



Draft Status Report on Compliance with National and International Obligations on the Rights of Persons with Disabilities

**Reporting Period:
April 2021-March 2022**

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PART A: GENERAL INFORMATION

1. EXECUTIVE SUMMARY

1.1 MINISTER'S FOREWORD

In 2012, Cabinet endorsed the National Development Plan (NDP), a blueprint for eliminating poverty and reducing inequality in South Africa by 2030, as the strategic framework for detailed government planning. Through the endorsement of the NDP, our government – for the first time in the country's history – expressed its unyielding commitment to the upliftment and improvement of the material conditions of the most vulnerable members of our society.

The NDP seeks to consolidate the achievements of our democratic government, under which people's lives, particularly persons with disabilities, have vastly improved. At the heart of the NDP lies a plan to tackle the triple challenges of poverty, inequality and unemployment by drawing on the collective energies of our country's people, growing an inclusive economy, enhancing the capacity of the State, and promoting leadership and partnerships throughout society. One such partnership, with the United Nations (UN) Country Team in South Africa, focused specifically on promoting the rights of persons with disabilities in South Africa.

The initiative, which culminated in the development of this publication, was aimed at strengthening monitoring and evaluation capacity for effective oversight and advocacy, establishing a UN Convention on the Rights of Persons with Disabilities-compliant legal and policy framework, and reducing the economic vulnerabilities of persons with disabilities in South Africa. The report provides detailed information on progress made in implementing the WPRPD policy directives, implementation of Disability Inclusive District Development Model and COVID-19 interventions in line with the provisions of the UN CRPD. The report also reflects challenges and achievements for government's commitment and continued national effort to

promote the equal and active participation of all persons with disabilities in key sectors of society.

The Ministry for Women, Youth and Persons with Disabilities in The Presidency would like to appreciate efforts made by all reporting institutions for submitting their performance reports. However, the Ministry is also concerned about the lack of compliance in submitting performance reports by other reporting institutions.

The report will serve as a measure to improve availability of disability disaggregated data and statistics in South Africa.

1.2 DIRECTOR-GENERAL'S OVERVIEW

Persons with disabilities can and must contribute to the growth of South Africa's economy and benefit from this growth on an equal basis with others. This requires political will, accountability and commitment of resources by all stakeholders in order to remove the attitudinal, physical, information, communication and cultural barriers currently experienced by persons with disabilities. While the core elements, themes and objectives of the NDP include the aspirations of persons with disabilities, there is an urgent need to explicitly formulate targets that will ensure that current inequalities and exclusion experienced by the majority of persons with disabilities are redressed.

Equity is an essential principle for the transformation of the economy broadly, and education and training are particularly important if persons with disabilities are to contribute to economic growth and benefit from the results of such growth. Policy and planning for disability and its consequences are essential. It is generally acknowledged that an overwhelming majority of persons with disabilities in South Africa's rural and urban areas are extremely poor. The dependence on disability grants and remittances is particularly strong in township and rural areas, where nearly half of the poor depend on these as their primary source of income.

The extremely high prevalence of unemployment among persons with disabilities is due to factors such as inadequate educational provision, an inaccessible built and ICT environment, ineffective legislation, discriminatory attitudes by employers and inadequate provision of disability services. The effectiveness of inclusion strategies should be measured by the extent to which persons with disabilities enjoy human rights, including the benefits of economic growth. In addition to well-being, persons with disabilities should have access to service delivery on an equal basis with other population groups. Significant challenges will need to be addressed, including those related to historical factors on marginalisation, access to educational opportunities, access to mainstream economic and social activities, and the changing landscape of government policies and strategies.

The state of readiness of persons with disabilities themselves and the organisations that represent them also remains a challenge. In the past these challenges have been addressed in a fragmented fashion and changing the status quo will require the commitment of all stakeholders entrusted with making a contribution to the realisation of South Africa's 2030 vision as articulated in the NDP. The United Nations Convention on the Rights of Persons with Disabilities, ratified by South Africa without reservation in 2007, provides strategic guidance with regard to the specific measures that need to be taken to ensure that persons with disabilities have equitable access to and participation in all activities across the NDP's spectrum.

This report examines the major implementation issues emanating from the WPRPD and the UN CRPD, highlights ways to ensure that all objectives and strategies apply to persons with disabilities without discrimination. It should be used in planning, budgeting, monitoring and evaluating progress in disability rights mainstreaming, is a crucial advocacy tool in ensuring that persons with disabilities are fully included in every aspect of the NDP's 2030 vision, Implementation of Inclusive District Development Model and COVID-19 interventions.

The report was developed in consultation with government departments and other key stakeholders through quarterly disability reporting meetings.

1.3 INTRODUCTION

The WPRPD was approved by Cabinet in December 2015 together with its implementation matrix. The strategic objective of the policy was to provide interventions by accelerating the mainstreaming of disability within the government-wide planning, budgeting, monitoring and evaluation system, to establish a mechanism for the domestication of the UN CRPD and to establish the baseline for disability rights legislative development.

The foundation for the White Paper on the Rights of Persons with Disabilities (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.

This WPRPD is intended to accelerate transformation and redress with regard to full inclusion, integration and equality for persons with disabilities. Preliminary reports reflect that there's a challenge with qualitative and quantitative performance reporting which is due to poor disability- inclusive planning in government, challenges with implementation of the policy and lack of enforcement mechanisms in place.

The NDP acknowledges that many persons with disabilities are not able to develop to their full potential due to a range of barriers, namely physical, information, communication and attitudinal barriers and states that "Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach".

An analysis of the NDP as a strategy to reduce inequality, eradicate poverty and promote employment of persons with disabilities, has been conducted and is

currently been utilised in determining actions and targets for purposes of implementation of the WPRPD. As a point of departure, it is important to reflect on mainstreaming the Medium Term Strategic Framework (MTSF) outcomes in line with the disability-disaggregated National Development Plan. The existing indicators that are already in the M&E system must be disaggregated to build a baseline for disability-disaggregated data, for example, where data is being collected on children and women.

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

Therefore, this report provides a full overview of how government departments have complied with the requirements of the WPRPD, 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 to reflect on interventions and measures adopted by government to reduce their vulnerability.

1.4 SITUATIONAL ANALYSIS:

1.4 .1 External Environment

In South Africa, the national disability prevalence rate was 7.5% according to Census 2011 (approximately 2,870,130 persons) and (Statistics South Africa Community Survey, 2016). Disability is more prevalent among women as compared to men (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 (7.8 %), followed by the white population group (6.5%). 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 based on “some” to “severe” difficulties in the functional domains. Whereas, in the Statistics South Africa Community Survey (2016), it is based on “moderate” to “severe” difficulties. The data in Census 2011 or the GHS 2019 is likely to be an under-representation of the actual prevalence of disability (at least 12%-15% lower). This could be because of various factors denial, fear of exclusion and ostracism, unawareness and the inability of questions to be fully comprehensive. This population demographics does not include children with disabilities under the age of 5 years old and persons with disabilities who are at residential facilities. Statistics South Africa is in the process of mobilising funds and resources to conduct a disability specific survey which will cover these categories of persons with disabilities. The questions used for disability in GHS 2019 were developed by the Washington Group and were first introduced in the 2009 questionnaire. These questions require each person in the household to rate their ability to perform a range of activities such as seeing, hearing, walking a kilometre or climbing a flight of stairs, remembering and concentrating, self-care, and communicating in his/her most commonly used language, including sign language.

Figure 1.1: Prevalence of disability by population group

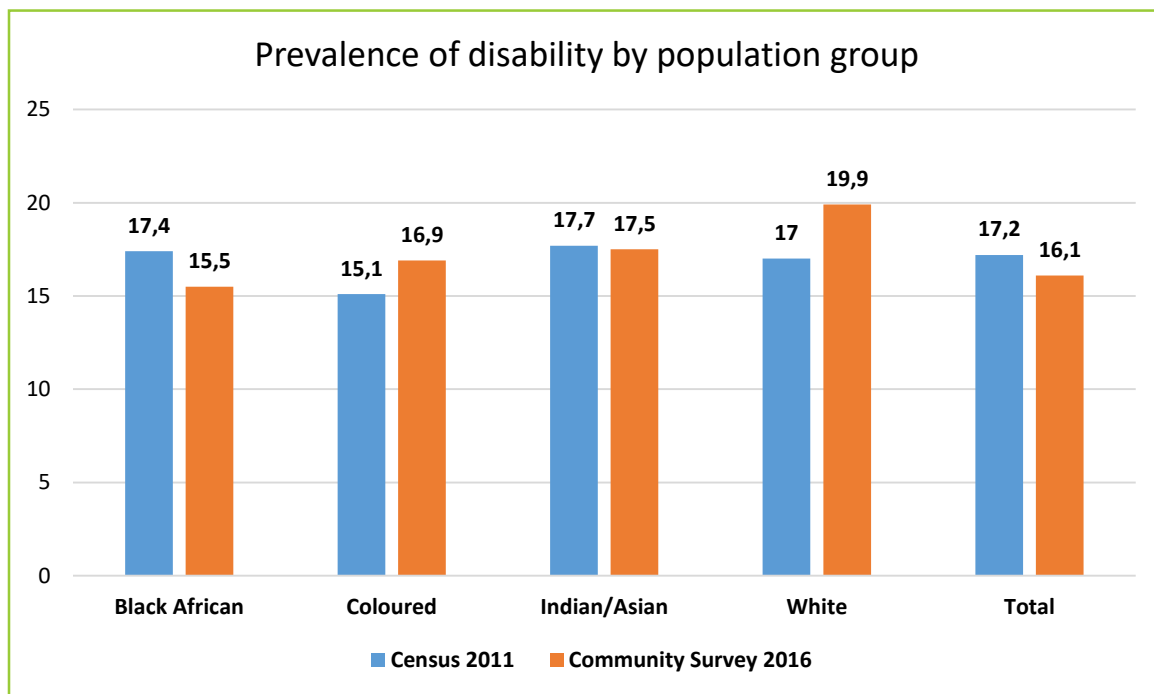


Figure 1.2: Disability prevalence by age group

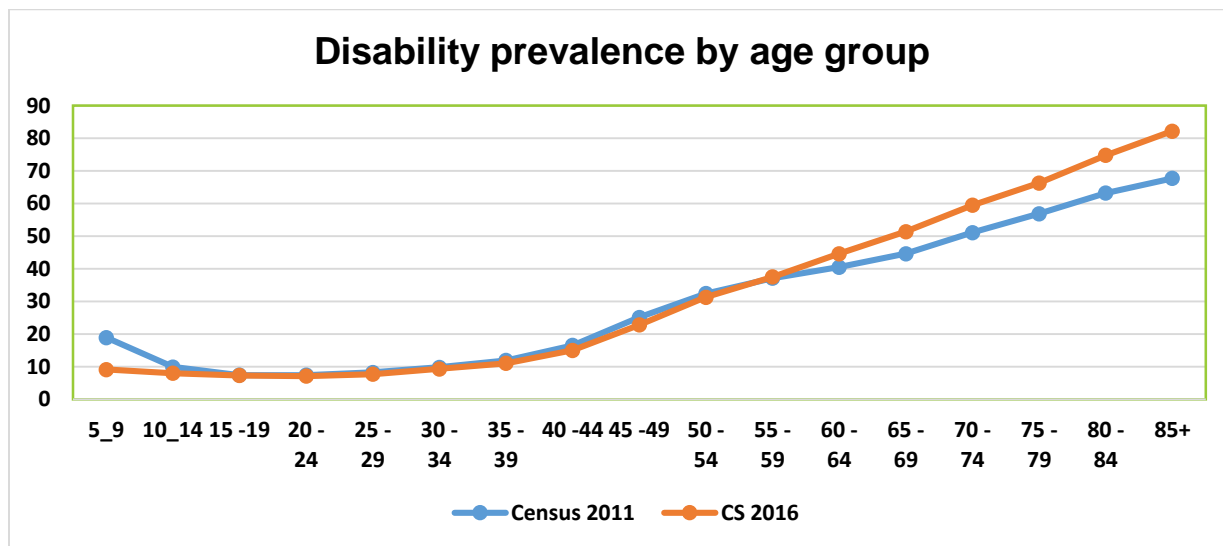


Figure 1.3: Disability prevalence by sex, Census 2011 and Community Survey 2016

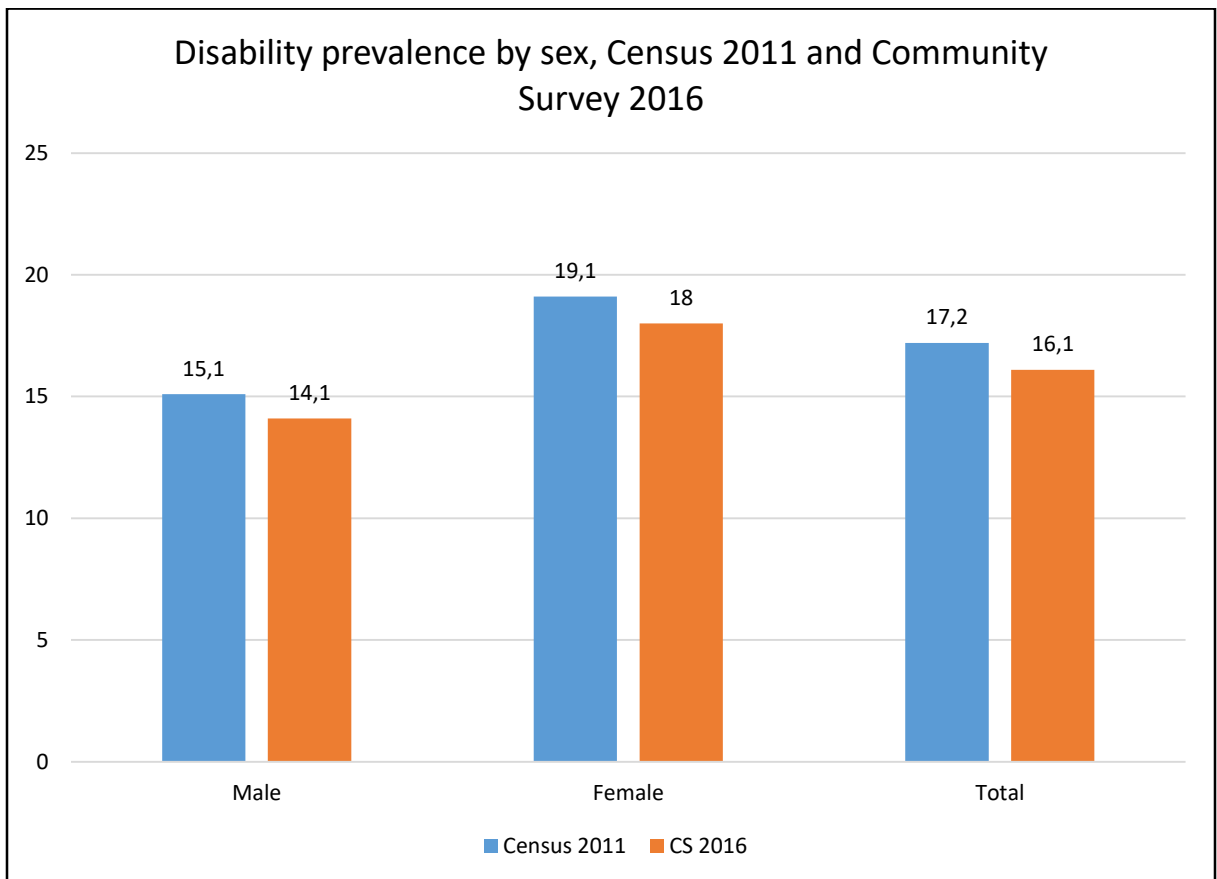
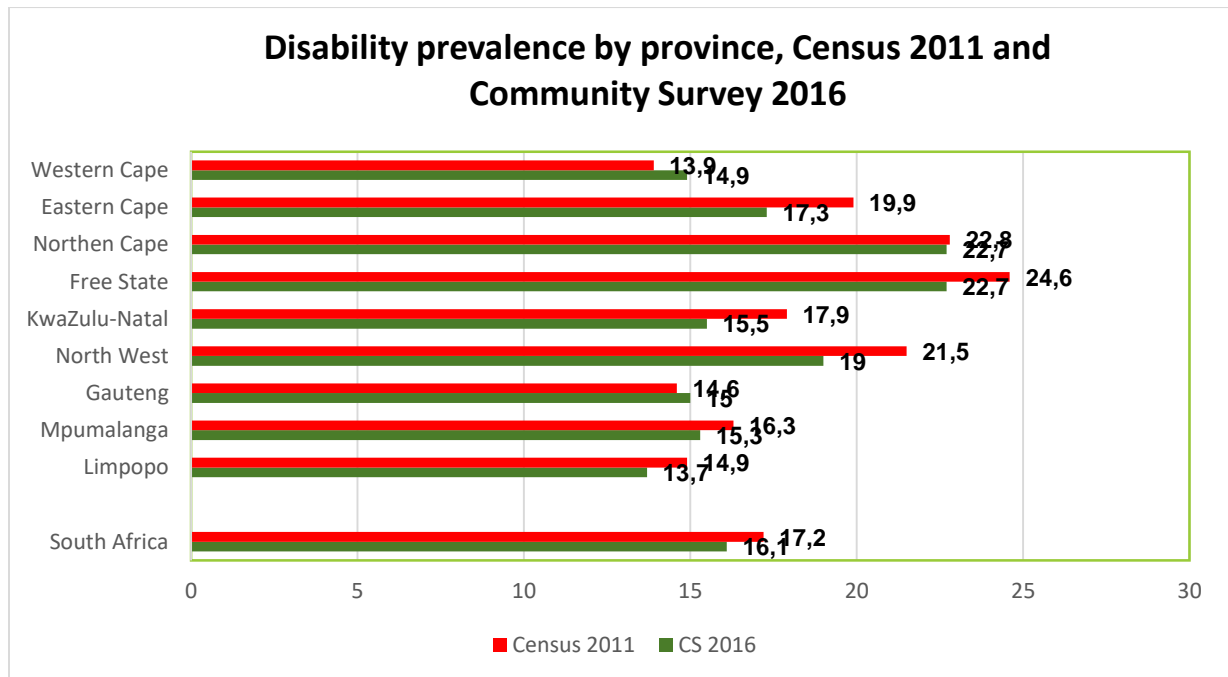


Figure 1.4: Disability prevalence by province, Census 2011 and Community Survey 2016



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

An analysis on annual reports for national and provincial government departments was conducted and developed. The results show that many departments are still not including disability into their planning, budgeting, auditing, monitoring and evaluation programmes. This trend has a negative impact on the lives of persons with disabilities. Based on the analysis of Departmental APPs ,stakeholder management and departments do not have dedicated Disability Rights focal persons and therefore do not plan, nor budget for disability inclusiveness in the programmes of departments. Most departments do not implement the reasonable accommodation policy of government nor develop department specific reasonable accommodation policies.

Furthermore, the research report on the impact of Covid-19 on persons with disabilities published by DWYPD and OHCHR in October 2021 has 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 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 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 budget to address reasonable accommodation needs for persons with disabilities. Reasonable accommodation requirements must be implemented from the recruitment point, selection and employment period.

Currently 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 on equity targets setting 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 in order to improve accessibility at the work environment and service delivery key points for persons with disabilities.

1.5 LEGISLATIVE AND POLICY REQUIREMENTS

- 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)
- Preferential Procurement Policy Framework Act, 2000 (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 Children
- UN Convention on the Elimination for all forms of Discrimination Against Women
- Youth Policy

PART B: GOVERNANCE

2.1. Methodology: Data Collection (Reporting Mechanisms)

The WPRPD reporting mechanisms involves a collection of secondary data from reporting institutions. The performance information comprises of qualitative and quantitative data in compliance with national and international disability treaty obligations from all national and provincial government departments.

The qualitative data highlights / reflects progress made in terms of progressive realisation of rights of persons with disabilities and on addressing poverty, inequality and unemployment of persons with disabilities. Quantitative data reflects progress made in terms of achieving access to basic service delivery, equity targets on procurement and employment of persons with disabilities. This also includes the disaggregation of data in terms of gender, age and disability.

In addition to the above, reporting institutions were also requested to provide progress reports in implementing disability specific projects such as the District Development Model (DDM) and Covid-19 Interventions.

2.2. Reporting Process 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 Mechanisms which set an agenda to all spheres of Government on disability priorities. The department is also responsible to coordinate performance reports

from all sectors of the 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 were set for end of each quarter, and technical support from the DWYPD was made available and provided for departments requiring support in compiling their quarterly reports.

The DWYPD convened the National Disability Rights Quarterly meetings on 13 and 14 July 2021 for both national and provincial government department's for the purposes of collecting quarter 1 (one) and quarter 2 (two) performance reports. The second quarterly meeting was convened on the 24-25th of May 2022 for the purpose of collecting quarter 3 (three) and quarter 4 (four) performance reports.

The official information was presented by senior managers nominated by their accounting officers from their respective offices.

These reports covers performance information for period of April 2021- March 2022.

The second and final draft of the report will include performance information from Department of Planning, Monitoring and Evaluation electronic quarterly performance reports and analysis of annual reports for the period under review.

2.3. Reporting Templates

A standard reporting PowerPoint presentation template was shared with reporting institutions through DG to DG 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, the

DWYPD also shared the national integrated disability reporting template which is inclusive of Covid-19 and DDM. The reporting template (in PowerPoint) is attached as **Annexure A** and the Integrated Reporting template as **Annexure B**. The template is being simplified to assist reporting for the respective spheres of government.

2.4. Data Verification and Validation

The performance information was verified through stakeholder engagements processes such as quarterly meetings and validation workshops. The performance information report was signed off by the accounting officers for each reporting institution. Furthermore, the DWYPD convened a validation workshop on the 22nd of February 2022 to validate the performance information with all national and provincial government departments, South Africa Local Government Association (SALGA), 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.

2.5. PORTFOLIO OF EVIDENCE

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

2.6. LIMITATIONS

- Lack of compliance with minimum disability set targets and indicators
- Lack of legislative enforcement mechanisms for defaulting institutions
- Poor quality of performance information and decline on submission of reports

- Covid-19 restrictions

PART C: PERFORMANCE INFORMATION

3.1. Institutional Compliance: Summary

3.1.1 Quarter One and Two Submission Compliance Summary

National and Provincial Government Departments	Submission Compliance For Quarter 1 and 2	
	Yes	No
NATIONAL DEPARTMENTS		
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 cooperation		X
Justice and Constitutional Development		X
Employment and Labour		X
Military Veterans		X

National and Provincial Government Departments	Submission Compliance For Quarter 1 and 2	
	Yes	No
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	✓	
PROVINCIAL GOVERNMENTS		
Eastern Cape		X
Free State		X
Gauteng	✓	
Limpopo		X
Kwazulu-Natal		X
Mpumalanga	✓	
North West		X
Northern Cape	✓	

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

3.1.2 Quarter Three and Four Submission Compliance Summary

National and Provincial Government Departments	Submission Compliance for Quarter 2 and 3	
	Yes	No
NATIONAL DEPARTMENTS		
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 Cooperation		X
Justice and Constitutional Development	✓	
Labour		X
Military Veterans		X

National and Provincial Government Departments	Submission Compliance for Quarter 2 and 3	
	Yes	No
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	✓	
PROVINCIAL GOVERNMENTS		
Eastern Cape		X
Free State		X
Gauteng	✓	
Limpopo	✓	
Kwazulu-Natal		X
Mpumalanga		X
North West	✓	

National and Provincial Government Departments	Submission Compliance for Quarter 2 and 3	
	Yes	No
Northern Cape	✓	
Western Cape		X

3.2 INSTITUTIONAL PERFORMANCE- WPRPD IMPLEMENTATION PROGRESS

3.2.1. PILLAR 1: REMOVING BARIERS TO ACCESS AND PARTICIPATION

The creation of barrier-free environments requires collective and concurrent action by law and policy makers, service providers, regulatory bodies, 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 your personal space, having the right to equal opportunities and negotiating one’s life unhindered by manmade barriers. A number of articles in the UNCRPD requires State Parties to take appropriate measures to ensure that persons with disabilities are able to access, on an equal basis with others, the physical environment, transportation, information and communications as well as other facilities and services open or provided to the public, both in urban and in rural areas.

Sixteen (16) national departments and institutions contribute towards 36 indicators under this pillar. These are the Departments of Social Development (DSD), Sports, Arts and Culture (DSAC), Higher Education and Training (DHET), Basic Education (DBE), Department of Public Works and Infrastructure (DPWI), Department of Cooperative Governance (DCOG), Human Settlements (DHS), Department of Transport (DOT), Department of Digital Communications and Technology (DCDT), Department of Trade, Industry and Competition (DTIC), Department of Justice and Constitutional Development (DOJ&CD), National School of Government (NSG), National Treasury (NT), Independent Communications Authority of South Africa

(ICASA), Pan South African Language Board (PANSALB) and South African Bureau of Standards (SABS).

3.2.1.1 Performance Indicators

Indicator 1.1 - Changing Attitudes and Behavior

The Department of Correctional Services (DCS) on admission, information pertaining to the disability of offenders is dealt with in a sensitive manner and reflected in the admission risk and needs assessment that is completed in the first six hours of admission. Like all offenders, offenders with disabilities are oriented to the entire correctional centre. All possible and available resources and facilities that will assist offenders with disabilities must be explained to them on admission.

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 have been reviewed and finalised.

The Department of Higher Education and Training (DHET) is funding to ensure that gender (including GBV), youth and persons with disabilities are some of the priorities of its programme/campaigns, as well as student support services, campus security, and health and wellness programmes.

Disability Awareness Workshop

A disability Awareness Workshop was held on 03 December 2021. All employees in the Department were invited.

Mopani TVET College

The College conducts Awareness Campaigns and regular meetings to encourage students to disclose their disabilities and to promote their rights within the campuses.

Career Development Services Disability Mainstreaming Initiatives - Career Exhibition Attended:

- Through Advocacy campaigns, the Department attended and presented in the eThekweni Municipality (KZN) virtual career exhibition for persons with disabilities for 'Not in Education, Employment, or Training' (NEET) youth with disabilities. With the emphasis on the following:
- Making an informed career decision underpinned by a personal career development plan
- Access to the PSET system /opportunities
- Admission requirements and application process at PSET institutions
- Financial Assistance, with emphasis on the National Student Financial Aid Scheme (NSFAS) disability bursary
- Support for students with disabilities in PSET Institutions
- Employability Skills

Department of Water and Sanitation (DWS) Awareness campaigns: campaigns

Mpumalanga Province (MP): Article on the most explicit disability barriers Internal Consultation for Disability Policy, Number of Disability Radio slots conducted 24 slots, Coordinated 12 disability radio programmes with Ligwalagwala FM and another 12 disability slots with Ikwewezi FM. MP Office of the Premier (OTP) Number of awareness raising conducted on removing barriers and creating enabling environments for Persons with Disabilities:

- Coordination and facilitation of workshops and monitoring of accessibility and reasonable accommodations
- Accessibility monitoring
- Implementation of Education and Awareness

- Developed DRAM programme and monitored the implementation thereof

The National Treasury

Annual target 2021/22	Quarterly Targets (Quarter 4)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
Number of awareness conducted	2 awareness sessions to be conducted	2 awareness sessions were done through email on the disability disclosure.	All employees

The National School of Government (NSG): Webinars & Master classes

The department hosts webinars and master classes on a variety of topics; however, not all the registration information is disaggregated.

Department of Tourism

A voluntary disability disclosure drive for employees to disclose their disabilities was conducted in June 2021. The Drive shall be conducted annually to allow employees an opportunity to disclose their disabilities. One (1) disclosure was received and was recorded on the Persal system.

Output indicator: Number of initiatives implemented to promote reasonable access.

Annual target 2021/22	Quarterly Targets (Quarter 4)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
7 initiatives implemented to promote reasonable access.	Diversity and disability management sensitisation session for employees Conducted.	The Diversity and Disability information session for all employees was conducted in Q4 (10 March) 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.	Total number of 53 participants: Male: 15 Male with disabilities 1 Female: 36 Female with disabilities: 1
7 initiatives implemented to promote reasonable access.	Profile department's progress on disability management matters.	The profile on the progress made with disability management was approved by the Chairperson of the Disability	7 initiatives implemented to promote reasonable access.

		Management Forum (DMF).	
	Convene Disability Management Forum.	The DMF meeting was held on 24 February 2022	

Indicator 1.2 - Access to the Built Environment

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. Modify existing built environments for compliance where possible as part of planned maintenance works - Ensure that adequate parking and signage is in place to assist persons with disabilities to navigate with ease.

The Department of Water and Sanitation:

- Advocate, advise, Monitor and evaluate reports from accessibility inspections
- Access audits preparatory meetings with OHS, Regions, Construction Offices and Clusters
- Development of accessibility monitoring schedules
- Consultation and finalization of accessibility audit tool
- Conduct accessibility monitoring in Regions, Construction Offices and Clusters
- Development of accessibility report











Indicator 1.3 – Access to Transport

Performance Indicators / Activities (Quarter 3)	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
<p>Programme</p> <p>1a: Road-based public transport Integrated Public Transport Networks (IPTNS): Buffalo City, Cape Town, Ekurhuleni, e-Thekweni, George, Johannesburg, Mangaung, Mbombela, Msunduzi, Nelson Mandela Bay, Polokwane, Rustenburg, Tshwane</p>	<p>Annual presentation on UDAP 10-12 November 2021.</p> <p>Complaints system: complaints recorded and resolved.</p> <p>ICT subcommittee meeting in October 2021</p> <p>Universal design requirements : norms and standards in Public Transport.</p>	<p>UDAP development has taken place in 10 municipalities receiving the PTNG, some more developed than others.</p> <p>Regular annual reporting is evident.</p> <ul style="list-style-type: none"> Complaints system is established, but understaffed, presented in October to ICT subcommittee. ICT subcommittee met on 28.1.21. 	<p>Data on passengers is available from the cities, please refer to column one.</p> <p>IPTN city summary presentations and captured data is available from DoT on request.</p> <p>Launching status of services on the next slide.</p> <p>Buffalo City, Mbombela and Msunduzi suspended.</p> <p>Rural IPTNs will fall under Rural and</p>

		<p>Presentation from Shonaquip on children with disabilities</p> <ul style="list-style-type: none"> • No action results from the submission of complaints, at least within a reasonable timeframe. • Special meeting with vulnerable group: cyclists <p>National minimum standards supporting universal access govern most public transport programmes and all aspects of the travel chain. However, these</p>	<p>Scholar Transport. These have not yet launched. Disaggregated data on children with disabilities included in Shonaquip report, cyclists in cycling report. Revision of SANS 10400 Part S in draft form. Wayfinding research agreement with ACSA</p>
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		are not known, or not applied.	
PROGRAMME 1b: Road-based public transport: Upgrading existing services – minibus taxis	MBT Lekgotla resolutions including resolutions on GBV and people with disabilities	Steering committee established to create a programme of action	No data yet available
PROGRAMME 2b: Rail: PRASA rail		Accessible rail services PRASA shareholder compact	
PROGRAMME 1a: Road-based public transport Integrated Public Transport Networks (IPTNS):	Met with 5 IPTN cities, and the 3 non-operational cities.	Public Transport Network Grant: R5.5 Billion	

IPTN Overview and Roll out Progress: 2021

	City	IPTN System		City	IPTN System		
1	Johannesburg (Operating)	Rea Vaya		6	George (Operating)	GoGeorge	
2	Cape Town (Operating)	My Citi		7	Polokwane (Launching)	Leeto La Polokwane	
3	Ekurhuleni (Operating)	Harambee		8	Rustenburg (Launching)	Yarona	
4	Tshwane (Operating)	Are Yeng		9	eThekweni (Launching)	GoDurban	
5	Nelson Mandela Bay (Operating)	Libhongoletu		10	Mangaung (Launching)	Hauweng	

White Paper on National Transport Policy published March 2022

The White Paper on National Transport Policy, 2021 states the following:

The strategic objectives for public transport are, to promote safe and secure, reliable and sustainable public transport that addresses user needs, including those of commuters, learners, certain categories of passengers (pensioners, the aged, children, pregnant women, persons with disabilities, tourists) and long-distance passengers, and women. *Specifically, to ensure that the transport needs of persons with disabilities are taken into account when new infrastructure and operations are planned and designed.*

The Department of Transport has established the Transport Sector Transformation Forum which meet on a quarterly basis to share best practises on disability mainstreaming. Some of the DoT entities have printed their reports in braille and share with the SANCB. DoT have established the disability forum of which the TOR were signed and approved by the Director General.

DEPARTMENT OF EDUCATION

LEARNER TRANSPORT IN SPECIAL SCHOOLS

- The Learner Transport Policy of 2014 accepts the principle of **universal design and accessibility**.
- The Policy states that services to learners with disabilities **must be prioritised**.
- In provinces, scholar transport in special schools is managed by either the **Department of Education or Department of Transport** (as shown in the following slides).
- 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

CHALLENGES	REMEDIAL MEASURES
Lack of uniformity in contracting and remuneration	<ul style="list-style-type: none"> Model contract documents and guidelines finalised and implemented. <p>The evaluation of the programme will provide solutions in terms of the appropriate remuneration model based on the performance reviews of the programme.</p>
Inefficiencies in the provision of the programme	<ul style="list-style-type: none"> Address the transport of learners to schools of choice; <p>Address contracting obligations to add a clause on contracting arrangement to address the drop in learner numbers.</p>
Road safety	<ul style="list-style-type: none"> 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 i.r.o awareness campaigns and enforcement. Develop and enforce driver and learner code of conduct.
Rationalization of schools	<ul style="list-style-type: none"> Provinces are assisted to ensure integration with other programmes

	<p>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.</p> <ul style="list-style-type: none"> • A national task team to assist provinces address rationalization challenges has been set up. Infrastructure is an integral member of the committee to ensure that infrastructure matters are addressed timeously.
Lack of uniformity in contracting and remuneration	<ul style="list-style-type: none"> • Model contract documents and guidelines finalised and implemented. • The evaluation of the programme will provide solutions in terms of the appropriate remuneration model based on the performance reviews of the programme.
Inefficiencies in the provision of the programme	<ul style="list-style-type: none"> • 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.

MPUMALANGA PROVINCIAL GOVERNMENT

KEY PERFORMANCE AREA/ PILLAR	REMOVING BARRIERS TO ACCESS AND PARTICIPATION					
	(UN articles 1,11,20,21 and 30)					
DEPARTMENT	PERFORMANCE INDICATOR	2021/22 ANNUAL TARGET	QUARTER 1 TARGET	ACTUAL OUTPUT	CHALLENGE	MITIGATION PLAN WITH TIME FRAMES
DoE	Train teachers from special schools and Full services school on the Integrated, differentiated Lesson Plan for Learners with severe to profound intellectual disabilities.	Train 250 teachers from special schools and Full services school on the Integrated, differentiated Lesson Plan for Learners with severe to profound intellectual disabilities.	Train 250 teachers from special schools and Full services school on the Integrated, differentiated Lesson Plan for Learners with severe to profound intellectual disabilities.	136	The remaining training was scheduled to take place from 27-29 June 2021 but was discontinued due Level 4 lockdown.	Training will be prioritized in the 2nd quarter
	Train Itinerant Outreach Teams on Screening, Identification Assessment and Support Policy and the LSPID Learning Programme	Train 25 Itinerant Outreach Teams on Screening, Identification Assessment and Support Policy	Train 25 Itinerant Outreach Teams on Screening, Identification Assessment and Support Policy	20 Itinerant Outreach Teams trained on SA –SAMS	None	None
	Train caregivers on implementation of	Train 250 caregivers on implementation of	Train 180 caregivers on implementation of	174 (7)- are disabled caregivers trained on	The sectors doesn't have many individuals with	The recruitment drive will continue and encourage

	the new integrated, differentiated lesson plan and learning programme	the new integrated, differentiated lesson plan and learning programme	the new integrated, differentiated lesson plan and learning programme	implementation of the new integrated, differentiated lesson plan and learning programme	disabilities showing interest in these programs	appointment of people with disabilities in the projects
DCSSL	Number of Training reports produced.	04	01 Training report produced.	01 Training report produced.	None	None
	Number of Employment Equity Committee meetings coordinated.	04	01 Employment Equity Committee meetings coordinated.	01 Employment Equity Committee meeting coordinated on the 20 April 2021 at Middleburg Cost Centre.	None	None
	Number of reports on Internships	04	01 Report on Internships	1 Quarterly report on Internships Implemented.	None	None
	Number of reports on Learnerships	04	01 Report on Learnerships	1 Quarterly report on Learnerships Implemented.	None	None
	Number of Disability Audit reports produced.	04	01 Disability Audit reports produced.	01 Disability Audit reports produced.	None	None
DHS	Number of reports on Internships	Human Resource Plan	Total number of	None	No applications received from	To intensify efforts to get people with

	implemented	developed and executed	Bursaries 6 and People with disabilities 0		people with disabilities	disabilities to apply for bursaries
OTP	Number of reports on monitoring implementation of the Integrated PPOA	Reports on monitoring implementation of the Integrated PPOA produced	Collate and compile Disability mainstreaming reports to input in WPRPD and UN Convention	01 Disability mainstreaming reports to input in WPRPD and UN Convention has been collated and compiled.	None	None
	Number of Disability Radio slots conducted	24 slots 12 Ligwalagwala 12 Ikwekwezi	24 disability radio slots conducted	Coordinated 12 disability radio programmes with Ligwalagwala FM and another 12 disability slot with Ikwekwezi FM	None	None
DSD	Number of persons with disabilities accessing funded residential facilities.	616 persons with disabilities accessing funded residential facilities			The targeted number of beneficiaries were not reached due to beneficiaries either passing on, or opting to remain at their	To reassure parents/guardians about Covid- 19 Standards Operating Procedures in place to prevent and combat the spread and motivate

					respective homes during the pandemic.	them to go back. Those who fail to go back during the stipulated time will be replaced by those who are on waiting list.
	Number of persons with disabilities accessing services in funded protective workshops	1 884 persons with disabilities accessing services in funded protective workshops			The targeted number of beneficiaries were not reached due to beneficiaries either passing on, or opting to remain at their respective homes during the pandemic	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 waiting list..
DoH	Number of assistive devices procured	Assistive devices procured: 200			None	None

	to persons with disabilities in the province	wheelchairs				
		100 hearing aids	Situational analysis completed and procurement processes underway	Situational analysis completed and procurement processes underway	None	None
OTP	Number of reports on monitoring implementation of the Integrated PPOA	Coordinate and facilitate 03 assessment visits to government Institution to monitor Disability compliance	Coordinate and facilitate 01 assessment visit to government Institution to monitor Disability compliance	Disability Compliance assessment carried out at Matsulu SAPS on the 24 June 2021	None	None
	Number of awareness raising conducted	Removing barriers and creating enabling environment for Persons with Disabilities	Awareness campaigns conducted	Supported the induction programme for the Department of Culture Sports and Recreation by providing the Services of the Sign Language Practitioner 21-25 June 2021		

				at Middelburg		
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Indicator 1.4 – Access to Information and Communication

Mpumalanga Office of the Premier supported the induction programme for the Department of Sports, Arts and Culture by providing the Services of the Sign Language Practitioner 21-25 June 2021 at Middelburg.

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

South African Revenue Services

Technology delivery solutions included integration of systems to improve access for persons with visual disabilities, establishment of the IT Helpdesk dedicated line, providing support to the testing process of SARS learning modules to ensure JAWS compliance, the accelerated upgrade of networks to enable SARS hearing impaired colleagues to switch on cameras to allow lip-reading and to view facial expressions and the testing of HTML5 forms which are compatible with JAWS, and the escalation to the VIP unit to facilitate video conferencing for hearing impaired taxpayers.

Sign language interpreters were available at selected SARS branches during the filing season.

Department of Tourism

The draft framework for Inclusive Communication Guidelines was developed and consulted with the Disability Management Forum in August 2021. The draft framework for the guidelines shall be handed over to CD: Communication for completion and implementation.

Indicator 1.5 – Universal Access and Design

Department of Correctional Services

All correctional centres admitting offenders with disabilities must 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 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 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 is compatible with assistive technologies for the visual impairments, such as screen-readers and screen-magnifiers. Hearing impaired participants are accommodated by providing transcripts for all materials and activities that depend on audio as a feature. The Universal Access Workshop has been finalized and is available to client departments.

South African Police Services

Performance Indicators / Activities (Quarter 4)	Quarterly Targets (Quarter 4)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 1: Accessible communication	N/A	Following Braille booklets provided to SANCB in January 2022:	N/A

		100 x Breaking Silence on Sexual Offence 100x Breaking Silence on Domestic Violence 100 x Rights of Victim 100 Rights of Older Persons 100X Children's rights 100x Child Justice Total of 600 braille booklets	
PROGRAMME 1: Accessible Friendly police stations	N/A	Limpopo: have 104 police stations and 90 have rails and ramps, 86,5 % Mpumalanga: have 90 police stations and 54 have rails and ramps, 60% Northern Cape: have 91 police stations and 73 have rails and ramps, 80, 2 % North West: have 83 police stations and 74 have rails and ramps, 89,9 %	N/A

		Western Cape: have 151 police stations and 129 have rails and ramps, 85,4% Total number of accessible is 926 Total number of inaccessible police stations is 229	
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Department of Tourism

The Universal Accessibility (UA) assessment on Tourism House was conducted and the report approved in March 2021 with recommendations for implementation. The assessment is receiving attention from Branch: Corporate Management as it reflects as a standing item on the Branch Agenda.

Output indicator: Number of Destination Enhancement initiatives supported

Annual target 2021/22	Quarterly Targets (Quarter 4)	Progress Report (Implementation)	Data Disaggregati on (Gender, age & Disability)
UA projects constructed at: i. Blyde River Canyon Tourism Sites in	Q3 -Q4 Constructio n completed	Status on UA projects is as follows: •Blyde River Canyon - project in design stage	

<p>Mpumalan ga</p> <p>ii. Hilltop Rest Camp at Hluhluwe Game Reserve in KZN.</p>		<p>(engineers are finalising construction drawings)</p> <ul style="list-style-type: none"> •Hilltop Resort - project completed (awaiting close out reports) •Dwesa Nature Reserve - project has been completed (awaiting close out reports) <p>The UA work includes construction of wheelchair ramps and pathways, universal access ablutions, UA parking bays, UA signage, adjustment of joinery and door handles etc</p>	
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GAUTENG PROVINCIAL GOVERNMENT

Number of reports on the analysis of the GPG – wide procurement spent on enterprises owned by targeted groups	4 reports on the analysis of the GPG – wide procurement spend on enterprises owned by targeted groups – 7% PP Spend with companies owned by persons with disabilities	1 report on the analysis of the GPG – wide procurement spend on enterprises owned by targeted groups	1 report on the analysis of the GPG – wide procurement spend on enterprises owned by targeted groups	1 report on the analysis of the GPG – wide procurement spend on enterprises owned by targeted groups	1 report on the analysis of the GPG – wide procurement spend on enterprises owned by targeted groups
Number of reports on	1 Annual and 3 quarterly reports	1 Quarterly report on alignment	1 Quarterly report on alignment	1 Quarterly report on alignment of targeted	1 Annual report on alignment of targeted

alignment of targeted groups of GPG departments	on alignment of targeted groups of GPG departments	of targeted groups of GPG departments	of targeted groups of GPG departments	groups of GPG departments	groups of GPG departments
Number of reports on the state of compliance of GPG buildings to the National Building Regulations for UD&A	1 Annual and 3 quarterly reports on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures identified	1 Quarterly report on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures identified	1 Quarterly report on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures identified	1 Quarterly report on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures identified	1 Annual report on the state of compliance of GPG buildings to the National Building Regulations for UD&A and corrective measures identified

Indicator 1.6 – Reasonable Accommodation Measures

The South African Revenue Services is committed to provide reasonable accommodations persons with disabilities to the environments where SARS intends to build capacity. 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.

Department of Tourism

The 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 includes the service level agreements, warranty/guarantee and life span of the devices

Statistics South Africa has an ongoing provision of reasonable accommodations to all staff members with disabilities.

National Treasury

Performance Indicators / Activities (Quarter 3 & 4)	Quarterly Targets (Quarter 3 & 4)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
% of assistive devices provided to employees with disability	100% of assistive device was bought for employee with disability	One assistive device was bought for employee with disability in the 4 quarter	<u>Deaf or Hard of Hearing</u> White female (44)

% Provision of reasonable accommodation for employees with disabilities	100% of employee living with provided with reasonable accommodation	One employee was referred to OT for assessment	<u>Cerebral</u> <u>Vascular</u> Black male (40)
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3.2.2. 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 contexts. 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.

Women and girls with disabilities still do not enjoy all human rights and fundamental freedoms on an equal basis with boys and men 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.

Eleven (11) national departments and institutions contribute towards the 17 indicators under this pillar. These are the departments of Health (NDoH), Employment and Labour (DoE&L), Home Affairs (DHA) and Correctional Services (DCS) respectively, and additionally, South African Police Services (SAPS) the DSD, DBE, DPWI, DCOG, NDOT and DoJ&CD. All respondents reported against the matrix on progress made.

MPUMALANGA PROCINCIAL GOVERNMENT

KEY PERFORMANCE AREA/ PILLAR	PROTECTING THE RIGHTS OF PERSONS AT RISKS OF COMPOUNDED MARGINALIZATION <i>(UN article 3,4,5 and 30)</i>					
	DEPARTMENT	PERFORMANCE INDICATOR	2021/22 ANNUAL TARGET	QUARTER 1 TARGET	ACTUAL OUTPUT	CHALLENGE
DoE		Number of learners in public special schools	4050	Conduct Annually Survey for the 2020 Academic year	Conducted Annually Survey for the 2020 Academic year(Date)	None
		Procurement of LTSM for Special Care Centres and Tools of trade for Itinerant Outreach Teams	Procurement of LTSM for 59 Special Care Centres and Tools of trade for 25 Itinerant Outreach Teams	Consolidating needs, securing quotations and placement of orders	Consolidating needs, securing quotations and placement of orders(This is not an output but a process)	None
DCSSL		Number of Disability Forum meetings conducted	04	01 Disability Forum meetings conducted.	01 Disability Forum meetings conducted on the 14	None

	cted.			May 2021 at Nkangala Region.		
	Number of Sexual Harassment Policy awareness conducted	04	01 Sexual Harassment Policy awareness at Piet Retief (Gert Sibande Region)	02 Sexual Harassment policy conducted on the: 25 May 2021 at Komatipoort Cost Centre 25 May 2021 at Kabokweni Cost Centre	None	None
	Number of awareness on Reasonable accommodation, Assistive devices and Disability policy conducted.	04	01 Reasonable accommodation, Assistive devices and Disability policy awareness conducted	01 Reasonable accommodation, Assistive devices and Disability policy awareness conducted on the:	None	None

				25 May 2021 at Komatipoort Cost Centre 25 May 2021 at Kabokweni Cost Centre (This looks like there are two awareness)		
	Number of Disability Disclosure report produced.	04 Disability Disclosure report produced.	01 Disability Disclosure report produced.	01 Disability Disclosure report produced.	None	None
	Number of Employee Assistance Programmes report produced.	04 Employee Assistance Programmes report produced.	01 Employee Assistance Programmes report produced.	01 Employee Assistance Programmes report produced. (Date).		
DCSR	Number of Persons mainstreamed as sport academy to access scientific	250 Athletes supported by sports academies to access scientific	5 Athletes with disabilities supported by sports academies to access scientific	3 Not Achieved Persons with disabilities do not disclosed	National Lockdown Covid 19	None

	programme s	programm es 5 Persons with disabilities	programme s			
	Number of job opportunitie s created for youth at Barberton Pilgrims Rest museum during holidays and weekends	Jobs opportuniti es created for 18 Youth at Barberton and Pilgrim Rest museum during holidays and weekends 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 disabilitie s 3	3	Not Achieved Did not reach the required % 2 youth with disabilities at pilgrims Rest and 1 youth with disabilities at Barberton museum.	Disable persons do not disclose	Awareness campaign
	Number of training intervention s conducted as per the workplace skills plan	9 Training conducted as per the workplace skills plan. 3 Persons with	1 Training conducted as per the workplace skills plan. 01 Person with	Not Achieved	COVID-19 National Lock Down	None

		disabilities attended	disabilities attended			
DoH	Improve access to services by people with disabilities	Free health services increased from 25 - 28 hospitals.	Free health services increased from 25 -28 hospitals	Free Health Services monitored and implemented	None	None
	Support rendered during human rights, freedom, youth and women's days celebrations	Support rendered during human rights, freedom, youth and women's days celebrations	Support rendered during freedom and youth days celebrations	No celebrations for Freedom and Youth days were held	Due to the State of Disaster, no events were held in the Province	People who needed services were attended at different institutions
DPWR&T	Number of Disability mainstreaming programmes conducted	Empowerment of persons with disabilities	Report on plan submitted	Donations of grocery, 42 dignity packs, beads and jojo tank at Zamokuhle Disability center at Machodorp, Emakazeni Municipality. Entrepreneurs workshop conducted to 13 PWD at Kwaggafontein and Middleburg.	None	None

3.2.2.1 Performance Indicators

Indicator 2.1 - The right to life

No information provided

Indicator 2.2 - Equal recognition before the law

No information provided

Indicator 2.3 - Access to justice

South African Police Services

Performance Indicators / Activities (Quarter 3)	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 1: Education & Training	300	Capacity Building Sessions (Contact work session) 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) Mpumalanga on 22-23 November 2021;	A total of two hundred and one (305) SAPS employees mostly frontline service members were capacitated

		<p>Northern Cape on 9-10 November 2021; and Limpopo on 21-24 February 2022. Further roll out will continue in six remaining provinces in 2022-2023.</p> <p>Guidelines booklets can be requested from SAPS</p>	
PROGRAMME 1: Education & Training	20	<p>Sign Language Training: Ten (10) employees were trained on Basic Sign language</p>	
PROGRAMME 1: Institute Friendly reporting for deaf People	N/A	<p>Partnership established with DeafSA which assist SAPS with sign language interpretation services at a free rate. To assist victims and offenders with</p>	N/A

		statement taking. Police Stations across the country easily access sign language interpretation services by contacting DeafSA National Coordinator.	
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Indicator 2.4 Freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse.

Department of Higher Education and Training

Gender-Based Violence and Femicide at Universities and TVET colleges

The Planning Branch in the Department continues to monitor implementation of the Policy Framework to Address GBV in the PSET system in order to ensure that people with disabilities are safe and benefiting from being included.

3.2.3. 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.

The following departments have reported against the policy directives and indicators outlined in pillar 3: DSD, DWYPD, DSAC, DHS, DWS, DCOG, COGTA, DPSA, DoE&L, DPWI, NDoH, DHA, DTIC, DoT, SAPS, DoJ&CS, and Department of Military Veteran (DMV).

3.2.3.1 Performance Indicators

Indicator 3.1 - Building Socially Cohesive Communities and Neighbourhoods

MPUMALANGA PROVINCIAL GOVERNMENT

KEY PERFORMANCE AREA/ PILLAR	SUPPORTING SUSTAINABLE INTEGRATED COMMUNITY LIFE <i>(UN article 8,11,19,20 and 23)</i>					
	DEPARTMENT	PERFORMANCE INDICATOR	2021/22 ANNUAL TARGET	QUARTER 1 TARGET	ACTUAL OUTPUT	CHALLENGE MITIGATION PLAN WITH TIME FRAMES
DoE		Monitoring and support of Special Care Centres	Monitoring and support of 59 Special Care Centres	Monitoring and support of 15 Special Care Centres	15 Special Care Centres monitored and supported (Date)	None
		Learners who are receiving Home Education	The target is set as per need	The target is set as per need	40 (Learners)	None
DCSSL		Number of Gender Based Violence campaigns conducted.	23 Campaigns conducted	Ehlanzeni 01 Human Trafficking Schoemansdal- (Nkomazi Local Municipality) Nkangala 03 Gender Based Violence (GBV) at Moloto and Boekenhout (Thembisile Hani Local Municipality) Ezinambeni	Ehlanzeni Human Trafficking Campaign on the 25 June 2021 at Schoemansdal (Nkomazi Local Municipality) Nkangala 01 GBV Campaigns held at Moloto, (Thembisile	None

			(eMalahleni Local Municipality)	e Hani Local Municipality on 20 April 2021. 01 at Bokeonho enboek (Thembisile Hani Municipality on 20 April 2021 01 at Hlalanikahle (eMalahleni Municipality) on 24 June 2021.		
			01 Anti-rape and assault GBH campaign at KwaGuqa (eMalahleni Local Municipality)	01 Anti-Rape and Assault GHB was conducted at Kwa-Guqa on 24 June 2021.	None	None
	Number of Educational awareness campaigns conducted	44	14 Educational awareness campaigns conducted	10 Educational awareness campaigns implemented.	2 educational awareness campaigns could not be conducted due service delivery protests	To be conducted in July 2021
DARDLE A	Number of women with disability supported through Female	4 women with disabilities supported through FEA	1 woman supported through FEA(Date)	Deferred due to COVID19	None	None

	Entrepreneur Awards (FEA)					
CoGTA	Number of Traditional Councils reached and District municipalities	Conduct Awareness Workshops on the Rights of the Vulnerable including the PWDS in the traditional Councils	Conduct awareness session at Ehlanzeni	01 Awareness workshop was conducted at Ehlanzeni (Date)	None	None
DCSR	Number of Workshops conducted, 9 persons with disabilities targeted	Number of Persons with disabilities attended ICT Policy Awareness Workshops conducted	4 persons with disabilities attending the training	None	Due to COVID 19 National Lockdown	None
	Number of persons with disabilities attended workplace skills	9 Training conducted as per the workplace skills plan 3 persons with disabilities	3 persons with disabilities attending the training	Not Achieved As per the required %	Due to COVID 19 National Lockdown	Differed to the next quarter
DPWR&T	Number of interns enrolled. Number of learners enrolled.	150 interns enrolled. 100 learners enrolled.	2% interns enrolled. 100 learners enrolled.	No learners with disabilities enrolled	No application forms received	Monitoring

Department of Human Settlements

In August 2021 Cabinet approved that the budget set aside for Economic Reconstruction and Recovery Plan (ERRP) must include designated groups

Indicator 3.2 - Building and Supporting Families;

**Gauteng DSD SERVICES TO PERSONS WITH DISABILITIES 1st QUARTER
2021/2022 FY**

Output	Program me Performa nce Measure/ Indicator	1 st Quarter Target 2021/22	1 st Quarter Actual	GYD Disaggregation				
				M	F	UG	Y	D
People with disabilities have opportunities to develop, work and acquire social skills in a barrier free environment in line with the mandate of the Department to monitor the use of social practice models across the government sector to ensure people with	Number of beneficiaries reached through prevention programmes on disability	289724	430145	2064(0%)	3194(1%)	124887(99%)	2589(1%)	2579(1%)
	Number of persons with disabilities accessing funded residential facilities	1743	1509	802(53%)	707(47%)	0(0%)	356(24%)	1509(100%)
	Number of persons with disabilities accessing assisted living facilities managed by funded NPOs	57	49	37(76%)	12(24%)	0(0%)	13(27%)	19(100%)
	Number of persons with disabilities accessing services in protective workshops managed by funded NPOs	4362	3672	2085(57%)	1587(43%)	0(0%)	1971(54%)	3672(100%)

	Number of persons with disabilities receiving psycho-social support services	3548	2894	1535(53%)	1359(47%)	0(0%)	1283(13)	2893(10)
	Number of persons with disabilities benefiting from community based care and support programmes	491	542	268(49%)	274(51%)	0(0%)	194(36%)	542(100)
	Number of persons with disabilities in residential facilities managed by government	180	170	97(57%)	73(43%)	0(0%)	76(45%)	170(100)
TOTAL		300105	438981	6888(2%)	7206(2%)	124887(96%)	3482(1%)	11414(3%)

Indicator 3.3 - Accessible Human Settlements/Neighbourhoods;

No information provided

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

No information provided

Indicator 3.5 - Protection during Situations of Risk and Disaster

The DWYPD has launched the report on the impact of Covid-19 on persons with Disabilities in 2021.

3.2.4. 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 people 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.

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 processes whereby individuals achieve increasing control of various aspects of their lives and participate in the community with dignity.

National departments contributing towards the implementation of this pillar include the Departments of Social Development (DSD), Basic Education (DBE), Higher Education and Training (DHET), Health (DoH), Labour (DoE&L), Home Affairs (DHA), Justice and Constitutional Development (DoJ&CD), Small Business Development (DSBD) and the South African Police Services (SAPS) and South African Social Security Agency (SASSA).

3.2.4.1 Performance Indicators

Indicator 4.1 - Early Childhood Development (ECD)

No information provided

Indicator 4.2 - Lifelong Education and Training

DEPARTMENT OF BASIC EDUCATION

9 PROVINCIAL DEPARTMENTS OF EDUCATION

75 DISTRICTS

889 Circuits

25, 154 SCHOOLS

23, 289 (Public)

832 (Full Service School)

447 (Public special schools)

437, 449 EDUCATORS

398, 789 (Public)

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
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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

Implemented Policy Intentions

Improvement of existing special schools and the conversion of some special schools to resource centres; Mobilisation of nearly 300,000 children with disabilities who are of school-going age but not currently in school; Designation of some mainstream primary schools into full-service.

Orientation of the staff and administration in mainstream schools to the tenets and practices of inclusive education, as well as how to make early identifications and interventions to assist children who may be experiencing barriers; Establishment of district-based support teams to help support educators with the process of implementing inclusive practices in their classrooms; and Implementation of a national advocacy campaign to orient South Africans to the ideas of inclusive education, and the inclusion and participation of people with disabilities in society. (Department of Education, 2001:20-23).

POLICY INTENTION	PROGRESS
Implementing a national advocacy and education programme on inclusive education	A series of events and processes aimed at national advocacy and education programme on inclusive were and continue to be undertaken
Targeted programme to mobilise disabled out-of-school children	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.
Designating, planning and implementing conversion of 30 special schools to special schools as resource centres in thirty designated districts	139 out of 435 special schools serve as resource centres, providing outreach services to full-service and ordinary schools
Designating, planning and implementing conversion of 30 primary schools to full-service schools in thirty designated districts	848 public ordinary schools have been designated into full-service schools across all education districts.
Designating, planning and implementing district support teams in thirty designated districts	District-based support teams (DBSTs) have been established in all education districts.
On a progressive basis, general orientation and introduction of management, school governing bodies and professional staff to the inclusion model	Induction of school management teams and school governing bodies includes general orientation to inclusive education .
Within primary schooling, establish systems and procedures for the early identification and addressing of barriers to learning in the Foundation Phase (Grades R-3)	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

POLICY INTENTION	PROGRESS
	Screening, Identification, Assessment and Support.
Expanding the targeted community outreach programme to mobilise disabled out-of-school children	3 423 learners with PID 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
TOTAL	10 430 509 000	10 936 823 000	11 297 805 000

Screening, Identification, Assessment and Support

- In 2014, the DBE promulgated the Policy on Screening, Identification, Assessment and Support (SIAS), which provides a policy framework for the standardisation of the procedures to identify, assess and provide support programmes for all learners who require additional support.

- The policy guides officials and teachers in not assessing only for intrinsic factors in the child, but to also examine (environmental) barriers to learning and development.
- To date, 6 772 Grade R Practitioners, 172 164 teachers and 10 010 officials have been trained in the implementation of the Policy on Screening, Identification, Assessment and Support.
- The training of Grade R practitioners on the implementation of the Policy on SIAS is intended to advance the sector's mechanisms for early identification and intervention to ensure that all learners can learn.

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*.
- The Teaching for All intervention 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 funded in 2020 with SASL, Braille and neurodevelopmental needs.

DESIGNATION, CONVERSION AND RESOURCING OF FULL-SERVICE SCHOOLS

- Education White Paper 6 targeted the conversion and designation of 500 schools as full-service schools in 30 education districts.
- However, by the end of 2018, provincial education departments (PEDs) had already designated 848 public ordinary schools into full-service schools.
- This has exceeded the sector target of 624 full-service schools for 2018 by 26,4%.
- However, 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 has issued Circular S4 of 2019 to guide provincial education departments 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.
- In addition to the above, Standard Operating Procedures were developed to guide the designation, conversion and resourcing of full-service schools at provincial level.

Designation of Special Schools as Resource Centres, 2020/21

Province	Special Schools Resource Centres
EC	24
FS	08
GT	18
KZN	23
LP	10
MP	12

NC	08
NW	08
WC	28
Total	139

Conditional Grant on Learners with Profound Intellectual Disability

- The goal of the conditional grant is to ensure that learners with severe to profound intellectual disability access quality, publicly funded education and support.
- 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 requires 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 PPE for itinerant team members, staff and learners in special care centre. Funds could also be used for thermometers and consumables.

2020/21 MTEF ALLOCATIONS

Provinces	Column A	Column B	
	Allocation	MTEF Estimates	
	2021/22	2022/23	2023/24
	R'000	R'000	R'000
Eastern Cape	27 004	27 908	31 270
Free State	26 692	27 463	30 934
Gauteng	33 156	34 242	38 555
KwaZulu-Natal	32 576	33 565	37 953
Limpopo	32 666	33 436	36 768
Mpumalanga	30 132	30 748	33 954
Northern Cape	13 664	13 773	15 351
North West	18 317	19 080	21 959
Western Cape	28 553	29 216	32 289
Unallocated			
Total	242 760	249 431	279 033

2020/21 Provincial Expenditure

Ped	Division of Revenue Act	Actual Transfer	Funds Withheld	Actual Expenditure	Balance	Percentage Spent
	R'000	R'000	R'000	R'000	R'000	%
EC	27 768	27 768		26 237	1 531	94%
FS	26 670	26 670		24 636	2 034	92%
GP	33 715	33 715		28 177	5 538	84%
KZN	32 586	23 462	9 124	32 586		139%
LP	32 432	32 432		26 252	6 180	81%
MP	29 020	29 020		28 937	83	100%
NC	13 760	13 760		13 551	209	98%
NW	18 414	18 414		15 634	2 780	85%
WC	28 499	20 520	7 979	21 351		104%
TOTAL	242 864	225 761	17 103	217 361	18 355	96%

South African Sign Language, 2018-2020

- 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 2018.
- In 2019, 101 learners in 15 schools wrote the NSC examination.
- For 2020, 140 candidates from five provinces (EC, FS, GP, KZN and WC) will write the NCS examination.

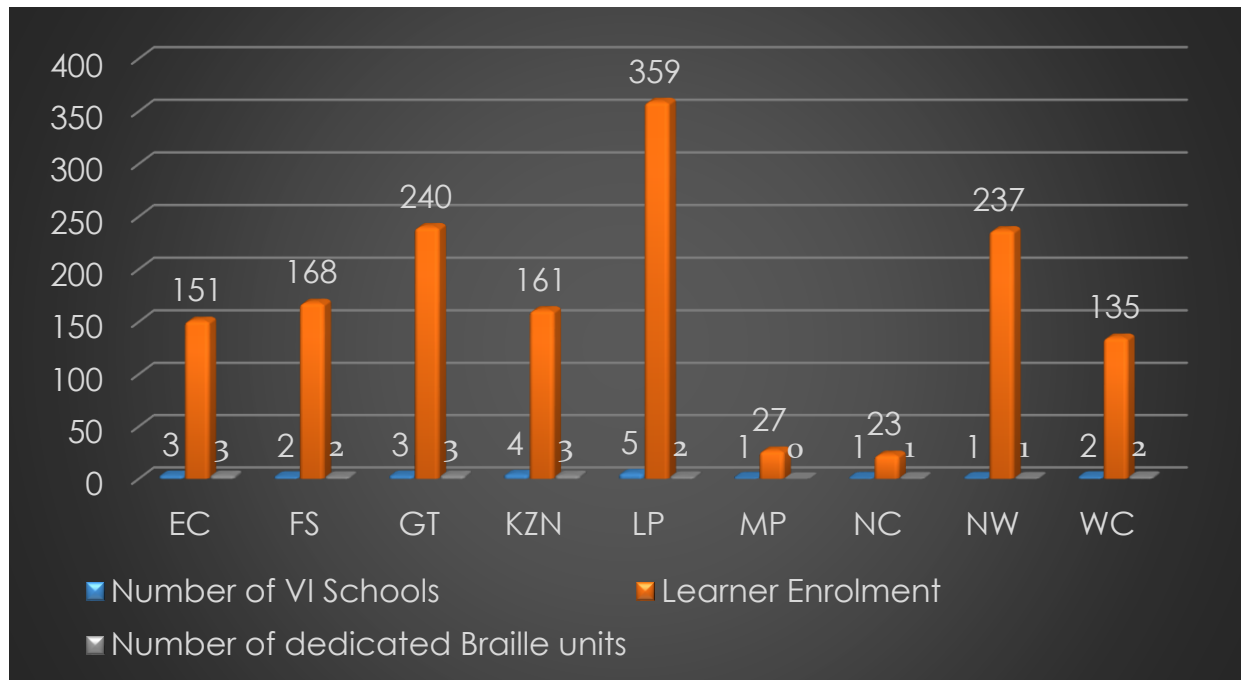
Provision of Assistive Devices, ICTs and Connectivity

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 Blinds (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

Number of Schools for the Visually Impaired, Learner Enrolment and Braille Unit Per 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
TOTAL	4 198

Support is provided to learners in their current schools, while awaiting appropriate placement. WC has centralised waiting lists in special schools.

Monitoring of the implementation of the Policy on Screening, Identification, Assessment and Support (SIAS) as a mechanism for early identification and intervention

- Number of Teachers trained on the Policy on SIAS: 4 878
- Number of Grade R practitioners trained on the SIAS policy: 1 456
- Number of officials trained on the SIAS policy: 344
- Number of Schools whose teachers participated in the training of SIAS policy: 1 132
- Number of learners identified and assessed in terms of the policy: 18 568
- Number of Individual Support Plans (ISP) developed for the above learners: 46 147
- Number of cases successfully resolved by the school: 7 551
- Number of cases referred to the DBST: 4 445 and 2 420 cases were resolved.
- Number of schools that have a functional SBST: 1 496
- Number of schools monitored for the functionality of SBSTs by DBSTs: 1394

- Number of schools monitored for the implementation of the Policy on SIAS: 1 422

The number of teachers trained on 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 meeting. 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

Performance Indicators / Activities (Quarter 1)	Quarterly Targets (Quarter 1)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 1: Tshwane North College : Pretoria Campus – Special Project: Disability	60	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	Gender: 20 Males 40 Females Age: 60 (Youth) Disability 60
PROGRAMME 2: Terms of Reference and Guidelines for Community Education and Training Colleges Capacity Building	54	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 with	Gender: 1080 Males 1620 Females Age: 1620 (Youth) 1080 (Older persons)

Programmes phase 1 2021- 2024		programmes targeting CETC to apply for NSF funding	Disability 54 (2%)
PROGRAMME 3: Dedicated RFP for Persons with Disabilities	4300	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	Total RFP Target: 4 300 Gender: Age: 3 000 (Disability: 4 300 (100%)
PROGRAMME 4: Capacity building programmes for TVET Phase III	2442	Evaluation processes of applications for this RFP concluded for the programmes targeted	Total RFP target: 22 442 Gender: 13 500 females 8 942 males Age: 20 000 (youth) 2 442 (older persons) Disability: 449 (2%)
PROGRAMME 5: Artisan Development Programme: Skills Development	128	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.	Gender: 68 Females 60 Males Age: 128 (Youth & Women) Disability: 128

PROGRAMME 6: Work Integrated Learning: Graduate And Student Placement Programme Phase II 2021-2023	165	NSF concluded the Terms of Reference for this Request for Proposal (RFP) and awaiting the Minister's approval to launch this RFP	Gender: 4000 Males 4620 Females Age: 1620 (Youth) 1080 (Older persons) Disability 165 (2%)
Learners or students placed in workplace based learning programmes supported by SETAs	103 750 annual target	16 527 learners or students placed in workplace based learning programmes supported by SETAs in quarter 1 2021/22	Gender: Males: 6 952 Females: 9 575 Age: Youth: 13 625 Adults: 2 902 Disability: 16
Learners registered in Skills Development Programmes	147 000 annual target	38 891 learners were registered in Skills Development Programmes in quarter 1 2021/22	Gender: Males: 22 694 Females: 16197 Age: Youth: 21 420 Adults: 17 471 Disability: 25
Learnerships	30 630 annual target	7 886 learners completed learnerships in quarter 1 2021/22	Gender: Males: 3 431 Females: 4 455 Age: Youth: 5 989

			Adults: 1 897 Disability: PWD: 5
Internships	4 875 annual target	625 learners completed internships in quarter 1 2021/22	Gender: Males: 198 Females: 427 Age: Youth: 557 Adults: 68 Disability: PWD: 0
Peer to peer dialogues on Disability in Technical Vocational Education Training colleges		A total of 9960 students in TVETs were reached with disability sensitisation and support dialogues. The provincial reach is provided below:	Gender: 3165 Males 6655 Females 84 LGBTQI Age: 6794 (Youth < 25 years old) 3110 (Older persons > 25 years old) Disability Not documented
Peer to peer dialogues on Disability in Technical Vocational Education Training colleges		A total of 9960 students in TVETs were reached with disability sensitisation and support dialogues. The provincial reach is provided below:	Gender: 3165 Males 6655 Females 84 LGBTQI Age: 6794 (Youth < 25 years old)

			Peer to peer dialogues on Disability	Disability sensitisation Posters	3110 (Older persons > 25 years old)
		Province			
		EC	2624	307	Disability
		FS	0	172	Not documented
		GP	778	223	
		KZN	3058	140	
		LP	2234	202	
		MP	228	61	
		NC	849	59	
		NW	79	106	
		WC	54	100	
		Totals	9904	1370	

Programmes Implemented by Colleges

Performance Indicators / Activities (Quarter 1)	Quarterly Targets (Quarter 1)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
Enrolment of students with disabilities.		<p>-The College has enrolled Students with disabilities.</p> <p>-Polokwane Campus has been identified as the main Disability Campus, although other three campuses have</p>	<p>Disability</p> <ul style="list-style-type: none"> Communication (listening /talking) 09 Emotional (behavioural /psychological) 02 Intellectual (learning difficulties) 02 Hearing (even with hearing aid) 02 Multiple 01

		students with mild disabilities.	<ul style="list-style-type: none"> Physical (moving ,standing, grasping) 29 Sight 15 Disabled but unspecified 01
On-course Academic Support		<p>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.</p> <p>The college has introduced Blended learning due to COVID-19.</p>	
Psycho-social Support		<p>-The College has employed Disability Care Workers in Polokwane and Senwabarwana Campus hostels.</p> <p>-Students are supported through:</p>	<p>- 02 Female and 02 Male Disability Care workers employed.</p> <p>- About 1033 students were reached through dialogues including those with disability.</p>

		<p>-One-on-one counselling;</p> <p>-Peer Education /Counselling Programme; and</p> <p>-Awareness Campaigns and Dialogues on Disability, Mental Health, Gender Based Violence, Sexual and Reproductive Health, and LGBTIQ+.</p> <p>-One of the major silent campaigns was done in May 2021</p>	
Disability Policy		The College has an approved Disability Support Policy which is reviewed annually.	
Number of students	2	The college has 2 students. One	Gender: X1 Male

placed within the college sites		placed at corporate office funded by ETDP SETA and one placed at SVD Campus funded by Premier's office	X1 Female Age: X2 (Youth)
Provision of assistive devices to blind students	1	1 total blind student was provided with laptop, tape recorder, walking stick, memory card and Jaws soft ware	Gender: X1 Male X0 Females Age: X1 (Youth)
Provision of assistive devices for students with low vision	35	35 spectacles were procured for students with low as per Doctor's reports	Gender: X14 Males X21 Females Age: X35 (Youth)

TVET Sector Development

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

Career Development System

The Department continues to offer Career Development Services (CDS) programmes on career opportunities and pathways to people with disabilities through Khetha.

The NSG's Disability Management course is currently being reviewed for further SABPP accreditation. The anticipated conclusion date is September 2022.

The NSG implements 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 is compatible with assistive technologies for the visually impaired, such as screen-readers and screen-magnifiers. Hearing impaired participants are 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 has been approved after consultations with relevant stakeholders.

Indicator 4.3 - Social Integration Support

DSD In terms of development of a plan for mitigating family responsibilities in terms of caring for persons with disabilities, our plan to finalise the draft guidelines on Respite care services for families of children with disabilities will be finalised in the current financial year. The guidelines will be implemented in two rural provinces (Mpumalanga and Northern Cape).

South African Revenue Services

- The SARS Annual Training Report to be submitted to FASSET and PSETA indicates a performance of 68% towards the Workplace Skills Plan achieved.
- The SARS Workplace Skills Plan for the same period has identified 126 staff with disabilities to undergo skills development related initiatives.
- A project is being scoped to roll out interview skills to employees with disabilities as part of career development and growth.
- Stakeholder Partnerships - Chapter 9 institutions – SA Human Rights Commission (SAHRC) and Commission for Gender Equality (CGE).
- Training and development programme in partnership with WCO for middle managers prioritising the persons with disabilities.

Department of Tourism

Output indicator: Percentage implementation of Work Place Skills Plan (WSP) with defined targeted training interventions.

Annual target 2021/22	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	
Development and 100% implementation of branch targeted WSP.	25% implementation of branch- targeted WSP.	Employees with disabilities participated in the in the Workplace Skills Plan (WSP) which included: <ul style="list-style-type: none">• Business Writing Skills,• Emotional Intelligence,	

		<ul style="list-style-type: none"> • Mentoring and Coaching and • Emerging Management Development Programme. <p>1 employee with disability received a bursary and are enrolled in a Diploma: Human Resource Management course.</p>	
<p>To support tourism SMMEs through the following Incubators (Business support and development):</p> <ol style="list-style-type: none"> 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator 5. Tour Operator Incubator 6. Food Services Incubator 	<p>Implementation of the following five Incubators:</p> <ol style="list-style-type: none"> 1. Tech Incubator. 2. Tour Operator Incubator 3. Food Services Incubator. 4. Two (2) community-based enterprises incubation 	<p>Incubators Tour Operator - 44 participants</p> <p>Food Services - 100 participants</p> <p>Mentorship Programme 56 women (100% ownership)</p>	<p>Incubators Tour Operator - 44 participants</p> <p>25 men (57%)</p> <p>19 women (43%)</p> <p>16 Youth (36%)</p> <p>1 person with disability (2%)</p> <p>Food Services -</p>

7. Two (2) community-based enterprises incubation programmes	programmes		100 participants 40 men (29%) 60 women (71%) 30 Youth (88%) 10 persons with disabilities (12%) Mentorship Programme 56 women (100% ownership)
To support tourism SMMEs through the following Incubators (Business support and development): 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator 5. Tour Operator Incubator	Implementation of the following five Incubators: 1. Tech Incubator. 2. Tour Operator Incubator 3. Food Services Incubator.	Incubators Tourism Technology Incubation Programme 20 businesses	Incubators Tourism Technology Incubation Programme 20 businesses 5 women (100% ownership) 15 Youth owned businesses

6. Food Services Incubator 7. Two (2) community-based enterprises incubation programmes	4. Two (2) community-based enterprises incubation programmes		(100% ownership)
To support tourism SMMEs through the following Incubators (Business support and development): 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator 5. Tour Operator Incubator 6. Food Services Incubator 7. Two (2) community-based enterprises incubation programmes	Implementation of the following five Incubators: 1. Tech Incubator. 2. Tour Operator Incubator 3. Food Services Incubator. 4. Two (2) community-based enterprises incubation programmes	Incubators 1. Tour Operator - 44 participants 2. Food Services - 100 participants 3. Mentorship Programme 56 women (100% ownership)	Incubators Tour Operator - 44 participants 25 men (57%) 19 women (43%) 16 Youth (36%) 1 person with disability (2%) Food Services - 100 participants 40 men (29%) 60 women (71%)

			30 Youth (88%) 10 persons with disabilities (12%) Mentorship Programme 56 women (100% ownership)
To support tourism SMMEs through the following Incubators (Business support and development): 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator 5. Tour Operator Incubator 6. Food Services Incubator 7. Two (2) community-based enterprises	Implementation of the following five Incubators: 1. Tech Incubator. 2. Tour Operator Incubator 3. Food Services Incubator. 4. Two (2) community- based enterprises incubation programmes	Incubators Tourism Technology Incubation Programme 20 businesses	Incubators Tourism Technology Incubation Programme 20 businesses 5 women (100% ownership) 15 Youth owned businesses (100% ownership)

incubation programmes			
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Mpumalanga Provincial Government

Key Performance Area/ Pillar	Promoting and Supporting Empowerment of Person with Disabilities <i>(Un Article 4,13,23,24,25 And 26)</i>					
Department	Performance Indicator	2021/22 Annual Target	Quarter 1 Target	Actual Output	Challenge	Mitigation Plan with Time Frames
DoE	Provide expansion and access to education for all learners experiencing barriers to learning and development in public mainstream schools in line with EWP6 curriculum.	Trained 150 educators on Curriculum Differentiation	Trained 75 educators on Curriculum Differentiation	75 educators trained on Curriculum Differentiation	None	None
DCSSL	Number of Outreach Programme conducted	02	01 Disability Outreach Programme conducted at Nkangala Region	01 Disability Outreach Programme conducted at Nkangala Region on the 14 May 2021.	None	None

DARDL EA	Number of beneficiaries with disabilities participating in non-accredited training in agricultural skills development programmes offered (2% of total)	72 of 3600 beneficiaries participating in non-accredited training in agricultural skills development programmes offered (2% of total)	11	2	Less persons with disabilities trained due to the pandemic	None
DCSR	Number of libraries offering services to the blind and partially sighted (Computed, jaws programme)	<p>Out of 116 Departmental Libraries: 28 libraries are offering service to the blind at the following libraries:</p> <ul style="list-style-type: none"> • Siyabuswa • Mhluzi • Emalahleni • Mashishing • Kamaqhekeza • Mkhondo • Volksrust • Mbombela • Msogwaba 	<p>Achieved 28 Libraries: cater for the partially blind and 88 for all types of disabilities</p> <ul style="list-style-type: none"> • Siyabuswa • Mhluzi • Emalahleni • Mashishing • Kamaqhekeza • Mkhondo • Volksrust • Mbombela • Msogwaba • Maphotla • Gerald Sekoto • Secunda • Ermelo • Mafemane • Embalenhle • Emthonjeni • Emjindini • Carolina • Matsulu • Acornhoek 	7 Mini – libraries are open and providing services for the blind	Mini – Libraries will be operating	None

		<ul style="list-style-type: none"> • Maphotl a • Gerald Sekoto • Secunda • Ermelo • Mafema ne • Embalen hle • Emthonj eni • Emjindin i • Carolina • Matsulu • Acornho ek • Thulama hashe • Kanyam azane • Thulama hashe • Sakhile • Balfour • Emlahl eni • Thembis ile Hani • Botleng 	<ul style="list-style-type: none"> • Thulamaha she • Kanyamazane • Thulamaha she • Sakhile • Balfour • Emlahleni • Thembisile Hani • Botleng 			
DEDT	Number of Consumer Awareness and Education programs conducted	400 Consumer Awareness and Education programs conducted.	80 Consumer Awareness and Education programs	No persons with disabilities attended the consumer Awareness and Education programs	None	None

	Number of Consumer cases resolved within specified timeframes	80% consumer cases received and resolved.	80% consumer cases received and resolved.	No cases received from clients with disabilities	Target is demand driven	None
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Indicator 4.4 - Access to Healthy Lifestyle Support

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 computer 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 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 realized in more coverage of persons requiring rehabilitation and assistive technology. This also enabled the team to reduce health transport costs to 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.

Challenges experienced during Covid-19

Although tele-rehabilitation was introduced there were many challenges that needed to be addressed, among them connectivity issues, both from the side of the health system and the side of the patient. Other challenges experienced include the following:

- Challenges with data systems that do not talk to each other is a long-standing challenge that became even sharper during the pandemic

- The lack of tele-health access points in the health system makes this innovation difficult to implement efficiently.
- Patients experience challenges with mobile data and sometimes could not be reached for follow-up or post discharge monitoring.
- Most hospitals were closed during Covid-19 and patients experienced extreme challenges with their conditions not addressed. This closure also affected clinical training platforms, so students were also adversely affected.

Progressive realization of the UNCRPD in South Africa

- The Department has a strong assistive technology provision system that addresses a wide range of devices from wheelchairs, hearing aids, and spectacles. This is supported by a national procurement system facilitated by the National Department of Health and managed by National Treasury through a transversal tender system.
- Training of health workers in all disciplines supports the universal access to health services, rehabilitation and assistive technologies. The rehabilitation team is made up of different disciplines trained at university level including Orthotists and prosthetists, occupational therapists, physiotherapists, audiologists, podiatrists, optometrists, speech therapists and social workers.
- Intersectoral collaboration covers other state agencies and departments, NGOs, DPOs, statutory bodies, and professional organizations. In the community end users are integrated into the core team of rehabilitation interdisciplinary team. This ensures that the needs of end users are expressed directly by them.

Indicator 4.5 - Supported Decision-Making

No information provided

3.2.5. 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 Implementation Matrix, there are fourteen (14) national departments and institutions contributing towards the twenty-six (26) indicators under this pillar. These are 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, DCDDT, the DTI, DoE&L, DoH and DSBD.

1.2.5.1 Performance Indicators

Indicator 5.1 - Disability, Poverty, Development and Human Rights

DSD developed and launched a national guidelines on the Empowerment 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 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.

Indicator 5.2 - Access to Decent Work and Employment Opportunities

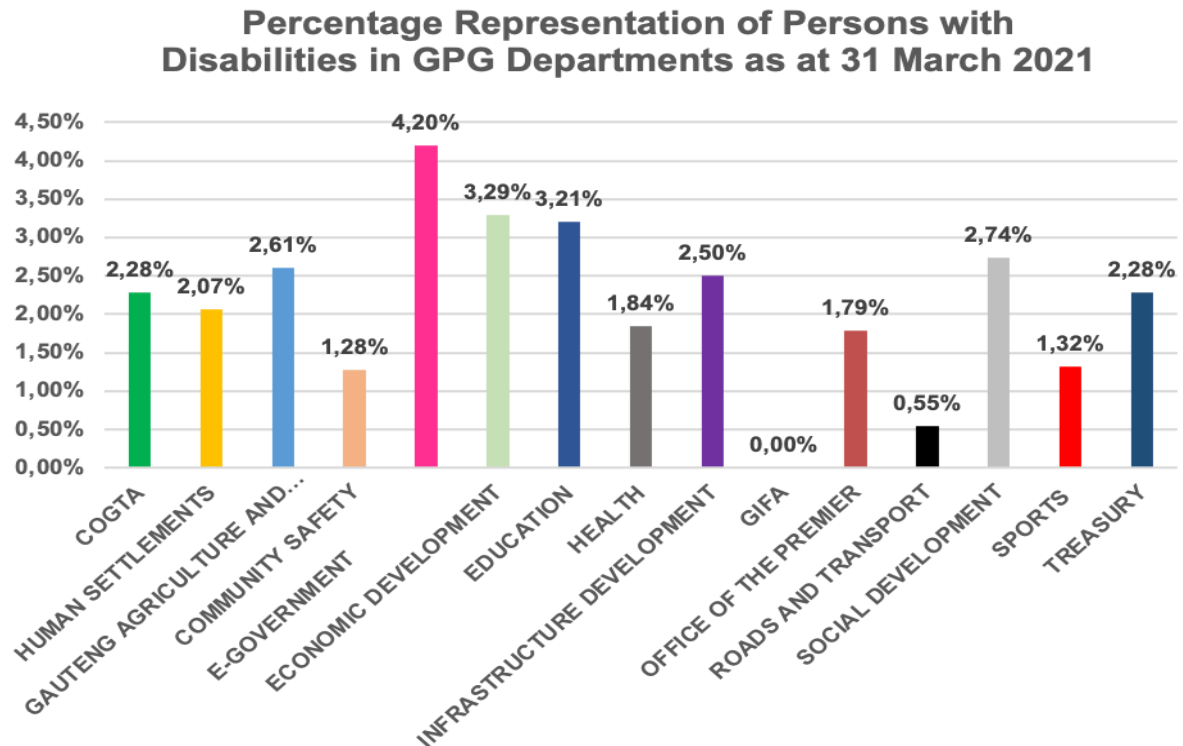
NORTHERN CAPE PROVINCIAL GOVERNMENT

PERCENTAGE REPRESENTATION OF WOMEN ON SMS AND PERSONS WITH DISABILITY PER DEPARTMENT IN THE PROVINCIAL ADMINISTRATION



Gauteng Provincial Government

Status of employment of Persons with Disabilities in GPG Departments



- **2,53%** Persons with disabilities are employed in GPG as at 31 March 2021.
- Representation of persons with disabilities in GPG Departments increased 2,35% to 2,53% from December 2020 – March 2021, the number increased by 364 from 4257 to 4621 between quarter 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 other 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 %
	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 %

**GDSD -HIV/AIDS: EPWP WORK OPPORTUNITIES CREATED BY DSD
THROUGH EPWP 1st QUARTER 2021/22**

Number Of Work Opportunit ies Created By Gdsd Through Epwp	1 st Quart er Targe t 2021/ 22	1 st Qu arte r Act ual	1 st Quarter Actual Performance 2021/22				
			Mal es	Fem ales	Undis close d Gend er	Yout h	Perso ns with Disabi lities
Ekurhuleni	1600	1630	334	1296	0	1065	10
Johannesbur g	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
Grand Total	6685	6523	1472	5051	0	4229	27

Department of Public Works and Infrastructure

Performance Indicators / Activities (Quarter 1)	Quarterly Targets (Quarter 1)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 2: EPWP (Economic transformation and job creation)	60% Women, 55% Youth and 2% PWD	<p>472 646 work opportunities (wos) reported against the 2021/22 financial year target of 1 009 972 wos. The 472 646 wos is broken down as follows, per EPWP Sector:</p> <ul style="list-style-type: none"> • 110 904 wos – EPWP Infrastructure Sector; • 55 871 wos – EPWP Environment & Culture Sector • 89 991 wos – EPWP 	<p>Challenge there is no breakdown of data –</p> <p>Corrective measure- to engage with EPWP Implementers to include disaggregated data</p>

		<p>Social Sector</p> <ul style="list-style-type: none"> • 215 880 was – EPWP Non-State Sector (NSS) Community Work Programme 	
<p>PROGRAMME 3: EPWP(NYS) Education, Skills and Health</p>		<p>Youth participation in Graduate and Experiential Internships Programmes, Candidacy, Artisan Development, and Management Trainee Programme, from between 18 and 35 years.</p> <p>59.2 % are women</p> <p>100% youth</p>	<p>Challenge there is no breakdown of data –</p> <p>Corrective measure- to engage with EPWP Implementers to include disaggregated data</p>

		0% Persons with disabilities	
PROGRAMME 4: CONSTRUCTION AND PROPERTY MANAGEMENT	An Accessibility Audit per quarter	Accessibility audit was conducted in Newcastle at Osizweni Police Station	N/A
PROGRAMME 3: EPWP	2%	The Department of Public Works and Infrastructure has recruited and employed a total of 1158 of NYS programme and 5 youth with disabilities	5 youth with disability were employed with no further disaggregation

South African Revenue Services

Performance Indicators / Activities (Quarter 4)	Quarterly Targets (Quarter 4)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 2: Uptake of persons with disabilities	Annual target of 30.00% set	2.99% (7 out of 70) intake of Trainees was persons with disabilities.	Gender: <ul style="list-style-type: none"> • 4 Males • 3 Females Age: <ul style="list-style-type: none"> • 7 (Youth)

must be % as part of the Traineeship.			<ul style="list-style-type: none"> • 0 (Older persons) Disability: <ul style="list-style-type: none"> • 7
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Department of Human Settlements

A Project Portfolio Office led by HDA has been established by the department in order to address issues of Job Creation and Socio-Economic Transformation in the Human Settlements Sector.

Department of Tourism

Output indicator: Number of work opportunities created through Working for Tourism projects

Annual target 2021/22	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
3 826 Work opportunities created	956 Work opportunities created	Number of work opportunities through EPWP: Total number of work opportunities: 3822	Total number of persons with disabilities: 23
3 826 Work opportunities created	1 340 Work opportunities created	Number of work opportunities through EPWP: Total number of work	Total number of persons with disabilities: 23

		opportunities: 4559	
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Indicator 5.3 - Persons with Disabilities as Owners of the Economy

National Treasury

Percentage of designated groups that are registered on the **Central Supplier Database**:

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

Department of Small Business Development:

Performance Indicators / Activities (Quarter 3)	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
PROGRAMME 2: Financial support to enterprises owned by entrepreneurs with disabilities.		12 enterprises owned by persons with disabilities were funded to the value of R17, 2 million in Q3. These firms created and saved 115 jobs.	7 enterprises were women-owned and 5 were owned by men.

PROGRAMME 2: Financial support to enterprises owned by entrepreneurs with disabilities.		4 enterprises owned by persons with disabilities were funded to the value of R20,2 million in Q4. These firms created and saved 22 jobs.	2 enterprises were owned by women and 2 by men.
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Department of Tourism:

Output indicator: Percentage procurement of goods and services from B-BBEE compliant businesses and SMMEs.

Annual target 2021/22	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
100% of expenditure achieved on procurement from B-BBEE compliant enterprises.	100% of expenditure achieved on procurement from B-BBEE compliant enterprises	Total amount spent by December 2021: R70 377 916.77 People with Disabilities: R17 225.00	
Minimum 30% expenditure	Minimum 30% expenditure	Total amount spent by December 2021:	No desegregated data available

achieved on procurement of goods and services from SMMEs	achieved on procurement of goods and services from SMMEs.	R70 377 916.77 Spent on SMMEs: R40 363 744.64 57.39% on SMMEs	
100% of expenditure achieved on procurement from B-BBEE compliant enterprises.	100% of expenditure achieved on procurement from B-BBEE compliant enterprises	Total amount spent by January 2022: R101 131 715.81 People with Disabilities: R4 777.00	
Minimum 30% expenditure achieved on procurement of goods and services from SMMEs	Minimum 30% expenditure achieved on procurement of goods and services from SMMEs.	Total amount spent by January 2022: R101 131 715.81 Spent on SMMEs: R61 775 392.70 61.08% on SMMEs	No desegregated data available

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

DSD Further 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.

Department of Small Business Development:

- The department has 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 people with Disabilities are participating in this initiative.
- The department 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 has recruited an official resource whose primary focus is to manage the Amavulindlela fund including identifying potential applicants for the scheme- the department has already begun to reap the benefits of having this targeted by improvement uptake of the funding in both Q3 and Q4 relative to the 1st half of the 2021/22 financial year
- The department has initiated the process of reviewing the Amavilindlela Fund- a stakeholder engagement process to source inputs will be ensuing during the Quarter 2 (two) of 2022/23 Financial Year.

Challenges

- 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 of the persons with disabilities are hesitant to starting their own businesses, sighting the potential loss of a secured 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) has 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 term of cost analysis for children and persons with physical disabilities.

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

Mpumalanga Provincial Government

KEY PERFORMANCE AREA/ PILLAR	REDUCING ECONOMIC VULNERABILITY AND RELEASING HUMAN CAPITAL <i>(UN article 27 and 28)</i>					
DEPARTMENT	PERFORMANCE INDICATOR	2021/22 ANNUAL TARGET	QUARTER 1 TARGET	ACTUAL OUTPUT	CHALLENGE	MITIGATION PLAN WITH TIME FRAMES
DCSSL	Number of Goods and services procured from persons with disabilities	2%	2% Goods and services procured from persons with disabilities	0% Goods and services procured from persons with disabilities	Unknown	To engage SCM in July 2021.
DCSR	Number of Cooperatives with disabilities supported	15 Arts and Craft Cooperatives supported	2	Achieved Supported by creating market	None	None

	for investment in cultural and creative industries	to promote heritage culture as part of investment in the cultural and creative industries 3 Cooperatives for person with disabilities		platform at eMnotweni Arena on 15 May 2021		
	20 Persons with disabilities opportunities jobs to be created	199 EPWP Jobs opportunities created	3 persons with disabilities	Not Achieved as per the required %	Persons with disabilities do not disclose	Awareness campaign to encourage person with disabilities to apply
	3 persons with disabilities	Jobs opportunities created for 18 Youth at Barberton and Pilgrim Rest museums during holidays and weekends. Caretakers receive R200 per day per person ,	Not achieved	Not achieved	COVID 19 National Lockdown	None
	Number of companies for disable persons rendered	25%companies for Disable persons rendered	25%	Not Achieved	Persons with disabilities do not disclose	Disability Desk from OTP to submit list of registered

	paid services	paid services				disability companies to the department for consideration .
DPWR&T	Number of infrastructure contracts awarded to companies owned by black persons with disabilities	2% value of infrastructure contracts awarded companies owned by black persons with disabilities	2% value of infrastructure contracts awarded to companies owned by black persons with disabilities	2% value of infrastructure contracts awarded companies owned by black persons with disabilities	None	None
	Number of persons with disabilities employed on EPWP	127 persons with disabilities employed on EPWP	07 persons with disabilities employed on EPWP	07 persons with disabilities employed on EPWP	Minimal reporting of active implemented projects.	Monitoring
DEDT	Number of Integrated Economic Development for sustainable job creation	All new SMME's and Cooperative supported with returns	All new SMME's supported with returns	Three persons with assisted disabilities with returns	None	None
		85% the value of goods and services to be procured from designated groups as per PPP	85% the value of goods and services to be procured from designated groups as per PPP	93% the value of goods and services to be procured from designated groups as per PPP.	None	None

3.2.6. 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. Four (4) national departments lead in the five focus areas. These are the Departments of Social Development (DSD), Public Service and Administration (DPSA), Justice and Constitutional Development (DoJ&CD) and Home Affairs (DHA) respectively.

3.2.6.1 Performance Indicators

Indicator 6.1 - Strengthening Access and Participation through Self-Representation

No information provided

Indicator 6.2 - Recognition of Representative Organisations of Persons with Disabilities

Department of Home Affairs developed internal instruments to fast-track effective implementation of the disability rights program. In this regard, the department undertook an initiative to review its Disability Policy as well as to review the Disability Rights Forum Terms of Reference.

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- DSD support a number of DPOs financially and in capacitating them especially on financial management (provincially & nationally), inclusive of Deafblind SA, Autism SA, DICAG,SANDA, DEAFSA, ILC, UHAMBO foundation etc.)

Indicator 6.4 - Public Participation and Consultation Programmes

SARS has undertaken an initiative to improve engagement with Persons with Disabilities (PWD) to enhance their engagement with the employer and SARS. Special needs are often not considered, known nor accommodated. This results in PWDs being economically excluded which compromises the national revenue collection. In collaboration with the South African Disability Alliance, engagements were arranged and so far SARS has engaged the deaf sector and the visually impaired sector. The initial meetings have raised several, challenges for persons with disabilities. The business to implement solutions for the phase 1 of the project is 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.

Mpumalanga Provincial Government

Key Performance Area/ Pillar	Strengthening the Representative Voice of Persons with Disabilities <i>(Un Article 4,29 And 33)</i>					
Department	Performance Indicator	2021/22 Annual Target	Quarter 1 Target	Actual Output	Challenge	Mitigation Plan with Time Frames
DCSSL	Number Persons with Disabilities in power and decision-making	01	Persons with disabilities in power and decision-making	01 Female Persons with disabilities in power and decision-making.	None	None
	Number of Gender Dialogues conducted	04	02 Gender Dialogues at Ehlanzeni Region and Nkangala Region.	02 Gender Empowerment programmes implemented on the: 02 June 2021 Elangeni Lodge 09 June 2021 at Witbank Lodge	None	None
	Number of Gender programmes mainstreamed.	10	02 Disability programmes mainstreamed.	02 Disability programmes mainstreamed at: Boekenhout	None	None

				<p>Kwaggafont ein on the 20 April 2021</p> <p>Moloto Trust on the 21 April 2021</p>		
CoGTA	Number of Persons recruited for participation in the EPWP(Com munity Works Programme)	Persons with disabilities recruited for participatio n in the EPWP(Co mmunity Works Programm e)	<p>Recruit 2% of Persons with disabilities in the CWP projects</p> <p>Monitor statistics internally in the Department</p>	<p>604 persons with disabilities were recruited for participation in the CWP projects in the 03 District Municipalitie s</p> <ul style="list-style-type: none"> • Gert- Sibande – 248 (2.3%) • Nkangala – 131(1.9) • Ehlanzeni – 225 (2.8%) <p>Persons with disabilities participants breakdown data</p> <ul style="list-style-type: none"> • 78 Male youth with disabilities • 42 Female youth with disabilities • 261 Male non youth 	None	None

				<p>with disabilities</p> <ul style="list-style-type: none"> • 299 Female non youth with disabilities <p>Aggregated data was monitored currently the Department is at 1.3% in terms of representation</p>		
DARDL EA	Number of Disability Policy approved	1 Disability Policy approved	-01 Policy approved	1 Policy approved	None	None
DHS	Number of vacant funded posts filled	Vacant funded posts filled	At least 2% targets for person with disabilities	None	No vacant posts filled	To prioritise Persons with Disabilities when making appointments
		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	None	None
DCSR	Number of national commemorative days hosted	Mainstreaming of people with disability during the 7 National Commemorative events	4150	Not achieved	The mainstreaming of persons with disability was not possible due to the COVID-19	None

		Persons with disability supported to attend the events. 376			National Lock Down	
	Number of people participating in the community dialogues	100 Social Cohesion Dialogues Persons with disabilities 2	2	Not Achieved Ehlanzeni social cohesion dialogue was conducted on 3 June 2021 at Archives building.	Covid -19 National Lockdown	None
	Number of people actively participating in organized sport and active recreation events	85000 People actively participating in organized sport and active recreation events Persons with disabilities 1700	18255	Not Achieved 18255 People participated nationally during 1 April -30 June 2021.	Covid -19 National Lockdown restriction lessened the number able to participate	None
DEDT	Number of Women with disabilities in power and decision making	2% representation of persons with disabilities	Not Achieved 1.4% representation	No appointment of persons with disabilities	None	None
	Skills Development	Implementation of the Workplace Skills Plan.	Implementation of the Workplace Skills Plan	One (1) was an official with disability attended	None	None

				skill development programme. .		
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3.2.7 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. These are the South African Qualifications Authority (SAQA), Statistics South Africa (STATS SA), Department of Public Enterprise, (DPE), Rural Development and Land Reform (DRDLR), International Relations and Cooperation (DIRCO), Public Service and Administration (DPSA) respectively and additionally, the DSD, DHET, DBE, NT, DCOG, DoJ&CD, DPME and DWYPD.

3.2.7.1 Performance Indicators

Indicator 7.1 - Disability Equitable Planning, Budgeting and Service Delivery

Department of Human Settlements

- A Sector Transformation Workstream comprising of National Departments and all Department of Human Settlements entities developed the

Implementation Strategy, Sector Economic Empowerment and Enterprise Development programme (SEED).

- A minimum of 40 percent of Human Settlements Development Grants allocations is 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 accounts 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, North West 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 Joburg accounts for the bulk (73%) of the reported R1.4 billion. Clarity is 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.

Indicator 7.2 - Monitoring, Evaluation, Reporting, Research, Data and Statistics;

The DWYPD in partnership with DPME and NT 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 the draft APPs. The department also produced the draft APP disability analysis report which was approved by the Minister in March 2022.

The DWYPD appointed 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 conducting the evaluation to produce the report on the Implementation of the White Paper on the Rights of Persons with Disabilities. The project is for 12 months and expected to be completed in 2023/24 financial year.

Indicator 7.3 Public Procurement and Regulation

The National Treasury

OVERALL SPEND SUMMARY REPORT

Total Spend

R227.83bn

Total Spend on Disabled Owned

R 845.17M

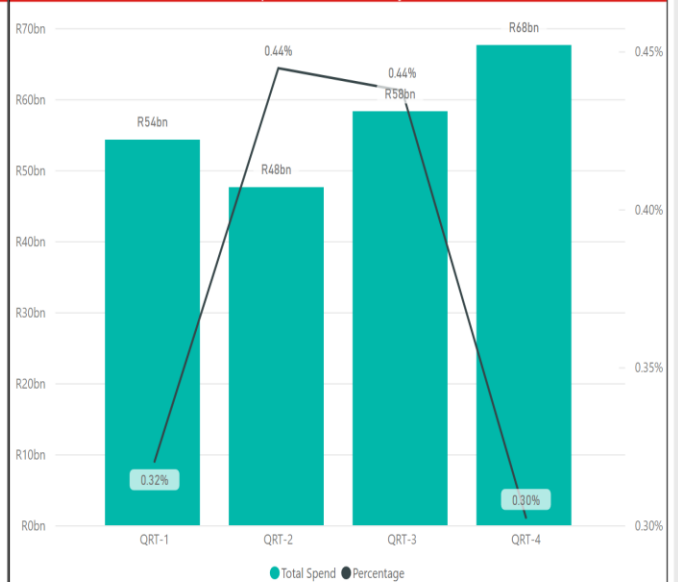
Total Number of Disabled Owned Suppliers

752

Total Spend on Disabled by Quarter

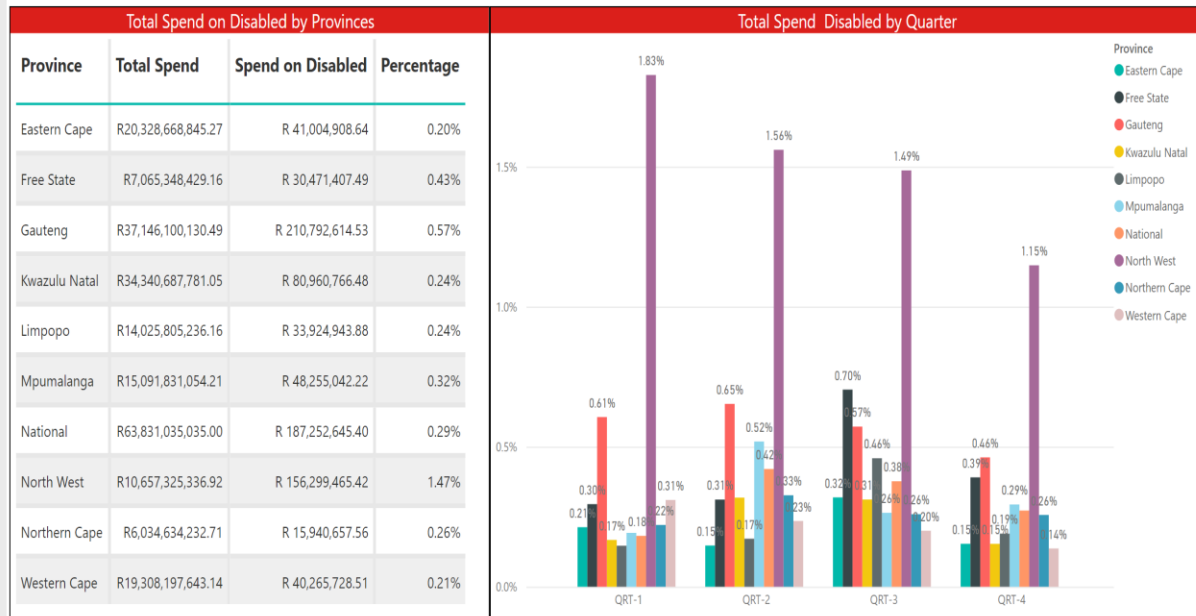
Quarter	Total Spend	Spend on Disabled	Disabled
QRT-1	R54,296,227,141.22	R 173,853,463.38	0.32%
QRT-2	R47,610,600,466.07	R 211,709,795.37	0.44%
QRT-3	R58,300,623,807.03	R 255,096,247.37	0.44%
QRT-4	R67,622,182,309.79	R 204,508,674.01	0.30%

Total Spend on Disabled by Quarter



PROVINCES SPEND SUMMARY REPORT

Total Spend	Total Spend on Disabled Owned	Total Number of Disabled Owned Suppliers
R227.83bn	R 845.17M	752



Department of Tourism

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

Indicator 7.4 - Capacity Building and Training

Department of Tourism

Annual target 2021/22	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Data Disaggregation (Gender, age & Disability)
To support tourism SMMEs through the following Incubators (Business support and development): 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator 5. Tour Operator Incubator	Eight business support and development Incubation Programme implemented through the following: Final year implementation of the following three incubators: 1. Manyeleti 2. Phalaborwa 3. Mier These 3 incubators concluded in Q3 of 2021/22	Incubators Manyeleti: Mpumalanga 47 participants Phalaborwa: Limpopo 51 participants Mier: Northern Cape 46 participants.	Manyeleti: Mpumalanga 47 participants • 13 women (28%) • 6 youth (13%) • 1 person with disabilities (2%) Phalaborwa: Limpopo – 51 participants • 26 women (51%) • 3 youth (6%) • 25 men (49%) Mier: Northern Cape 46 participants.

6. Food Services Incubator 7. Two (2) community-based enterprises incubation programmes			<ul style="list-style-type: none"> • 32 women (70%) • 14 men (30%) • 4 youth (9%) • 1 person with disabilities (2%)
To support tourism SMMEs through the following Incubators (Business support and development): 1. Manyeleti Incubator 2. Phalaborwa Incubator 3. Mier Incubator 4. Tech Incubator	Eight business support and development Incubation Programme implemented through the following: Final year implementation of the following three incubators: 1. Manyeleti 2. Phalaborwa 3. Mier These 3 incubators	Incubators Manyeleti: Mpumalanga 47 participants Phalaborwa: Limpopo 51 participants Mier: Northern Cape 46 participants.	Manyeleti: Mpumalanga 47 participants <ul style="list-style-type: none"> • 13 women (28%) • 6 youth (13%) • 1 person with disabilities (2%) Phalaborwa: Limpopo – 51 participants <ul style="list-style-type: none"> • 26 women (51%) • 3 youth (6%) • 25 men (49%)

5. Tour Operator Incubator 6. Food Services Incubator 7. Two (2) community-based enterprises incubation programmes	concluded in Q3 of 2021/22		Mier: Northern Cape 46 participants. <ul style="list-style-type: none"> • 32 women (70%) • 14 men (30%) • 4 youth (9%) • 1 person with disabilities (2%)
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Output indicator: Programmes implemented to Increase participation of the 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)
Six Universal Accessibility Sessions held.	Two sessions conducted	Fouriesburg 16 November 2021 Conference venue	The target number between 25 – 50 attendees per workshop.
Six Universal Accessibility Sessions held.	Two sessions conducted	Mpumalanga 25 and 26 January 2022 Tshwane 31 January 2022	The target number between 25 – 50 attendees per workshop.

		Western Cape 07 and 08 February 2022 Limpopo 08 March 2022 West Rand 17 March 2022 Conference venue	
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Indicator 7.5 - Strengthening Accountability

Mpumalanga Provincial Government

Key Performance Area/ Pillar	Building A Disability Equitable State Machinery <i>(Un Article 4,31,33 And 35)</i>					
Department	Performance Indicator	2021/22 Annual Target	Quarter 1 Target	Actual Output	Challenge	Mitigation Plan with Time Frames
DCSSL	Number of Departmental Gender Forum meetings conducted.	04	01 Departmental Gender Forum meetings conducted.	Departmental Gender Forum meetings conducted at Middleburg on the 21-22 April 2021.	None	None
	Number of partnerships identified and establish with Provincial and	10	02 Partnerships identified and establish with Provincial and National stakeholders	02 Partnerships identified and establish with Provincial and	None	None

	National stakeholder s.			National stakeholder s: Department of Justice and Clinical Psychologists		
	Number of Departmental Disability Forum meetings conducted.	04	01 Departmental Disability Forum Meetings conducted.	01 Departmental Disability Forum meetings conducted on the 14 May 2021.	None	None

3.2.8. 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

3.2.8.1 Performance Indicators

The DWYPD participated in virtual 14th Conference of State Parties which was hosted on the 15-16 June 2021.

Mpumalanga Provincial Government

Key Performance Area/ Pillar	Monitoring And Evaluation					
Department	Performance Indicator	2021/22 Annual Target	Quarter 1 Target	Actual Output	Challenge	Mitigation Plan with Time Frames
DCSSL	Number of Job Access Strategic Framework reports produced.	04	01 Job Access Strategic Framework reports produced.	01 Job Access Strategic Framework reports produced.	None	None
CoGTA	Number of Municipalities verified with the implementation of the indigent policy	Monitor the Implementation of the Indigent policies in Municipalities in ensuring that persons with disabilities access Free Basic Services)	Implement the indigent policy at Ehlanzeni	All Municipalities at Ehlanzeni District implemented the Indigent policies and verified	None	None
DARDL EA	Number of Persons with disabilities reports submitted	4 Persons with disabilities reports submitted	1 report submitted	1 report submitted	None	None
	Number of Persons with disabilities supported through Female Entrepreneurship	4 Persons with disabilities supported through FEA	1 woman with disability supported through FEA	Deferred due to COVID19	None	None

	r Awards (FEA)					
DHS	Number of disability mainstreaming reports submitted	Disability Mainstreaming report	4th quarter and Annual Disability mainstreaming report 2020/21	4th quarter and Annual Disability mainstreaming report 2020/21	None	None
DoH	Number of Technical support rendered to the 3 districts on Rehabilitation issues	Technical support rendered to 3 districts on Rehabilitation issues	Technical support rendered to 3 districts on Rehabilitation issues	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

3.2.9: 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.

Impact evaluations will examine whether underlying theories and assumptions were valid, what worked, what did not and why. Government performance information will triangulate with the tracking of statistical and financial information and citizen's voices.

The following departments have reported against the policy directives outlined in pillar 9: STATS SA

3.2.9.1 Performance Indicators

Statistics South Africa

Performance Indicators / Activities (Quarter 3)	Quarterly Targets (Quarter 3)	Progress Report (Implementation)	Performance Indicators / Activities (Quarter 3)
PROGRAMME 3: POPULATION AND SOCIAL STATISTICS	Standardization of disability measurement	<ul style="list-style-type: none"> Phase 1 of the project is completed (Report on the research on the harmonization of disability definitions and classifications has been finalised). Phase 2: Development of disability statistics framework is currently underway. 	
Programme 3: Population and Social Statistics	Disability Advisory Group (DAG)	<ul style="list-style-type: none"> Terms of reference have been drafted and awaiting for approval during the inception meeting. Invitation/appointment letters to serve on DAG have been sent to: <ul style="list-style-type: none"> Academia (5 institutions + 1 	

		<p>research council)</p> <ul style="list-style-type: none"> • Disability sector (4 representatives) • National departments <p>Outstanding letters</p> <ul style="list-style-type: none"> ✓ Provincial representation ✓ Local government 	
	Establishment of the Regional Group on Disability Statistics for English Speaking Countries in Africa	<ul style="list-style-type: none"> • Terms of reference have been drafted and will be presented in the inaugural meeting for approval by member countries. • Invitation letters to National Statistics Offices (NSOs) for the inaugural meeting have been sent. 	

STATS SA: Fieldworkers for Post Enumeration Survey (PES) have been trained on how they should approach and collect data from the households that are headed by persons with disabilities.

Gauteng DSD Provincial Government

- Disability mainstreaming capacity building initiatives for Departmental officials:
- Annual training on Disability Management in the Public Service through National School of Government (NSG)
- Presentations of disability related topics in Departmental Webinars/ meetings/workshops
- Presentations of disability mainstreaming mandates during Strategic Planning and M&E reporting workshops for DSD and NPO officials
- Dissemination of relevant disability related topics via Departmental Internal Communications platform.
- Review and provide input to existing and newly developed Departmental policies to include disability imperatives.

3.3 COVID-19 INTERVENTIONS

Department of Basic Education

Support to 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 has close captions and training materials complementary to the video. Furthermore, PDF copies with pictures and word document for screen readers and braille printing is 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.

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 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 in review, the directorate established a task team which consists 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.

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
- SSRC- centre of excellence
- Hostels-challenges

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.

Response to COVID-19

- Reprioritised portion of LSPID Conditional Grant funding in compliance with regulations and requirements of management of COVID-19.
- Procurement of:
 - Thermometers;
 - Masks;
 - Consumables; and
 - Technology to enable remote learning and access to therapy.

Developed *Guidelines for Healthcare and Social Service Professionals in the Department of Basic Education on the Coronavirus (COVID-19) Outbreak in South Africa*.

- Developed guidelines to support schools with:
- Deaf learners;
- Blind and partially-sighted learners;
- Autistic learners;
- Learners with epilepsy;
- Learners with intellectual disabilities; and
- Learners with physical disabilities.

Department of Public Service and Administration

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 should ensure 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 should consider the nature of the 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 should 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 retain the legal responsibility to determine workplace requirements and for ensuring 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

Department of Public Works and Infrastructure

Circular No 05 of 2021 (State Of Disaster Covid-19: Public Service Adjustments to Risk Adjusted Level 4 Regulations)

DPWI Remote working arrangements circular as per DPSA regulations:

- Conducted a COVID-19 Disability Inclusive Workplace with DPWI Health and Safety Committees and Equity & Disability Committees members.
- To ensure compliance as per circular in terms of leave management, adequate resources are provided as per requirement to work remotely and rotation schedule for social distance purposes.

- Equity and Disability Committee members were the officials who were determining whether all employees with disabilities were catered for in all regional offices.

Department of Mineral Resources and Energy

- Steering Committee established
- Compliance officer appointed
- PPE's provided to all employees
- COVID 19 related leaves were administered

The DMRE's Covid-19 interventions dating from April to June 2021 has not been disaggregated into following a specific designate group but rather focuses on the entire Departmental workforce in general.

- Steering committee meets regularly
- All cases are reported to the compliance officer
- Sanitizers are placed in strategic places and Employees have been provided with face Cloth and hand sanitizer.
- 10 days to quarantine are provided to all employees that are reportedly diagnosed with or in close contact of person having contracted Covid-19.
- Employee Assistance programme is observed for COVID related cases e.g. counselling.
- One person with disabilities within the Department reportedly contracted COVID-19 in the first week of June 2021 and they were afforded with 10 days quarantine period and provided counselling support through follow up calls.

Covid-19 Activities / programmes	Interventions / implementation reports	Covid-19 Activities / programmes
The DMRE focus on Covid-19 interventions	The DMRE has generally observed	The DMRE focus on Covid-19

reference disability mainstreaming.	Covid-19 intervention during quarter for all employees and without disaggregating in terms of disability mainstreaming posture.	interventions reference disability mainstreaming.
The DMRE has during this period consistently distributed awareness fliers on Covid-19 regulations / guidelines within its precinct including all of its regional offices.	The DMRE has issued regulations / guidelines for awareness campaign purposes on impact of Covid-19 for all employees.	The DMRE has during this period consistently distributed awareness fliers on Covid-19 regulations / guidelines within its precinct including all of its regional offices.
The DMRE focus on Covid-19 intervention during quarter four.	The DMRE has nothing much to report on Covid-19 intervention during quarter four – other than to continue with same activities as were observed during quarter three.	The DMRE focus on Covid-19 intervention during quarter four.
DMRE focus on Covid-19 regulations / guidelines within HQ	The DMRE has continued with publication of Covid-19 regulations / guidelines	DMRE focus on Covid-19 regulations / guidelines within

including its regional offices.	as well as targeting its regional offices during quarter four.	HQ including its regional offices.
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Department of Social Development

Mitigating Covid-19 circumstances with regards to Persons with disabilities in DSD funded facilities and centres. We issued directions /regulations on the prevention, containment and management of Covid-19 in Residential facilities, Protective workshops and Respite care facilities. We further developed an easy read SOP on the prevention, containment and management of Covid-19 in day care centres for children with disabilities. This translated into trained parent/families, youth with disabilities and centres on the SOP. Further training of Social Workers working with Persons with disabilities, parents & care givers and Youth with disabilities - will be facilitated jointly with JICA.

SARS

SARS COVID-19 Guidelines for high risk employees

- 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 on the use of and purchasing tools that would promote smooth conversation and reasonableness in all circumstances.
- Improvement on the IT related services in fast-tracking reasonable accommodation within the Covid-19 scenario to allow service flow to clients.

- Continuous engagement and consultation with different stakeholders in realisation of any other measures that needs to be placed to assist our clients with disabilities.

Department of Small Business Development

Covid-19 Activities / programmes	Interventions / implementation reports
Announced Covid-19 economic relief benefits to the small businesses	The Department of Small Business Development Portfolio has not receive applications from enterprises owned by persons with disabilities for this intervention

The National School of Government

Covid-19 Activities / programmes	Interventions / implementation reports	Covid-19 Activities / programmes
Provided reasonable accommodation to employees with disabilities	<p>The NSG has 5 employees with disabilities who are accommodated through the Policy on Reasonable Accommodation and Assistive Devices. These employees are accommodated as follows:</p> <ul style="list-style-type: none"> - All employees with disabilities are on rotation 	Provided reasonable accommodation to employees with disabilities

	- 1 employee with mobility disabilities provided with transport	
Provided reasonable accommodation for employees with co-morbidities	Eleven (11) employees were granted permission to work from home due to identified uncontrolled risks and vulnerabilities.	Provided reasonable accommodation for employees with co-morbidities
Provided reasonable accommodation to employees with disabilities	<p>The NSG has 5 employees with disabilities who are accommodated through the Policy on Reasonable Accommodation and Assistive Devices. These employees are accommodated as follows:</p> <ul style="list-style-type: none"> - 1 employee with mobility disabilities provided with transport 	Provided reasonable accommodation to employees with disabilities

South African Police Services

Safer School programmes for Special Schools	Interventions / implementation reports
Safer School programmes for Special Schools	<p>Western Cape: Safer Special Schools Program</p> <p>Seventy four (74) special schools were linked in Western Cape, other provinces submitted nil return.</p> <p>Eight (8) Safe School Programs were conducted and eight hundred and twenty (822) two were reached.</p>
Review of SAPS Integrated Action Plan for Policing of Persons with Disabilities.	<p>The SAPS Integrated Action plan for Policing of Persons with Disabilities was subjected to review process in 2021. The revised Action Plan is made up of inputs and comments from various business units within SAPS, governments departments and Civil Society Organisations. The plan was submitted for approval in 13 May 2022.</p>

Statistics South Africa

Covid-19 Activities / programmes	Interventions / implementation reports
<p>Stats SA is in full support of government plans to respond to COVID-19</p> <p>Improve the working conditions of staff members with disabilities.</p>	<ul style="list-style-type: none"> • The organisation allow a significance workforce to remain working remotely due to Covid-19 • Create a sense of connectedness among employees with disabilities

	<p>so that they must not left isolated among the rest of workforce.</p> <ul style="list-style-type: none"> • Facilitate the availability of the 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.
Stats SA work with existing information channels from DOH to disseminate vaccine information that is accessible to all staff members with disabilities	<ul style="list-style-type: none"> • Staff members with disabilities are provided with transport as per their request to vaccination centres

Tourism

Covid-19 Activities / programmes	Interventions / implementation reports
The Department of Tourism is drafting the Inclusive Communication Guidelines to assist in general inclusive communication, including sign language interpreters, accessible website and social media platforms as well as other communication products.	The draft framework for Inclusive Communication Guidelines were developed and consulted with the DMF in August 2021. The draft framework for the guidelines shall be handed over to CD: Communication for completion and implementation.

Alternate working arrangements and conditions made accessible and inclusive.	<p>The Department of Tourism follow the directions provided by DPSA in terms of vulnerable groups which includes employees with disabilities.</p> <p>Remote working tools provided to all employees although challenges exist for employees in critical services sections.</p>
Ensure disability-inclusive Occupational Health and Safety (OSH) measures.	<p>The Department of Tourism follows the directions provided by DPSA in terms of vulnerable groups which includes employees with disabilities in OHS measures.</p> <p>DMF represented in the department's OHS committee</p>

Department of Higher Education and Training

Covid-19 Activities / programmes	Interventions / implementation reports
Remote Work	Employees with disabilities are encouraged to work remotely
Covid-19 Steering Committee	Meets every week to give updates, share challenges and information on Covid-19.
Health & Wellness Unit	Provides counselling and assistance to officials who needs it, including officials with disabilities.

Gauteng Provincial Government

- NPOs where Covid-19 positive cases or deaths reported were decontaminated by Church of Scientology through the interventions of DSD to prevent the spread of Covid-19 infections
- 11 approved and verified COVID 19 information sets shared with 150 NPOs, DPOs and individuals with disabilities during the reporting period enabling NPOs to received updated approved and verified COVID 19 information to use for prevention and awareness
- Weekly collation of comprehensive statistics and status of COVID 19 at Residential facilities in the Province
- Continued telephonic support offered to NPOs in relation to the management of COVID 19 during service delivery
- Continued unblocking of challenges in the sector as they arise
- Implementation of electronic site visits as part of monitoring and evaluation at 10 NPOs during the reporting period
- Prevention and awareness programmes
- Conduct radio interviews
- Develop relevant content for discussion per quarter
- Capacity building on disability policies / programmes
- Development of Guidelines / Policy - Establish 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
- Update Disability data base and bed capacity register

GDSD COVID-19 Overall March 2020 - June 2021

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

- 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 remains imperative to uphold the rights of persons with disabilities in relation to their access to services and information.
- The Department to continue partnerships with organisations of persons with disabilities to engage on strategies that will ensure that no one is left behind.
- Render services through information channels that can be accessed by persons with disabilities.
- Ensure that all programmes to prevent and respond to GBV are inclusive of women and girls with disabilities (e.g. ensuring that information and reporting channels are available in multiple and accessible formats)
- The Department remain 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.

3.4 DISTRICT DEVELOPMENT MODEL (DDM)

Department of Basic Education

PILOT SITE	Progress reports: Disability specific ONLY	Data Disaggregation (Gender, age & Disability)
All nine provinces	3 423 learners in special care centres are using the Learning Programme for Learners with Profound Intellectual Disability	1 468 (F); 1 955 (M); Profound Intellectual Disability

Department of Mineral Resources and Energy

PILOT SITE	Progress reports: Disability specific ONLY	Data Disaggregation (Gender, age & Disability)
The DMRE	A webinar on economic empowerment and entrepreneurship workshop targeting persons with disabilities was hosted, on 13 November 2020. DMRE stakeholders (mining companies) afforded data to participants of the webinar as were provided by Disabled	There was about 67 participants (persons with disabilities) into the webinar from DPSA, but unfortunately numbers were not disaggregated in terms of gender, age and disability

	<p>People of South Africa (DPSA) Gauteng Office. Almost the entire disability sector were invited to participate in the webinar including Blind SA, Albinism South Africa, and South African National Deaf Association (SANDA). Resolution of this webinar instructed that draft terms of reference between DMRE and DPSA be developed by the first quarter of Financial year 2021. The aforesaid draft terms of reference has since been developed.</p>	
<p>The DMRE's focus on district model</p>	<p>Notably, the DMRE Minister remains champion of the countrywide district development model programme. As it were, during the first quarter of 2021 he managed to assemble an</p>	<p>For purposes of this presentation – there is nothing to report by DMRE on district development model on quarter three with specific focus on disability.</p>

	engagement with 200 mining CEOs at Bojanala District for them to impact on economic development of the area. However, the initiative progressive as it may seem, it was not disability focused rather focused on development concerns for the community broadly.	
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Department of Social Development

On the issue of consultations with the disability and parent structures, we facilitated in Q1, three dialogues with Parents of children with disabilities, children & youth with disabilities in Amajuba district.

The National School of Government

In responding to the adoption of the DDM, and in line with the legislative mandate, the NSG 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 & 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 transport

PILOT SITE: National complaints system	Mode	Progress reports: Disability specific	Data Disaggregation (Gender, age & Disability)
Western Cape Disability Network	Dial-a-Ride	Problems being collected on time and being respected as service users. Separate complaints report attached	All ages, genders and disabilities.
Person with an ambulant disability	TBS/A re Yeng. Pretoria	Unfair treatment and refusal of service. Complaints included in Annual report attached	Male, 20-30.

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.
- d) Department Small Business Development must ensure that entrepreneurs with disabilities are prioritised in all government procurement opportunities
- e) All provincial and local government 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 of/for persons with disabilities which are under distress due to the effects of Covid-19 pandemic.

- l) The 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 the 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.

6. ACRONYMS AND ABBREVIATIONS

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

DPSA	-	Department of Public Service and Administration
DPWI	-	Department of Public Works and Infrastructure
DMRE	-	Department for Mineral Resources and Energy
DODMV	-	Department of Defence and Military Veterans
DRDLR	-	Department of Rural Development and Land Reform
DSBD	-	Department of Small Business Development
DSD	-	Department of Social Development
DTIC	-	Department of Trade and Industry and Competition
DCDT	-	Department of Communications and Digital Technologies
ECD	-	Early Childhood Development
EU	-	European Union
FOSAD	-	Forum of South African Director Generals
FSB	-	Financial Services Board
FSDR	-	Framework and Strategy for Disability and Rehabilitation
GCIS	-	Government Communication and Information System
ICASA	-	Independent Communications Authority of South Africa
ICT	-	Information and Communications Technology
IPTN	-	Integrated Public Transport Network Grant
IUDF	-	Integrated Urban Development Framework
JICA	-	Japan International Cooperation Agency
LGBTI	-	Lesbian, Gay, Bisexual, Transgender and Intersex
MMS	-	Middle Management Services
MPAT	-	Management Performance Assessment Tool
NCCC	-	National Coronavirus Command Council
NDoH	-	National Department of Health
NDOT	-	National Department of Transport
NDRM	-	National Disability Rights Machinery

NDP	-	National Development Plan
NGO	-	Non-Governmental Organisation
NHI	-	National Health Insurance
NISPIS	-	National Integrated Social Protection Information System
NSA	-	National Skills Authority
NSG	-	National School of Government
NSLA	-	National Strategy on Learner Attainment
NT	-	National Treasury
OPSC	-	Office of the Public Service Commission
PANSALB	-	Pan South African Language Board
PCC	-	Provincial Command Council
PSET	-	Post School Education and Training institutions
PEPUDA	-	Promotion of Equality and Prevention of Unfair Discrimination Act, 2000
PSS	-	Psychosocial Support programme
PWGD	-	Presidential Working Group on Disability
SABS	-	South African Bureau of Standards
SADA	-	South African Disability Alliance
SADC	-	Southern African Development Community
SAFMH	-	SA Federation for Mental Health
SAHRC	-	South African Human Rights Commission
SAJEI	-	South African Judicial Education Institute
SALRC	-	South African Law Reform Commission
SANDA	-	South African National Deaf Association
SAPS	-	South African Police Services
SAQA	-	South African Qualification Authority
SARS	-	South African Revenue Services

SASL	-	South African Sign Language
SASSA	-	South African Social Security Agency
SIAS	-	Screening, Identification, Assessment and Support
SITA	-	State Information Technology Agency
SMS	-	Senior Management Services
SRSA	-	Sport and Recreation South Africa
STATSSA	-	Statistics South Africa
TAG	-	Technical Assistance Guidelines
TEIT	-	Teacher Education for Inclusive Teaching Project
UNCRPD	-	United Nations Convention on the Rights of Persons with Disabilities
UNDP	-	United Nations Development Programme
UN OHCHR	-	United Nations Office of High Commissioner for Human Rights
UNPRPD	-	UN Partnership to Promote the Rights of Persons with Disabilities
WPRPD	-	White Paper on the Rights of Persons with Disabilities

7. ANNEXURES

- Reporting Template (PowerPoint) – Annexure A
- Integrated reporting template – Annexure B