports contain a gender dimension</p> <p>All gender-related reports contain a disability dimension</p>	StatsSA DoW DSD (NDRCM)

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7.3	Public Procurement and Regulation				
7.3.1	<p>All public procurement and tender documents and processes must comply with the concept of universal design</p> <p>Public procurement policies must include dispositions requiring that when public agents purchase products and services with public funds, the agent must purchase the product that best meets accessibility requirements as defined by international standards.</p>	12	<p>Guidelines approved and issued</p> <p>75% compliance</p>	<p>Regulatory framework approved</p> <p>100% compliance</p>	NT
7.3.2	<p>Persons with disabilities must benefit equitably from the social investment requirements attached to the licensing regulatory environment</p> <p>Licensing regulations must ensure that social investment requirements prioritise the provisions for persons with disabilities and develop means to ensure persons with disabilities attain sustainable benefits.</p>	12 14	<p>Persons with disabilities and their families have equitable access to, and participation in social investments flowing from licencing requirements</p>	<p>Persons with disabilities and their families have equitable access to, and participation in social investments flowing from licencing requirements</p>	Regulatory agencies
7.3.3	<p>State enterprises to include a disability dimension</p> <p>All service level agreements with state owned enterprises must include a disability dimension that contributes towards equitable outcomes for persons with disabilities.</p>	12	100% compliance	100% compliance	All
7.4	Capacity Building and Training				
7.4.1	<p>Train personnel on providing services to persons with disabilities</p> <p>All public and private institutions must ensure that personnel responsible for frontline service delivery, design and planning, budgeting, service delivery, administration of justice and M&E. undergo on-going training on strategies and measures to ensure equality of outcome for persons with disabilities in their programmes. Additionally, disability equity and service delivery improvement training must be included in the annual continuous development programmes of all professional staff that render services to persons with disabilities.</p>	05	50% of personnel completed at least one module on disability equitable service delivery	100% of personnel completed at least one module on disability equitable services delivery	DPSA; Professional bodies
7.4.2	<p>Include modules on disability in all education materials and courses</p> <p>All education materials across the learning spectrum must include modules on inclusion and disability equity.</p> <p>All disability equity training courses must include persons with disabilities (inclusive of parents) as part of the trainer component.</p>	05	Disability equity and inclusion modules developed for inclusion across the learning spectrum	100% compliance	DHET; DBE; SAQA

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7.5	Strengthening Accountability				
7.5.1	<p>Include disability outcomes in performance contracts of senior managers across the state machinery</p> <p>All performance contracts of state machinery senior managers must articulate appropriate disability equity requirements.</p>	12	<p>Guidelines for disability equity dimension approved</p> <p>100% compliance</p>	100% compliance	DPSA; DCOG; Legislatures
7.5.2	<p>Develop and implement new disability specific legislation</p> <p>New disability specific legislation to strengthen implementation of the WPRPD must be developed following finalisation of a gap analysis.</p>	12	<p>Legislative audit and regulatory impact assessment finalised</p> <p>Draft legislation developed</p>	Legislation promulgated	DoJCD; DSD (NDRCM)
7.5.3	<p>Review existing legislation</p> <p>Existing legislation must be reviewed to ensure compliance with UNCRPD obligations.</p>	12	All existing laws reviewed against the UNCRPD obligations	All laws requiring amendment has new amendment legislation promulgated	All Legislatures
8.	PROMOTING INTERNATIONAL COOPERATION				
8.1	<p>Include disability in all international engagements and agreements</p> <p>All multi-lateral, bilateral and national engagements, agreements and other bilateral-multi-lateral funding instruments must include a disability dimension and implement their disability inclusive policies in South Africa.</p> <p>Persons with disabilities from South Africa trained and recruited to play a significant role in international diplomacy, government-to-government relations and in social/economic bodies.</p> <p>Disability mainstreamed in South Africa's international development cooperation, trade and other agreements.</p>	11	<p>Review of existing agreements finalised and updated</p> <p>Strategy and implementation plan approved</p> <p>100% compliance</p>	<p>100% compliance</p> <p>100% compliance with implementation plan</p> <p>100% compliance</p>	DIRCO
8.2	<p>Support disability mainstreaming and strengthening participation in the Pan African Parliament, AU, SADC and other such organisations</p> <p>SA must support disability rights mainstreaming and strengthening participation in the Pan African Parliament, the African Union and its organs, the Southern African Development Commission (SADC) and other international/ intergovernmental bodies based in and outside South Africa.</p>	11	National strategy and costed implementation plan approved	100% compliance with targets set in implementation plan	DIRCO; Parliament

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8.3	Develop and implement a national disability agenda on international cooperation A national disability agenda for purposes of international cooperation and knowledge exchange must be determined at five year intervals to enhance MTSF planning and implementation.	11	National Disability Agenda for International Cooperation developed, costed and approved	100% compliance with targets set Reviewed and updated at five year intervals	DIRCO; DSD (NDRCM)
9.	INSTITUTIONAL ARRANGEMENTS				
9.1	Disability rights coordinating mechanisms must be designated and/or appointed in all public institutions.	12	National guidelines issued	100% compliance	DPSA
9.2	Institutional capacity to contribute to the national disability rights agenda across the spectrum of development, statistical and innovation agencies must be strengthened through the development of designated disability-focused programmes and mechanisms.	12	Strategies and costed implementation plans approved for accelerating implementation of the WPRPD	100% compliance with targets set	Development, statistical and innovation agencies
9.3	Statistics South Africa, as the national statistical body, must establish a Disability Statistics Advisory Group on Disability to guide the research, development, testing, validity and analysis of disability question(s) and responses to provide acceptable disability data for inclusion in the national Census, household, labour and other socio-economic surveys. Membership of the Advisory Group must include, among others, national government departments, the South African Local Government Association, disability organisations, research institutions and institutions of higher education.	12	Disability Statistics Advisory Group on Disability established through regulation Minimum of two meetings per annum	Disability Statistics Advisory Group on Disability meets at least once per annum	StatsSA
9.4	The South African Bureau of Standards must strengthen its universal design capacity in the work of their design institute and standard setting bodies.	12	Strategy and costed implementation plan developed in consultation with the disability sector, approved and implemented	100% compliance with targets set	SABS
9.5	The CSIR must strengthen its capacity to promote universal design in its research, technological innovation as well as industrial and scientific development programmes.	12	Strategy and costed implementation plan developed in consultation with the disability sector, approved and implemented	100% compliance with targets set	CSIR

#	Policy Directive	MTSF Outcome	2015 – 2019 Target	2020 – 2030 Target	Lead Agency
9.6	The South African Qualifications Authority (SAQA) must strengthen its capacity to promote and coordinate the development of a national universal design qualifications framework.	05 12	Strategy and costed implementation plan developed, approved and implemented	100% compliance with targets set	SAQA











ANNEXURES









ABBREVIATIONS AND ACRONYMS

CGE	Commission on Gender Equality
CRCRLC	Commission for Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities
DAC	Department of Arts & Culture
DAFF	Department of Agriculture, Forestry & Fisheries
DBE	Department of Basic Education
DCOG	Department of Cooperative Governance
DCS	Department of Correctional Services
DEA	Department of Environmental Affairs
DHA	Department of Home Affairs
DHET	Department of Higher Education & Training
DHS	Department of Human Settlements
DIRCO	Department of International Relations & Cooperation
DM	District Municipality
DMR	Department of Mineral Resources
DMV	Department of Military Veterans
DOC	Department of Communications
DoD	Department of Defence
DoE	Department of Energy
DoH	Department of Health
DoJCD	Department of Justice & Constitutional Development
DoL	Department of Labour
DoT	Department of Tourism
DoW	Department of Women
DPE	Department of Public Enterprises
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service & Administration
DPW	Department of Public Works
DRDLR	Department of Rural Development & Land Reform
DSBD	Department of Small Business Development
DSD	Department of Social Development
DST	Department of Science & Technology
DTA	Department of Traditional Affairs
DTPS	Department of Telecommunications and Postal Services
DWS	Department of Water and Sanitation
EDD	Department of Economic Development

GCIS	Government Communications and Information Service
IMC	Inter-Ministerial Committee
LM	Local Municipality
MDRCM	Municipal Disability Rights Coordinating Mechanism
NA	National Assembly
NCC	National Consumer Commission
NCOP	National Council of Provinces
NDoT	Department of Transport
DSD (NDRCM)	National Disability Rights Coordinating Mechanism (currently placed within DSD)
NDRM	National Disability Rights Machinery
NSG	National School of Government
NT	National Treasury
PDRCM	Provincial Disability Rights Coordinating Mechanism
PEds	Provincial Education Departments
PHDs	Provincial Health Departments
PO	The Presidency
PP	Public Protector
PSC	Public Service Commission
RAF	Road Accident Fund
SAHRC	South African Human Rights Commission
SALGA	South African Local Government Association
SAPS	South African Police Services
SARS	SA Revenue Service
SRSA	Sport & Recreation South Africa
SSA	State Security Agency
StatsSA	Statistics South Africa
Thedti	Department of Trade & Industry

LIST OF NATIONAL DISABILITY ORGANISATIONS (July 2015)


Association for Hearing Loss Accessibility and Development (AHLAD)	<ul style="list-style-type: none"> Disabled People Organisation www.ahlad.org Email: admin@ahlad.org Cell: 082 7817715 	
Autism SA (ASA)	<ul style="list-style-type: none"> Disability Service Organisation www.autismsouthafrica.org Email: director@autismsouthafrica.org Tel: 011 484 9909 	
Albinism Society of SA (ASSA)	<ul style="list-style-type: none"> Disabled People Organisation www.albinismsouthafrica.co.za Email: nomasonto@albinism.org.za info@albinism.org.za Tel: 011 838 6529 	
Blind SA	<ul style="list-style-type: none"> Disabled People Organisation www.blindsa.org Email: president@blindsa.org.za Tel: 011 839 1793 1852 	
Cheshire Homes South Africa	<ul style="list-style-type: none"> Disability Service Organisation www.cheshirehomesa.org.za Email: nationaldirector@cheshirehomesa.org.za Tel: 011 492 0154 	
Disability Association of South African National Military Veterans (DASANMVE)	<ul style="list-style-type: none"> Disabled People Organisation Email: dmrwata@yahoo.com Tel: 0719848255 	
Deafblind SA (DBSA)	<ul style="list-style-type: none"> Disabled People Organisation www.deafblindsa.co.za Email: n.d.a@deafblindsa.co.za Tel: 0824489455 (SMS only) 	
Deaf Federation of SA (DeafSA)	<ul style="list-style-type: none"> Disabled People Organisation www.deafsa.co.za Email: brunodruchen@deafsa.co.za Tel: 011 482 1610 	
Dementia South Africa	<ul style="list-style-type: none"> Disability Service Organisation www.dementiasa.org Email: director@dementiasa.org Tel: 0860 636 679 	
Disabled Children Action Group (DICAG)	<ul style="list-style-type: none"> Parents Organisation www.dicag.co.za Email: info@dicag.co.za Tel: 0217975977 	

Disabled People South Africa (DPSA)	<ul style="list-style-type: none"> Disabled People Organisation www.dpsa.org.za Email: ceo@dpsa.org.za Tel: 021 422-0357/0105901183 	
Down Syndrome SA (DSSA)	<ul style="list-style-type: none"> Parents Organisation www.downsyndrome.org.za Email: dssa.ned@icon.co.za Tel: 0861 369 672 	
Epilepsy SA	<ul style="list-style-type: none"> Disability Service Organisation www.epilepsy.org.za Email: nationaldirector.no@epilepsy.org.za Tel: 021 556 3753 	
Muscular Dystrophy Foundation of SA (MDSA)	<ul style="list-style-type: none"> Disability Service Organisation www.mdsa.org.za Email: gmnational@mdsa.org.za Tel: 011 4729703 	
National Association for People with Cerebral Palsy (NAPCP)	<ul style="list-style-type: none"> Disability Service Organisation www.napcp.org.za Email: elizma.woods@napcp.org.za Tel: 011 609 3252 	
National Council for People with Physical Disabilities in SA (NCPDSA)	<ul style="list-style-type: none"> Disability Service Organisation www.ncppdsa.org.za Email: nationaloffice@ncppdsa.org.za Tel: 011 452 2774 	
QuadPara Association of SA (QASA)	<ul style="list-style-type: none"> Disabled People Organisation www.qasa.co.za Email: info@qasa.co.za Tel: 031 767 0352 	
South African Disability Alliance (SADA)	<ul style="list-style-type: none"> Alliance of 13 disability organisations www.sada.org.za Tel: 0609670258 Email: secretary@sadisability-alliance.co.za 	
SA Federation for Mental Health (SAFMH)	<ul style="list-style-type: none"> Disability Service Organisation www.safmh.org Email: info@safmh.org Tel: 0117811852 	
SA National Association of the Blind and Partially Sighted Persons (SANABP)	<ul style="list-style-type: none"> Disabled People Organisation Shumani Cynthia Siphuma Cell: 0729656993 E-mail: shumani.siphuma@yahoo.com 	
SA National Council for the Blind (SANCB)	<ul style="list-style-type: none"> Disabled People Organisation www.sancb.org.za Email: admin@sancb.org.za Tel: 012 452 3811 	

SA National Deaf Association (SANDA)	<ul style="list-style-type: none"> Disabled People Organisation www.sanda.org.za Email: info@sanda.org.za Tel: 012 343 0661 	
Ubuntu Centre SA (SA Users and Survivors of Psychiatry Group)	<ul style="list-style-type: none"> Disabled People Organisation www.ubuntucetre.wordpress.com Email: theubuntucetre@gmail.com Tel: 072 044 1024 	

NATIONAL SECTORAL ORGANISATIONS (July 2015)

Development	South African Disability Development Trust (SADDT)	<ul style="list-style-type: none"> Trust established by disability organisations to alleviate poverty and promote economic empowerment http://www.saddt.org.za/ Email: office@saddt.org.za Tel: +2711 326-3282 	
Education	Parents for Children with Special Education Needs (PACSEN)	<ul style="list-style-type: none"> Parents Organisation www.pacsen.co.za Email: pacsengauteng@absamail.co.za Tel: 012 333 0149 	
Entrepreneurship	Disability Chamber of Commerce and Industry (DCCI)	<ul style="list-style-type: none"> Mzwandile Sibiyi Ka-Mfitshi Email: sibiyamz@gmail.com disabilitychamber@gmail.com 	
Entrepreneurship	Entrepreneurs with Disability Forum	<ul style="list-style-type: none"> Joshua Mabena Email: mabenaj@impelamehlo.biz 	
Marginalised Groups	DSSA Self Advocate Movement South Africa	<ul style="list-style-type: none"> Self-Advocate Programme of Down Syndrome SA for adults with intellectual disabilities Contact: Ancella Ramjas Tel: 011 615-2990 Email address: dssa.ned@icon.co.za 	
Marginalised Groups	Epilepsy SA Self Advocate Programme	<ul style="list-style-type: none"> Contact: Karen Robinson Email: socdev.no@epilepsy.org.za 	
Marginalised Groups	South African Mental Health Advocacy Movement (SAMHAM)	<ul style="list-style-type: none"> Self-Advocate Support Group Contact: Charlene Sunkel Tel: 0117811852 Email: charlene@safmh.org 	
Transport	Transport Users Group of People with Disabilities in SA (TUGSA)	<ul style="list-style-type: none"> Disabled People Organisation http://tugsa63.org/ Email: Tugsa63@gmail.com Tel: 011 493 8207 	

Women	Disabled Women South Africa	<ul style="list-style-type: none"> • Women's Movement of Disabled People South Africa • Email: mocumipoppy@gmail.com • Contact: Poppy Mocumi • Cell: 082 927 0594 	
Women	Deaf Women South Africa	<ul style="list-style-type: none"> • Women's movement of DeafSA • Chairperson: Joyce Phiri • Email: tshisimando@gmail.com 	
Women	South African Deaf Women Association (SADWA)	Email: info.sadwa@gmail.com Chairperson: Olga Blose Tel: +27 12 343 0661 Cell: +27 79 898 0364	
Women	South African Blind Women in Action (SABWIA)	<ul style="list-style-type: none"> • Women's movement of the South African National Council for the Blind • Chairperson: Sandra Dreyer • Email: sandra@ctsb.org.za • Cell: 082 787 1350 	
Women	Women's Achievement Network for Disability (WAND)	<ul style="list-style-type: none"> • Women Empowerment • http://www.wand.org.za/ • Email: profdisability@gmail.com • Tel: +27 829907961 	
Youth	Disabled Youth South Africa (DYSA)	<ul style="list-style-type: none"> • Youth Movement of Disabled People South Africa • Email: w.qaji@webmail.co.za • Contact: Wonderboy Qaji • Cell: 078 179 3241 	
Youth	Deaf Youth South Africa	<ul style="list-style-type: none"> • Youth movement of DeafSA • Chairperson: Ivy Bell • Email: ivybell95@yahoo.com 	
Youth	Epilepsy SA Youth Ambassadors	<ul style="list-style-type: none"> • Nicole Laxton: danical@laxtongroup.com • Kai Fitchen: kaifitchen@gmail.com • Justin Dekker: assessor@trustnet.co.za 	
Youth	South African Deaf Youth Development Project (SADYDP)	Email: sadydp.president@gmail.com Cell: 079 078 2311 SMS only or WhatsApp Facebook: https://www.facebook.com/groups/sadeafyouthdevelopment/	
Youth	South African Blind Youth Organisation (SABYO)	<ul style="list-style-type: none"> • Youth wing of the South African National Council for the Blind • Chairperson: Lester Mathebula • Email: lestern@webmail.co.za • Cell: 079 299 5178 	

All enquiries with regards clarity on the Implementation Matrix should be directed to:

Rights of Persons with Disabilities Branch

Department of Social Development

E-mail: DisabilityRights@dsd.gov.za

Fax: 086263765