

DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES

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**STATUS REPORT
ON
COMPLIANCE WITH NATIONAL AND INTERNATIONAL
OBLIGATIONS FOR THE RIGHTS OF PERSONS WITH
DISABILITIES**

**(SEVENTH ANNUAL PROGRESS REPORT ON THE IMPLEMENTATION OF THE
WHITE PAPER ON THE RIGHTS OF PERSONS WITH DISABILITIES COVERING THE
2022-2023 REPORTING PERIOD)**

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FORWORD BY THE MINISTER

As we move forward in the 21st century, it is imperative that we ensure full participation and inclusion of all members of society, especially persons with disabilities. The White Paper on the Rights of Persons with Disabilities represents a significant step towards realizing this goal, providing a comprehensive framework for ensuring the rights and dignity of persons with disabilities are upheld in all aspects of life.

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) serves as a guiding beacon, outlining the fundamental rights and principles that must be upheld to ensure the full inclusion and participation of persons with disabilities in society. It is not merely a document to be ratified and shelved, but a blueprint for action and transformation.

One of the key pillars of the White Paper and the UNCRPD is the principle of universal design. Universal design goes hand in hand with universal access. It is about creating environments, products, and services that can be accessed, understood, and used by all people, regardless of their abilities or disabilities. By embracing universal design principles, we not only remove physical barriers but also foster a culture of inclusivity and equality.

Social protection is another vital aspect addressed in both the White Paper and the UNCRPD. Persons with disabilities are often disproportionately affected by poverty, exclusion, and discrimination. It is our moral and ethical duty to ensure that they have access to the support and resources they need to live dignified and fulfilling lives. This includes access to healthcare, education, employment, and social services, as well as the provision of adequate financial assistance and social security.

Job creation and employment opportunities are essential for promoting the independence and economic empowerment of persons with disabilities. Yet, despite their abilities and talents, persons with disabilities continue to face significant barriers to employment, including discrimination, lack of accessibility and limited opportunities for skills development. It is imperative that we break down these barriers and create inclusive workplaces that value diversity and provide equal opportunities for all.

Climate change disproportionately affects persons with disabilities due to their increased vulnerability to environmental hazards and limited access to resources and support systems. Extreme weather events, rising temperatures and natural disasters can exacerbate existing health conditions, mobility challenges and economic disparities among this population. Moreover, inadequate infrastructure and emergency response mechanisms often fail to accommodate their specific needs, leaving them more exposed to risks and less capable of coping with the impacts of climate change. Addressing the intersection of climate change and disability requires inclusive policies, accessible adaptation measures and active participation of persons with disabilities in decision-making processes. By incorporating their perspectives and experiences, society can develop more effective strategies to mitigate the adverse effects of climate change and promote resilience among the most vulnerable communities.

Implementing the White Paper on the Rights of Persons with Disabilities and complying with the UNCRPD requires a concerted effort from government, civil society, the private sector and individuals alike. It requires not only legislative and policy changes but also a shift in attitudes and perceptions towards disability. It requires us to challenge stereotypes, dismantle prejudices, and embrace the diversity of human experience. But above all, it requires political will and commitment. As Minister in the Presidency at the Department for Women, Youth and Persons with Disabilities, I am fully committed to championing the rights of persons with disabilities and ensuring that the principles outlined in the White Paper and the UNCRPD are translated into concrete actions and outcomes. I call upon all stakeholders to join hands in this endeavour, to work together towards a future where persons with disabilities are valued, respected and fully included in all aspects of society.

In closing, let us remember that the true measure of a society's progress is not how well it caters to the needs of the privileged few, but how it uplifts and empowers the most vulnerable among us. Let us strive for a future where the rights of persons with disabilities are not just recognized on paper, but fully realized in practice. Together, let us build a more inclusive and equitable world for all, leaving no one behind.

Dr Nkosazana Dlamini Zuma, MP
Minister in the Presidency
The Department for Women, Youth and Persons with Disabilities

OVERVIEW BY THE DEPUTY MINISTER

Through the Department of Women, Youth and Persons with Disabilities (DWYPD), South Africa continues to track and monitor progress of the implementation of its national policy entitled, the White Paper on the Rights of Persons with Disabilities (White Paper). The white paper obligates government departments and civil society to mainstream disability into all policies and programs. Strategies are being implemented to ensure that there is a minimum of 7% representivity and inclusion of persons with disability across all sectors of society by 2030.

The White Paper is precursory to the development of national legislation which will domesticate the UN Convention on the Rights of Persons with Disabilities and its Optional Protocol, ratified without reservations by South Africa in 2007. The south African Law Reform commission (SALRC) is finalising the Consultation Paper which will be released for public comments soon. The WPRPD Implementation Matrix comes with embedded mechanisms to hold reporting Departments to account through milestones that are set in a progressive manner, until their full implementation by 2030.

In 2017, Cabinet endorsed the government-wide disaggregation of data sets by disability, gender and age. In 2018, Cabinet approved the disability mainstreaming of the MTSF and APPs. Against this background, one is concerned with the inert pace by which inclusion and mainstreaming of disability is being addressed, with initial milestones having fallen behind their implementation period. My department has embarked on various interventions to support the implementation of the WPRPD, including the mainstreaming of the MTSF 2019 – 2024. We will ensure that the next administration provides an opportunity to ensure that disability mainstreaming is embedded in national planning, budgeting, implementation and reporting.

Moreover, in its efforts to harmonize international and national disability rights instruments, South Africa has also developed a national disability rights results based monitoring tool to assist with effective data collection and data management.

The main step change in access to digital technology in South Africa is that previously disability was looked at from an accessibility angle only, however, with the release of the 4th Industrial Revolution Report in 2019, persons with disabilities are part of the vulnerable groups who must be prioritized in terms of digital inclusion. Technology is being used to empower persons with disabilities with an aim to bring about socio-economic transformation in the country, as it assists with removing barriers and enhances equal access and participation.

South Africa developed a digital economic strategy to promote the participation of all citizens in the digital economy, including persons with disabilities. Focus is being given to digital inclusion in terms of the learning, living, play and work environments to ensure that persons with disabilities are able to access and participate in all. The aim is to digitize South Africa in terms of government, private sector and society, leaving no one behind.

Also transformation in our employment sector through different incentive measures are promoting and encouraging the public and business sector to increase their target of

employment of Persons with disabilities and to focus on the population of Persons with disabilities who have been excluded within the employment sector such as persons who are deaf, persons with psychosocial/intellectual disabilities. Through the department of employment and labour higher education, SETAs. Through funding and capacity training, training is provided to Organisations of People with Disabilities and the Non-Governmental Organisations with an aim to empower Persons with disabilities and create sustainable service delivery towards underrepresented groups.

I need not forget the huge achievement for persons with disabilities within the current administration, by adopting the South African Sign Language as the twelfth constitutionally recognised Official language. This gives the deaf community direct access to much needed information and communication. More importantly, it deepens government's efforts to the promotion, protection, upholding and fulfilling the rights and freedoms of the Deaf community.

I call on all Government Departments to join in on the efforts to mainstream and include programmes that will benefit persons with disabilities – together caring for the vulnerable groups!

Ms Nokuzola Gladys Tolashe, MP
Deputy Minister in the Presidency
Department for Women, Youth and Persons with Disabilities

MESSAGE FROM THE DIRECTOR-GENERAL

In our journey towards achieving the National Development Plan Vision 2030, it is essential that we prioritize the rights and inclusion of persons with disabilities. The White Paper on the Rights of Persons with Disabilities serves as a roadmap for this endeavour, outlining the necessary steps to ensure that persons with disabilities are fully integrated into all aspects of society. However, mere acknowledgment of the paper's importance is not enough; it requires meticulous planning, adequate resourcing, diligent implementation and rigorous monitoring to translate its principles into tangible outcomes.

Planning is the cornerstone of any successful endeavour, and the implementation of the White Paper is no exception. It requires careful consideration of the unique needs and challenges faced by persons with disabilities, as well as the identification of strategic objectives, targets and timelines. Effective planning ensures that resources are allocated efficiently and that efforts are focused on areas where they can have the greatest impact.

Resourcing is another critical aspect of realizing the objectives set forth in the White Paper. Adequate funding and investment are essential to support the development and implementation of programs and initiatives aimed at promoting the rights and inclusion of persons with disabilities. This includes funding for accessibility measures, education and training programs, employment support services, healthcare facilities and social protection schemes. Without sufficient resources, the goals outlined in the White Paper will remain elusive.

Implementation is where the rubber meets the road. It requires a coordinated effort across government departments, civil society organizations, the private sector and other stakeholders to turn policy into practice. Implementation involves enacting legislation, developing policies and guidelines, establishing institutional mechanisms and delivering services that promote the rights and well-being of persons with disabilities. It also requires fostering partnerships and collaborations to leverage expertise and resources effectively.

Monitoring and evaluation are essential to ensure accountability and measure progress towards the goals set out in the White Paper. Regular monitoring allows us to track the implementation of policies and programs, identify gaps and challenges and make necessary adjustments to ensure that we stay on course. It also enables us to assess the impact of our efforts and identify best practices that can be replicated and scaled up.

The State bears a fundamental responsibility for upholding the rights of persons with disabilities and ensuring their full inclusion in society. This includes not only enacting and enforcing laws and policies but also providing the necessary resources and support to make those rights a reality. The State must be held accountable for its actions (or inaction) in this regard, and mechanisms for accountability must be established and enforced.

In conclusion, realizing the objectives outlined in the White Paper on the Rights of Persons with Disabilities requires a coordinated effort from all stakeholders. It necessitates careful planning, adequate resourcing, diligent implementation and rigorous monitoring. It is only through collective action and unwavering commitment that we can build a more inclusive and equitable society for persons with disabilities, in line with the vision set forth in the National Development Plan Vision 2030.

Adv. Mikateko Maluleke
Director-General
The Department for Women, Youth and Persons with Disabilities

EXECUTIVE SUMMARY

The White Paper on the Rights of Persons with Disabilities (WPRPD), with its Implementation Matrix, was approved by Cabinet on 9 December 2015 and launched on 10 March 2016. This policy framework gave credence to the provisions of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). To capture the essence of the UNCRPD, the WPRPD entrenches nine strategic pillars, against which departments are supposed to demonstrate the extent to which mainstreaming and inclusion are being achieved. The following are the nine pillars as encapsulated in the report:

* Pillar 1: Removing barriers to access and participation. This directs for changing attitudes and behaviour; access to the built environment; access to transport; access to information and communication; universal access and design; and reasonable accommodation measures.

* Pillar 2: Protecting persons with disabilities at risk of marginalisation, which directs for the protection of the rights to life; equal recognition before the law; access to justice; and freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse.

- * Pillar 3: Supporting sustainable integrated community life, by building a socially cohesive communities and neighbourhoods; building and supporting families; accessible human settlements/neighbourhoods; access to community-based services supporting independent living; and protection during situations of risk and disaster.
- * Pillar 4: Promoting and supporting the empowerment of persons with disabilities through early childhood development; lifelong education and training; social integration support; access to healthy lifestyle; and supported decision-making.
- * Pillar 5: Reducing economic vulnerability and releasing human capital which will be achieved by providing for disability, poverty, development and human rights; access to decent work and employment opportunities; persons with disabilities as owners of economy; and by reducing the cost of disability for persons with disabilities and their families.
- * Pillar 6: Strengthening the representative voice of persons with disabilities by strengthening access and participation through self-representation; recognition of representative organisations of persons with disabilities; strengthening the diversity and capacity of DPOs and self-advocacy programmes; public participation and consultation programmes; and self-representation in public life.
- * Pillar 7: Building a disability equitable state machinery through a disability equitable planning, budgeting and service delivery; disability equitable evidence informing policy and programme development; public procurement and regulation; capacity building and training; and strengthening accountability.
- * Pillar 8: Promoting international cooperation and
- * Pillar 9: Institutional arrangement.

In accordance with the WPRPD, all Departments (national and provincial), Regulatory Authorities and Agencies need to play some role in ensuring disability inclusion and mainstreaming. For other policy directives, the Departments, Authorities and Agencies assume a supporting role, whilst with others they assume a leading role.

Through this reporting process, Government affirms its intentions to ensure that the UNCRPD is being implemented in the country. Moreover, these reports provide critical insights to the United Nations Committee on the Rights of Persons with Disabilities on the extent to which the UNCRPD is being implemented in response to the concluding

observations. This is also vital to make sure that procurement and employment equity targets are monitored and constantly revised to meet the demands of the National Development Plan (2030).

ACRONYMS

4IR	Fourth Industrial Revolution
AI	Artificial Intelligence
AIDS	Acquired Immune Deficiency Syndrome
APP	Annual Performance Plan
COGHSTA	Department of Cooperative Governance, Human Settlement and Traditional affairs
CSC	Community Service Centre
CSD	Central Supplier Database
CSPS	Civilian Secretariat for Police Services
CWP	Community Works Programme
DALRRD	Department of Agriculture, Land Reform and Rural Development
DAEARDLR	Department of Agriculture, Environmental Affairs, rural Development and Land Reform (Northern Cape)
DBE	Department of Basic Education
DCDT	Department of Communication and Digital Technology
DCoG	Department of Cooperative Governance
DCS	Department of Correctional Services
DEDAT	Department of Economic Development and Tourism
DDM	District Development Model
DFFE	Department of Forestry, Fisheries and the Environment
DHA	Department of Home Affairs
DMRE	Department of Mineral Resources and Energy
DoJ&CD	Department of Justice and Constitutional Development

DOD	Department of Defence
DoHW	Department of Health and Wellness
DoEL	Department of Employment and Labour
DOH	Department of Health
DPO	Disabled Persons Organisation
DPSA	Department of Public Service and Administration
DPWI	Department of Public Works and Infrastructure
DSBD	Department of Small Business Development
DSD	Department of Social Development
DRAM	Disability Rights Awareness Month
DR&PW	Department of Roads & Public Works
DTSL	Department of Transport, Safety and Liaison
DWYPD	Department of Women, Youth and Persons with Disabilities
EAP	Employee Assistance Program
EC-OTP	Eastern Cape Office of the Premier
ECD	Early Childhood Development
EE	Employment Equity
EPWP	Expanded Public Works Programme
FY	Financial Year
FS	Free State Province
GBVF	Gender Based Violence and Femicide
GCIS	Government Communications and Information Services
GIAMA	Government Immovable Asset Management Act
GP-OTP	Gauteng Province Office of the Premier
GPG	Gauteng Provincial Government
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology

IDP	Integrated Development Programme
IGR	Inter-Governmental Relations
JASF	Job Access Strategic Framework (for the Public Service)
LART	Learner Assessment Recording Tool
LPID	Learners with Profound Intellectual Disability
LP	Learning Programme
LSPID	Learners Severe with Profound Intellectual Disability
LTP	Let's Talk Parents
MOA	Memorandum of Agreement
MS	Mark Schedule
MP	Mpumalanga Province
NC-OTP	Northern Cape Office of the Premier
NDMC	National Disaster Management Committee
NDoT	National Department of Transport
NEF	National Empowerment Fund
NGO	Non-Government Organization
NT	National Treasury
NPO	Non-Profit Organization
NW	North-West
OHS	Occupational Health and Safety
OSPD	Office on the Status of Persons with Disabilities
OTP	Office of the Premier
OP	Operational Plan
OPDs	Organisations of and for Persons with Disabilities
PED	Provincial Education Department
PHD	Provincial Health Department
RC	Report Card
SALGA	South African Local Government Association

SANAC	South African National Aids Council
SANDA	South African National Deaf Association
SAPS	South African Police Service
SARS	South African Revenue Services
SASL	South African Sign Language
SASSA	South African Social Security Agency
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency
SLI	Sign Language Interpretation
SMME	Small, Medium and Micro Enterprises
SSRC	Special School Resource Centre
SOPA	State of the Province Address
STEAMIE	Science, Technology, Engineering, Arts, Mathematics, Innovation and Entrepreneurship
UDS	United Disability for Sustainability
UIF	Unemployment Insurance Fund
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
UNISA	University of South Africa
VIRECOM	Video Relay Communication
WPRPD	White Paper on the Rights of Persons with Disabilities
WC	Western Cape
YNEET	Young people in Employment and Education and Training

1. INTRODUCTION

1.1 PURPOSE

In 2015, Cabinet directed the department responsible for national disability coordination to provide updates on progress made on the implementation of the WPRPD on an annual basis. Gathered from previous Annual Progress Reports, it continues to be evident that there are serious compliance challenges overall in terms of disability-inclusion in majority of departmental strategies and annual performance plans (APPs). For this reason, the purpose for this Seventh Annual Progress Report on Compliance with National and International Obligations for the Rights of Persons with Disabilities is:

First, to provide updates on inclusion and mainstreaming of disability rights in programmes of all reporting departments, agencies and Regulatory Authorities;

Second, to ensure disability-responsive planning, budgeting, monitoring and evaluation, reporting and coordination as we move forward; and

Third, predicated on challenges identified by individual Departments, Agencies and Regulatory Authorities, to provide recommendations to improve inclusion and mainstreaming of the rights of persons with disabilities.

1.2 REPORTING PERIOD

Like all its predecessors, this Seventh Annual Progress Report on compliance with National and International Obligations for the Rights of Persons with Disabilities seeks to gather and track information about the progress made by various Departments, Agencies and Regulatory Authorities for the 2022-2023 financial year.

1.3 FOCUS

This Seventh Annual Progress Report focuses on the annual performance of Departments, Agencies and Regulatory Authorities on inclusion and mainstreaming of the rights and programmes benefiting persons with disabilities as outlined in the pillars and policy directives of the White Paper on the Rights of Persons with Disabilities (WPRPD).

1.4 PROCESS FOLLOWED WHEN COMPILING THE SEVENTH ANNUAL PROGRESS REPORT

Information included in this report was obtained from national government departments and Offices of the Premier. Requests for information on progress made by reporting institutions were sent out to all national departments and Offices of the Premier during October 2022 and May 2023 at consultative meetings convened by the DWYPD and then again in July through DG-to-DG letters sent by the DWYPD to all national government departments and Offices of the Premier who could not submit their progress reports as per the initial communication and consultations.

Departments, Offices of the Premier and Disabled Peoples Organisations were further given the draft Seventh annual report and a template to submit their progress reports to strengthen the Draft Status Annual Report on Compliance with National and International Obligations for the Rights of Persons with Disabilities by the 15th of November 2023. Some Departments submitted, but still others did not. Information received at this point was incorporated into the second draft. To conclude the process, a Validation Workshop was convened virtually on 08-09 February 2024, which was attended by approximately 138 participants from different Departments, Offices of the Premier and organisations for and of persons with disabilities. Further information was provided at the meeting and the Report was accordingly unanimously validated at the workshop, with the proviso that outstanding information will be submitted to the DWYPD on or before 16 February to be incorporated into the Report. All information that was provided by 16 February 2024 has been included in the contents of this annual progress report.

1.5 DEPARTMENTS AND OFFICES OF THE PREMIER REPORTING ON THE IMPLEMENTATION OF THE WPRPD

All national departments and Offices of the Premier are expected to implement the WPRPD policy directives, guided by specific milestones. It is against this background that the DWYPD is required to obtain information that will be used to provide some understanding on the extent to which various departments are performing against these policy directives and milestones contained in the WPRPD Implementation Matrix. To date, the following national government departments and offices of the premier have provided the DWYPD with performance information relevant to the WPRPD. It must be borne in mind that the quality and quantity of information of each reporting institution differed from one to the other,

and further departments have been identified in the WPRPD to implement the pillars and policy directives in the WPRPD in accordance with the Implementation Matrix.

Refer to the table below which includes the names of reporting institutions that provided progress reports to the DWYPD in green in the left column and reporting institutions that did not provide information in red in the right column.

List of reporting institutions

Departments & OTPs who submitted			Departments & OTP who did not submit
National Departments			
1.	Department of Basic Education	1.	South African Social Security Agency
2.	Department of Civilian Secretariat for Police Services	2.	Department of International Relations and Cooperative
3.	Department of Corporative Governance	3.	Department of Trade, Industry and Competition
4.	Department of Home Affairs	4.	Statistic South Africa
5.	Department of Higher Education and Training	5.	Department of Human Settlements
6.	National Treasury	6.	Department of Public Enterprises
7.	Department of water and Sanitation	7.	Department of Military Veterans
8.	National School of Government	8.	Office of the Chief Justice
9.	Department of Tourism	9.	Department of Mineral Resources and Energy
10.	Department of Public Works and Infrastructure	10.	Department of Police
11.	Department of Mineral Resource and Energy	11.	Independent Police Investigation Directorate
12.	Department of Health	12.	State Security Agency
13.	Government Pension Administration Agency	13.	Parliament
14.	Department of Correctional services		
15.	Department of Defence		
16.	Department of Forestry, Fisheries and the Environment		
17.	South African Revenue Services		
18.	Department of Employment and Labour		

19.	Department of Agriculture, Land Reform and Rural Development		
20.	South African Police Services		
21.	Department of Communication and Digital Technologies		
22.	Department of Justice and Constitutional Development		
23.	Department of Women Youth and Persons with Disabilities		
24.	National Department of Transport		
25.	Department of Public Services and Administration		
26.	Government Communications and Information System		
Provincial Departments			
27.	North-West Office of the Premier	14	Mpumalanga Office of the Premier
28.	Limpopo Office of the Premier	15	KwaZulu-Natal Office of the Premier
29.	Gauteng Office of the Premier		
30.	Eastern Cape Office of the Premier		
31.	Free State Office of the Premier		
32.	Western Cape Office of the Premier		
33.	Northern Cape Office of the Premier		

2. PILLAR 1: REMOVING BARRIERS TO ACCESS AND PARTICIPATION

The WPRPD locates disability within a social and human rights model. The social rights model focuses on the abilities of persons with disabilities vesting them with full political, social, economic and human rights, with greater emphasis on inclusion. To this end, government must be able to facilitate inclusion of persons with disabilities through, among other things, ensuring that barriers are completely removed. This requires a change of attitudes and behaviour; providing access to the built environment; access to transport; access to information; universal access and design and reasonable accommodation. These six indicators are fundamental to life and livelihoods and are the essentials in reaffirming the constitutionally enshrined rights of persons with disabilities. It is also critical that they be instrumental in positioning and shaping the protection and promotion of their rights.

The table below contains lead departments outlined in the WPRPD responsible for indicators in this pillar. National departments that contributed to the pillar are reflected in green and national departments that did not contribute to the pillar are marked in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Social Development	Department of Social Development	Department of Sports, Arts and Culture	Department of Water and Sanitation
2. District Municipalities	Department of Public Works and Infrastructure	Department of Higher Education and Training	South African Police Services
3. Local Municipalities	National Treasury	Department of Basic Education	Department of Forestry, Fisheries and Environment
4. Department of Sports, Arts and Culture	Department of Justice and Constitutional Development	National School of Governance	Department of Small Business and Development
5. Department of Higher Education and Training	Department of Cooperate Governance and Traditional Affairs	Department of Human Settlement	Department of Defence

6. Department of Basic Education		Department of Transport	Department of Communications and Digital Technologies
7. National School of Governance		Department of Telecommunications and Postal Services	North West Office of the Premier
8. Department of Public works and Infrastructure		Department of Correctional Services	Western Cape Office of the Premier
9. National Treasury		Pan South African Board	Eastern Cape Office of the Premier
10. Department of Cooperative Governance and Traditional Affairs		South African Bureau of Standards	Northern Cape Office of the Premier
11. Department of Human Settlement		Department of Employment and Labour	Gauteng Office of the Premier
12. Department of Transport		Department of Science and Innovation	Limpopo Office of the Premier
13. Department of Telecommunications and Postal Services		Department of Public Service and Administration	Department of Tourism
14. Independent Communications Authority of South Africa		Independent Communications Authority of South Africa	
15. Department of Correctional Services		Department of Trade, Industry and Competition	
16. Pan South African Board		All Regulatory Institutions	
17. South African Bureau of Standards			

18. Department of Employment and Labour			
19. Department of Science and Innovation			
20. Department of Public Service and Administration			
21. All Regulatory Institutions			
22. Department of Justice and Constitutional Development			
23. Department of Trade, Industry and Competition			

2.1 Indicator 1.1: Changing attitudes and behaviour.

People's negative attitudes, misperceptions, stigma and stereotypes have proven to be major barriers experienced by persons with disabilities. To redress this problem, programmes and campaigns have been developed to remove these barriers.

The South African Police Service (SAPS) conducted capacity building sessions in all nine provinces on the Guidelines for Policing Persons with Disabilities. There were 415 officers reached through this programme. Training on disability management was provided to 681 line managers and disability focal persons

Additionally, the Department of Defence (DOD) conducted several campaigns, including seminars, about disability and presentations on the UNCRPD. The DOD profiled SA Army members with disabilities to empower them by making provision towards their special needs

and requirements through disability disclosure, accessibility, functional/promotional courses, ETD courses, studying at state expenses, reasonable accommodation, re-skilling provision of sign language interpreters, braille, computer software, curumus association membership and sports and recreation.

Fifty offenders benefited from programmes like substance abuse; life skills; marriage and family care; supportive services; trauma counselling; assessment; depression; and sexual offender treatment that were offered by the Department of Correctional Services (DCS). The DCS continued to conduct training for officials on the approved Social Work, Offenders with Disabilities and Youth Policies and Procedures from 05 to 07 November 2022 to improve service delivery.

The Department of Fisheries, Forestry and the Environment (DFFE) conducted awareness-raising workshops on disability disclosure and disability prescripts during the induction of new employees who were appointed during the reporting period. Further, DFFE internal disability disclosure campaigns sought to encourage employees to disclose their disabilities to ensure that they were reasonably accommodated at the workplace.

The National Treasury (NT) held a disability awareness disclosure campaign to benefit all employees through support necessary for persons with disabilities who are known to the Department. Furthermore, the NT provided training to the Transformation Committee in understanding the needs of persons with disabilities and how to provide necessary support.

The Western Cape Department of Health and Wellness (DoHW) held a disability disclosure campaign on 2 December 2022 to raise employee disability awareness and to examine fears and prejudice around disability. They also hosted a disability awareness webinar themed “Parenting a child living with disability” which was attended by nineteen individuals. A mental health wellness event was held in February 2023, focusing on how mental health is related to mental illness and more importantly, how to eliminate stigmatisation of mental illness.

The South African Revenue Service (SARS), together with SAPS, commemorated and supported casual-day, disability rights awareness month and the National Day of Persons

with disabilities. There were 2749 SAPS employees reached through these programmes. To commemorate the 2022 disability month, the Western Cape (WC) SARS office held a Disability Rights Awareness Month (DRAM) event under the theme “Sustainably building back better barrier-free SARS” in collaboration with the Gender Equality and Persons with disabilities Unit. The SARS also adopted a mental health and wellness campaign as an ongoing intervention, which was to create meaningful and sustainable inclusion of employees with disabilities. The SARS went to the WC on a fact-finding mission to meet with employees with disabilities and their line managers, including key strategic stakeholders, to understand better their barriers and challenges hindering their productivity and wellbeing. The SARS developed and introduced a glossary of terminology and acceptable terms document for internal consultation.

The Government Communications and Information Systems (GCIS) crafted monthly disability sensitisation messages which were communicated through its internal communication platforms to create disability awareness and eliminate stigmatisation and discrimination on the basis of disability. These messages were communicated to the nine provinces, Head Office and Parliament. Its various communication platforms like the Vukuzenzele newspapers, SA news, and Public Sector magazines have incorporated disability issues.

The Department of Justice and Constitutional Development (DoJ&CD) conducted Disability sensitisation workshops at 70 courts to train officials and senior managers on how to provide reasonable accommodation for members of the public attending their courts and service points.

The Department of Small Business Development (DSBD) conducted eight awareness raising campaigns for persons with disabilities that reached 336 attendees.

The Department of Communication and Digital Technologies (DCDT) developed a National Digital and Future Skills Strategy which was approved by Cabinet in 2020. This provided a framework for the prioritisation of critical digital and future skills as well as ensuring coordinated and integrated implementation across government in various sectors.

To address attitudinal change in provinces, the Offices of the Premier (OTPs) played an essential role in support of persons with disabilities. The Gauteng OTP conducted various knowledge and awareness sessions in order to capacitate Gauteng Provincial Government (GPG) departments and the disability sector throughout the 2022/23 FY. This included online roadshows, social cohesion workshops during Youth Month and the hosting of the inaugural Autism Colloquium in partnership with the Gauteng Department of Education. The GPG partnered with the disability sector to host a collective of 57 events during the celebration of DRAM from 3 November 2022 to 3 December 2022.

In the Eastern Cape (EC) Province, the commemoration of the International Day of Persons with Disabilities was celebrated through the library programme for persons with disabilities which included the reading of materials by persons with visual impairments. Community dialogue on the rights of persons with disabilities and mental health issues were also held.

OBSERVATION: Eleven Departments, including provincial Departments and two Provinces, facilitated programmes that were critical in the removal of attitudinal barriers that plagued many Departments and societies by encouraging disclosure among employees; coordinating awareness raising campaigns; and disability sensitisation etc. However, taking into account the total number of National and Provincial Departments, this number is quite nominal, looking at the fact that attitude is cross-cutting

2.2 Indicator 1.2: Access to the built environment

The Department of Public Works and Infrastructure (DPWI) undertook four accessibility programme initiatives resulting in audits being coordinated on state buildings for universal access, including the audit conducted on the head office building. The department also developed a draft universal design and access plan.

The Department of Water and Sanitation (DWS) conducted two access audits at departmental buildings in the provinces of the WC and the Free State (FS).

The DOD prioritised access for persons with disabilities by auditing their buildings for accessibility. The SARS collaborated with the Corporate Real Estate Unit to ensure the provision of universal design for physical infrastructure and buildings.

For better responsiveness towards persons with disabilities, the GCIS has established a Disability Unit. The Disability Unit conducts disability access checks twice a month to ensure that there are no obstacles in the building that can hinder the free movement of persons with disabilities. The Facilities Management Unit has incorporated disability accessibility in their evacuation procedure by ensuring that Evacuation Chairs are placed on each floor next to the fire escape exits. Such chairs are used by wheelchair users during evacuations as the lift is normally not working and cannot be accessed during evacuation procedure exercises.

The majority of offices of the Department of Home Affairs (DHA) have adequate facilities to provide access for persons with disabilities. The DPWI is responsible for the procurement of offices according to the Government Immovable Asset Management Act (GIAMA). The DPWI ensured that accessibility specifications were provided for during the procurement of new offices. In offices where there is non-compliance, The DPWI moved the department to more compliant offices as and when they become available.

OBSERVATION: Access to the built environment is important for persons with disabilities. This policy directive attracted information from only six Departments. All Government Departments need to make efforts to ensure that they report on the accessibility of their infrastructure.

2.3 Indicator 1.3: Access to transport

Unfortunately there was no information provided to the DWYPD on this indicator.

2.4 Indicator 1.4: Access to information and communication

The North-West Office of the Premier (NW-OTP) enhanced the use of the South African Sign Language (SASL) by providing training of SASL to officials and the appointment of a Sign Language Interpreter (SLI). The NW-OTP intends recruiting twenty SLIs more in the following reporting period.

The SARS trained 112 front line staff in basic SASL to respond to the needs of deaf clients when in contact with the offices. The SARS also partnered with a technical working group consisting of persons with disabilities for technical support and advice on the creation of accessible platforms to enhance disability mainstreaming. The SARS provided access to information for persons with disabilities to new information and communication, technology

and systems by rolling out certain programmes to support staff. This included handing out laptops and other assistive devices. The majority of printers were found to be user-friendly and accessible to both the physical and visually disabled employees.

The GCIS has made use of SLIs during Government Media Briefing sessions to ensure that deaf people access information as it happens. The Vuk'uzenzele News Papers publications are printed in brail for visually impaired readers. To ensure the empowerment of people with disabilities and that the general public is sensitised on disability issues, the GCIS covered seven disability stories in its Vuk'uzenzele publications. Through the digital media statements, the GCIS amplified content on the signing of the SASL Bill as the twelfth official language which is a milestone in the country's democracy. Furthermore, the department posted a blog by Acting Director General Ms Nomonde Mnukwa where she spoke on International Month for Deaf People. A number of disability messages are communicated through the SA News digital platform to reach out to the general public on disability matters. The GCIS also ran a total of four Albinism Awareness campaigns during the period under review.

The SAPS provided GBVF information on combatting human trafficking; breaking the silence on domestic violence; security tips for parents and children with albinism; demystifying myths about albinism; and breaking the silence on sexual offences, through alternative formatted materials such as braille and large print, and the provision of sign language interpretation services.

SAPS also piloted a Video Relay Communication (VIRECOM) system at five police stations, namely, Brooklyn, Moroka, Orange Farm, Tembisa and Johannesburg Central, to assist deaf victims and alleged deaf offenders with remote sign language interpretation services. VIRECOM is a simple but innovative technology system that allows Deaf people who use SASL to communicate instantly with hearing people through videophone, on their mobile phone, tablet or laptop, with the assistance of a SLI

The DCDT played a role in mainstreaming disability perspectives in the Information and Communication Technology (ICT) sector. The DCDT developed a Framework that is a guiding document to implement disability inclusion. Various programmes were implemented aiming for empowerment under the ICT disability inclusion. The cyber security

hub worked with the Cyber Awareness Project within the school of computing at the University of South Africa (UNISA) supported by the British High Commission Digital Prosperity Fund.

The DCDT ensured that the organisations of and for persons with disabilities were informed of the future skills and 4IR opportunities and enabled inclusion. It also hosted commissions through the ICT Disability Chamber, which focused on the pillar of access and affordability of ICTs for persons with disabilities. The Artificial Intelligence (AI) envisages the incubation of digital initiatives and emerging technology start-ups with a specific focus on the future of AI as a broad spectrum. Through this processing, the DCDT envisions a catalytical process approach that will kick-start locally developed AI spectrum which will be incorporated into the domestic and continental settings, which must focus on the application of AI to all areas, especially addressing the challenges and presenting opportunities for persons with disabilities.

The DSAC made funds available from the Community Library Services Conditional Grant to establish services for the print disabled and visually impaired readers, in new and existing community libraries for easy access to information. Libraries provided easy access to facilities for persons with physical disabilities through the construction of ramps at the entrance of the libraries, demarcated parking spaces and special ablution facilities for utilisation during their visits to the libraries.

OBSERVATION: Lack of information by a society significantly disempowers it. Citizens who cannot access information are unable to claim their right to services from government, which triggers the violation of their constitutionally protected rights. Only four Departments and one Office of the Premier made strides to provide platforms for persons with disabilities to access information. It is urgent that all Departments make efforts to introduce platforms that will make information about their services available to persons with disabilities.

2.5 Indicator 1.5: Universal access and design

The DoJ&CD is making significant strides in achieving the indicator on universal access and design. The Department had been working toward an additional 70 courts to be compliant in 2022-2023. They also developed a compliance checklist containing different compliance measures, including accessible court buildings for persons with physical

disabilities, provision of intermediaries and SLIs, directional signage, clearly marked areas that also accommodate accompanying persons or service animals and public educational materials available in alternative formats.

In the EC province, a continuous oversight programme was done through the assessment of disability compliance in police stations. The SAPS earmarked twenty police stations for accessibility-related improvements across all provinces during the 2022/2023 financial year (FY). There are 1155 police stations in South Africa, with 952 that are said to be accessible to persons with disabilities.

To make eFiling accessible, SARS introduced technical enhancement such as the migration to HTML5 forms have also enhanced the accessibility of systems to taxpayers and traders. The forms are compatible with screen reading software and enable visually impaired taxpayers and traders to interact seamlessly with eFiling and the mobiApp. The rendering of SARS letters on a flattening technology had also enabled visually impaired staff, taxpayers and traders to view these letters on mobile devices which are often preferred for interacting with persons with disabilities.

The Department of Tourism (DoT) has been working towards ensuring that all community development programmes and community facilities are accessible to persons with disabilities. 25% of existing facilities are retrofitted to comply with minimum norms and standards. The infrastructure maintenance programme entailed the maintenance and beautification of infrastructure, including improving the universal accessibility of the parks. The SANParks Infrastructure Maintenance Programme was implemented in 19 national parks and ended on 31 March 2023.

The DoT is currently busy with the maintenance of twenty-five projects in the five provinces, namely: Limpopo, Mpumalanga, Western Cape, Eastern Cape and Free State. The infrastructure maintenance programme aims at refurbishing tourism assets, increasing visitor experience, supporting the sustainability of tourism attractions and providing employment opportunities, including improving universal accessibility.

OBSERVATION: Universal design and access should be embedded in all programmes and products. All Departments, when developing programmes, should make this a non-

negotiable element of the programmes. The fact that only three Departments and one Province had made input to this policy directive is a worrying phenomenon.

2.6 Indicator 1.6: Reasonable accommodation measures

The Department of Public Service and Administration (DPSA) supported other departments with the implementation and interpretation of the Policy on Reasonable Accommodation and Assistive Devices (PRAAD) for Employees with Disabilities in the Public Service as and when required. Annually at the end of April, through the submission of Job ACCESS Strategic Framework on the Recruitment, Employment and Retention of Persons with Disabilities in the Public Service, departments give information on the provision of reasonable accommodation and assistive devices, types of devices, cost of devices and the amount spent on making buildings accessible for persons with disabilities.

During the Disability Summit hosted by the Department of Water and Sanitation (DWS) from 7th to 9th December 2022, DPSA presented on PRAAD and shared best practices of functionality of Disability Forums. The DPSA also conducted workshops on transformation issues for the Department of Science and Innovation (DSI) on 24 March 2023 and 31 March 2023.

As a reasonable accommodation measure, SARS developed a Disability Champions Reasonable Accommodation Document Research and Development which, at the time of compiling this report, was still at an advanced consultative phase. The SAPS introduced SAPS3M (A) and SAPS3M (B) forms to ensure the provision of reasonable accommodations to both the victim and the offender with a disability.

The GCIS implemented a Job Access Strategic Framework Implementation Plan. The focus was on empowering women, employees with disabilities, creating awareness on GBVF and promoting reasonable accommodation for employees with disabilities.

According to the DoJ&CD, courts must have a Reasonable Accommodation Coordinator and a nominated scribe who will coordinate requests relating to reasonable accommodation and processing of court-related documents. The NT provided reasonable accommodation to all its employees with disabilities.

The DSAC makes provision for reasonable accommodation for its employees. Employees with disabilities are assisted through Programme 1 in accordance with the departmental Policy on Reasonable Accommodation and Assistive Devices, ranging from Sign Language Interpreting services, to hiring automatic vehicles instead of manual vehicles, where necessary. Employees who required braille services, were assisted with Braille Sense and mobile phone monitors, Acoustic Hoods and Zoom Text Magnifiers with Windows 10. The Programme will continue researching/benchmarking on best practices/modern trends specific to people with disabilities.

The Presidency, as a reasonable measure, provided transport to and from places of residence and work to qualifying employees with disabilities. It also provided braille materials and enlarged screens for employees who are blind, assistive devices like hearing aid for hard of hearing employees. The buildings are accessible to persons with physical disabilities through ramps, ablution facilities on each floor, lifts with braille and voice prompts and designated parking. To strengthen the use of SASL, the President and the Deputy President both use Sign Language interpretation at all their addresses.

To accommodate disability needs for employees with disabilities, GCIS provides reasonable accommodation services in the form of a transport allowance paid to employees with disabilities who cannot access public transport due to the nature of their disabilities. To date, a total of four (4) employees with disabilities are receiving transport allowance monthly to assist them with their travel to and from work. In case they experience a breakdown on their way to and from work, transport arrangements are made to assist them with transport. Procurement and maintenance of assistive devices are done to ensure that employees with disabilities have the necessary tools to function and perform their duties within the workplace. Furthermore, GCIS employed assistant physiotherapists to conduct rehabilitative massage sessions to improve the physical functionality of employees with disabilities, especially wheelchair users.

The Gauteng OTP conducted various online webinars on Reasonable accommodation in the workplace for Gauteng Provincial Government employees with disabilities. This has contributed to ensuring that employees with disabilities in GPG departments know about reasonable accommodation measures to benefit them.

The Gauteng Department of Health issued 50 654 assistive devices in the reporting period. The largest contributor was the provision of 28 495 devices, namely: Orthosis, hearing aids, wheelchairs, podiatry and prosthetics devices.

Persons with disabilities in Limpopo province have also greatly benefited from reasonable accommodation measures through the provision of orthotic, prosthetic, hearing aids, walking aids and wheelchairs. The OTP in the Northern Cape (NC) province made provision for transportation of employees to and from work as a reasonable accommodation measure.

OBSERVATION: Only nine National Departments and two Offices of the Premier through provincial Departments made efforts in providing reasonable accommodation measures for persons with disabilities. All Departments must develop and implement reasonable accommodation policies to support and optimise performance of persons with disabilities at their workplaces.

3. PILLAR 2: PROTECTING PERSONS WITH DISABILITIES AT RISK OF COMPOUNDED MARGINALISATION

Disability finds itself at the heart of intersectionality. It is the manifestation of this harsh reality that places disability in different spaces, groupings, societies and families. It requires a society rooted in Ubuntu to collectively respond to the plight of persons with disabilities. Fundamental to all is the protection of the rights of persons with disabilities by unequivocally activating the right to life; equal recognition before the law; access to justice; and freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse. All departments must coordinate efforts in ensuring that the intrinsic value of freedom and fulfilment of rights are entrenched in their programmes.

The table below contains lead departments outlined in the WPRPD responsible for indicators in this pillar. National departments that contributed to the pillar are reflected in green and national departments that did not contribute to the pillar are marked in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Social Development	Department of Justice and Constitutional Development	Department of Social Development	Northern Cape Office of the Premier
2. Department of Justice and Constitutional Development	Department of Cooperative Governance and Traditional Affairs	Department of Health	Gauteng Office of the Premier
3. Department of Health	Department of Correctional Services	Department of Transport	
4. Department of Transport	South African Police Service	Department of Home Affairs	
5. Department of Cooperative, Governance and Traditional Affairs		Department of Employment and Labour	
6. South African Police Services		Department of Public Works and Infrastructure	
7. Department of Home Affairs		Department of Basic Education	
8. Department of Employment and Labour			
9. Department of Correctional Services			
10. Department of Public Works and Infrastructure			
11. Department of Basic Education			

3.1 Indicator 2.1: The Right to Life

Safety is an immeasurable part of the life of persons with disabilities. In the Gauteng Province, 5000 E-Panic Rapid Response Panic Buttons were issued to Persons with

Disabilities and other vulnerable groups especially in TISH (Township, Informal Settlements and Hotels) areas by the Department of Community Safety.

The Department of Health (DoH) enhanced access to mental health services. The Mental Health Policy Framework and Strategic Plan 2023-2030 was developed and approved by the National Health Council. This document provides a framework for the delivery of mental health services in the country. The human resources in the public mental health services have been augmented through contracting of psychiatrists, psychologists, registered counsellors, occupational therapists and social workers to complement the already available staff who render mental health services at primary health care. Training was provided to 661 health care professionals working in district and regional hospitals to increase their skills in early identification and clinical management of mental health conditions that result in psychosocial disability.

The NC Province reported that there were 200 complaints received by the DoH regarding access to health from different district municipalities.

OBSERVATION: Only one National Government department and two Provinces provided information regarding the Right to Life. This is an inherent right guaranteed in the Constitution of the Republic of South Africa and other national and international instruments. It is important that Departments make strides in responding to this policy directive.

3.2 Indicator 2.2 Equal recognition before the law

Unfortunately no information was provided to the DWYPD on this indicator.

3.3 Indicator 2.3 Access to Justice

During the 2022/23 FY, the DoJ&CD conducted two Disability Sensitization Workshops for court officials and senior court managers and trained 140 officials. The Department also distributed information booklets converted into alternative accessible formats like braille and large print on the different services that are being offered in courts. These booklets will be provided to persons with disabilities visiting courts. Mats and water bowls for service animals have been procured and weredistributed to 65 Courts.

In the Northern Cape Province, the Department of Agriculture, Environmental Affairs, Rural Development and Land Reform (DAEARDLR) partnered with the DoJ&CD in hosting two sessions for female employees with the focus on wills and estates.

The SAPS reported that a total number of disability user friendly police stations in the fourth quarter stands at 952 (82%) total number of inaccessible police stations improved from 222 to 203 in the 4th quarter of 2022-2023. GBVF communication materials were translated into braille. Deaf Federation of South Africa (DEAFSA) continue to provide SAPS with free SLI services at every police station across the country to assist deaf victims and offenders. SAPS docket (SAPS) 3M (a) and SAPS3M (b) have been enhanced to record types of disabilities for both the victims and offenders with disability. SAPS conducted an audit on infrastructure accessibility and targeted 20 police Stations to improve accessibility for persons with disabilities by making provision for ramps and / or walk-ways, ablution facilities, parking spaces, Community Service Center Counters (CSC) and rails and signage.

The DCOG is in the process of amending the 2001 Municipal Planning and Performance Management Regulations. These Regulations provide the regulatory framework for the development and implementation of Intergraded Disability Programme (IDPs) for all municipalities. The proposed amendments require municipalities to develop IDPs that address gender equality, youth development, and protection of children, social cohesion and the rights of persons with disabilities.

The DCS supported 5 persons with disabilities with reasonable accommodation, attendance of functional/promotional courses. The number of individual cases resolved is 3 the number of individual cases referred to Services and Divisions is 2.

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

The NC-OTP convened a workshop with organisations for and of people with disabilities (OPDs) on the National Strategic Plan (NSP) on GBVF on 19 September 2022. This was in preparation for the participation of the provincial summit on GBVF and of the President.

The NC department of Health reported that the number of persons with disabilities accessing psychosocial support is 739, this was reported to the GBV Centre. However, the information is not disaggregated according to disability.

In September NC-OTP facilitated a presentation by the Albinism sector to the Council on the Provincial Action Plan. The following issues were highlighted:

- Naming and belittling the disability sector
- The role of culture in stereotypes and myths
- Discrimination leads to poverty, unemployment and illiteracy
- Research to determine the cause of killings
- Partnering with Magosi (The Chiefs)
- Engagement with traditional healers

OBSERVATION: Freedom from torture or cruel, inhuman or degrading treatment or punishment, exploitation, violence and abuse is fundamental in guaranteeing freedom and rights of persons with disabilities. National Government Departments and Offices of the premier must identify programmes and other interventions to ensure the full protection and promotion of rights.

4. PILLAR 3: SUPPORTING SUSTAINABLE INTEGRATED COMMUNITY LIFE

Disability and community life embrace each other. This inseparability is key to the social cohesion much needed for the strengthening and providing the support base for the vulnerable segments of society. It is also core to the sustainability and integration of community life and neighbourhoods. Well supported family units are key to the support and care of persons with disabilities who are integral to the family and the provision of accessible human settlements and neighbourhoods is pivotal for integrated community life.

Government plans and systems must be tailor-made to support the development of sustainable community-based services supporting independent living. Persons with disabilities must be protected from situations of risk and disaster by providing necessary support during these occurrences.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
All Departments	Department of Cooperative Governance and Traditional Affairs	Department of Human Settlement	N/A
	National Treasury	Department of Social Development	
	Department of Correctional Services	Department of Sports, Arts and Culture	
	Department of Agriculture, Land Reform and Rural Development	Department of Basic Education	
	Northern Cape Office of the Premier	Department of Higher Education and Training	
	North West Office of the Premier	Department of Health	
	Limpopo Office of the Premier	Department of Tourism	
	Gauteng Office of the Premier	Department of Small Business and Development	
		Department of Communication Digital Technologies	
		Department of Justice and Constitutional Development	
		Department of Employment and Labour	
		Department of Public Works and Infrastructure	

		Department of Public Service and Administration	
		Department of Trade, Industry and Competition	
		Department of Telecommunications and Postal Services	
		Department of Forestry, Fisheries and Environment	
		Department of Science and Innovation	
		Department of Water and Sanitation	
		Department of Transport	
		Department of public Enterprise	
		Department of Mineral Resource and Energy	
		Office of the Chief Justice	
		Department of Military Veterans	
		Department of Independent Relations and Cooperation	
		Civilian Secretariat for Police	
		Department of Defense	
		Independent Police Investigative Directorate	

4.1 Indicator 3.1: Building socially cohesive communities and neighbourhoods

In the NW province, the OTP has assigned senior managers to look at disability-specific matters relating to the District Development Model (DDM). It is anticipated that this may

make disability coordination, monitoring and planning smooth and provide for programmes that could align with social cohesion. The province made positive strides to include and mainstream disability in their educational programmes by conducting campaigns across various districts.

The Limpopo OTP coordinated social cohesion and nation-building activities, e.g. the International Day for Persons with Disabilities with an aim of showcasing their talents in agriculture and art. The Office also conducted interviews regarding the significance of braille for persons with visual impairment. Disability community Imbizos were implemented, which were led by the DPWI in Mpumalanga and Gauteng Provinces, giving persons with disabilities direct engagements with the departments for purposes of access to service delivery.

OBSERVATION: A number of Departments could play a role regarding Building socially cohesive communities and neighbourhoods. Only one National Government Department and two Offices of the Premier made some efforts in providing information regarding this policy directive. Other National Government Departments and Offices of the Premiers must identify relevant programmes to ensure inclusion and mainstreaming of persons with disabilities.

4.2 Indicator 3.2: Building and supporting families

Care facilities for persons with disabilities are important facilities for some, as this is the only residential facility they have. For this reason, empowering them is critical in support of persons with disabilities.

The EC Province undertook door-to-door visits to six families of persons with disabilities at Camama Cheshire home with a view to educating the facility about persons with disabilities. Another intervention aiming to support families was through skills development. A community skills development programme and rights of persons with disabilities were held.

3590 family members participated in family preservation services in Gauteng and 1629 members of families participated in the parenting programmes. Most importantly, fifty-seven members were re-united with their families. 179 children with disabilities were provided with foster care services whereas six children with disabilities were unified with their families.

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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

In the NC, the OTP sponsored one learner with disability to attend and participate in the athletics for the disabled in the WC province.

OBSERVATION: A number of Departments could play a role regarding Building and Supporting Families policy directive. Only three Provinces made some efforts in providing information regarding this policy directive. Other National Government Departments and Offices of the Premiers must identify relevant programmes to ensure inclusion and mainstreaming of persons with disabilities.

4.3 Indicator 3.3: Accessible human settlements/neighbourhoods

In the provision of accessible human settlements and neighbourhoods, the National Disaster Management Committee (NDMC) has partnered with Santam (an insurance provider) in supporting municipalities with disaster risk reduction and schools for children with disabilities are also beneficiaries to this programme offered by the DCoG. DALRRD assisted 63 persons with disabilities to access the Post Settlement Support and 167 for its Letsima programmes. In the Gauteng Province, the OTP facilitated the issuing of ninety title deeds to persons with disabilities in Palm Ridge.

OBSERVATION: Only two National Government Departments reported on the provision of accessible human settlements and neighbourhoods. This is an area in which a number of Departments can contribute. Departments are encouraged to identify programmes that are relevant to this policy directive to ensure disability inclusion and mainstreaming.

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

It is important for persons with disabilities to also participate in community programmes. The Department of Cooperative Governance and Traditional Affairs (COGTA) facilitates equal participation in this regard. To date the CWP has achieved a participation rate of 287 292 which far exceeds the Annual Performance Plan target of 250 000. The participation of persons with disabilities is at 2.5%. The Code of Conduct for Councillors was also migrated from the Local Government: Municipal Systems Act and aligned with Schedule 7 of the Structures Act, with various interventions brought into the Code. This includes the municipality's obligation to provide adequate support to cater for councillors with disabilities to participate effectively in council proceedings.

In Gauteng Province, persons with disabilities are given access to residential facilities. In the year under review, 2009 persons with disabilities were provided with homes, thereby improving their independent living. The establishment of the United Disability for Sustainability (UDS) facilitated the support for Not-for-profit organisations providing services to persons with disabilities at provincial and regional levels. 969 beneficiaries at HCBC received daily meals. In the Northern Cape, the DAEARDLR had a consultation with persons with disabilities to do a needs analysis and also donated hygiene packs and sun hats to the Centre for persons with disabilities.

OBSERVATION: Only two National Government Departments and one Office of the Premier contributed to this policy directive on Access to community-based services supporting independent living. It is important that other National Government Departments do contribute towards this policy directive.

4.5 Indicator 3.5: Protection during situations of risk and disaster

In the protection of persons with disabilities through the No Violence against Children and Women programmes, 40162 beneficiaries were reached. According to the Disaster Management Act of 2002, NT requires all disaster management plans that are developed by organs of State across the three spheres of government to consider persons with disabilities and, after this requirement was assessed, it was found to have been poorly implemented. In order to minimise risks to employees with disabilities coming to work, the NC-OTP made a provision for those employees to work from home and attend meetings via zoom.

The Department of Cooperative Governance (DCoG) is in the process of amending the 2001 Municipal Planning and Performance Management Regulation which will ensure the inclusion of disability perspectives in the planning stage. Realising the poorly implemented requirement to include disability in their plans, the NDMC has partnered with Santam to support municipalities with disaster reduction and response, particularly to persons with disabilities.

OBSERVATION: Only two National Government Departments and one Office of the Premier made contributions to policy directive on the Protection during situations of risk and

disaster. National Government Departments and Offices of the Premier must identify relevant programmes for the inclusion of persons with disabilities.

5. PILLAR 4: PROMOTING AND SUPPORTING THE EMPOWERMENT OF PERSONS WITH DISABILITIES

Empowering children with disabilities is an act of future necessity. It is the early childhood that brings posterity to the balance. This can only be achieved through equitable access to ECD programmes and facilities; quality inclusive lifelong education and training system; social integration support; and access to healthy lifestyle support. It remains the mandate of government to ensure systems are in place and appropriate support base is created to ensure all communities, including persons with disabilities, are empowered.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Social Development	Department of Basic Education	Department of Social Development	Department of Cooperative Governance and Traditional Affairs
2. Department of Basic Education	Provincial Education Departments	Department of Health	Department of Women, Youth and Persons with Disabilities
3. Provincial Education Departments	Department of Small Business and Development	Provincial Health Departments	Gauteng Department of Sports, Arts and Culture
4. Department of Health		Department of Home Affairs	Limpopo Office of the Premier
5. Provincial Health Departments		South African Social Security Agency	North West Office of the Premier

6. Department of Home Affairs		Department of Higher Education and Training	
7. South African Social Security Agency		Department of Higher Education and Training	
8. Department of Higher Education and Training		Department of Justice and Constitutional Development	
9. Department of Higher Education and Training		South African National Aids Council	
10. Department of Small Business and Development			
11. Department of Small Business and Development			
12. Department of Justice and Constitutional Development			
13. South African National Aids Council			

5.1 Indicator 4.1: Early childhood development

The development of a child at an early age is key for the child's growth and to enhance learning and interactive skills. Schools for children with disabilities need to be supported in developing children to their full capabilities from their earliest ages. Support is being rendered to ordinary public schools, full service schools and other special schools, special care centres and ECD centres in some provinces. According to the DBE to date, the network operator, Liquid, has supplied Information Communications Technology (ICT) and assistive devices to the 16 allocated special schools in KZN and training on ICT and assistive devices was provided. Similar projects must be rolled out throughout the country to ensure that other children do benefit from this intervention.

OBSERVATION: Early childhood development is a national phenomenon. Interventions in this regard were done in one Province only. All Provinces and relevant National Government Departments must identify their role in the area of early childhood development.

5.2 Indicator 4.2: Lifelong Education and training

The DBE conducted online monitoring of capturing of grant performance including the implementation of the Learning Programme for Learners with Profound Intellectual Disability (LPID) and on site monitoring of the implementation of the Learning Programme for LPID in eight (8) Provincial Education Departments (PEDs) and gaps which were identified and were communicated to the PEDs for their attention.

All eight (8) PEDs have been designated as resource centres (SSRCs). The data excludes FS Province. The provinces with the highest percentage of special schools as resource centres (SSRCs) are NC (100%), MP (66%) followed by WC (38%), with EC (6%) having the least percentage of SSRCs.

Province	% of Special schools serving as resource centres
EC	6%
FS	Nil report
GP	15.8%
KZN	31%
LP	29%
MP	66%
NC	100%
NW	13%
WC	38%

The DBE refined an inter-provincial presentation template in order to collect relevant information from provinces. It amended the National Terms 3 and 4 Learning Programme

Implementation Management Plan and shared it with PEDs by uploading it to the Learners Severe with Profound Intellectual Disability (LSPID) Provincial SharePoint folder.

A virtual meeting with the NGO “Autism Matters” and DBE was held on 05 May 2022 which resulted in placement of learners with autism in various schools in Provinces. The Directorate presented Q3 and Q4 Inclusive Education reports at the National and Provincial Disability Rights meeting which was held from 24-25 May 2023 on progress made on support for learners with disabilities hosted by the DWYPD.

The DBE received approval to conduct oversight visits to the following provinces: Limpopo, Mpumalanga, Western Cape and Free State. The visits coincided with the end of the implementation period of Education White Paper 6, and therefore allowing the system to take stock of achievements, gaps and areas that require strengthening. The approved Head of Department (HOD) letters, presentation templates for provinces, districts, schools and agenda items were forwarded to the provinces to enable them to prepare for the visits. Two (2) districts were selected per province for monitoring and support, and this included a visit to an ordinary public school, full-service school, special school and special care Centre. The visits were conducted to strengthen the implementation of inclusive education in all public schools.

The DSBID identified ninety-five persons with disabilities who benefited with the township and rural business-based business development interventions with further seven persons benefitting from the export development and trade facilitation programme which was facilitated by the Small Enterprise Development Agency (SEDA). Thirty-three persons with disabilities further benefited from the Incubation Programme and those assisted with productivity improvements of cooperatives were six persons with disabilities out of the total of 1013 clients. Eighteen persons with disabilities were trained on, mentorship and coaching.

The DCDT introduced the Digital and Future Skills Implementation programme which makes emphasis on the investment of time, human effort and funding in shifting the inertia that pertains the South African economy with respect to young people not in employment, education and training (YNEET), and ensuring that there is equitable access to foundational Science, Technology, Engineering, Arts, Mathematics, Innovation and Entrepreneurship

(STEAMIE) skills by persons with disabilities. The Department will inject greater relevance into the Technical and Vocational Education and Training (TVET) system towards capability building for young persons with disabilities and YNEET highlighted the following three key areas:

ShonaQuip Social Enterprises team of therapists collected data from approximately 1200 parents of children with disabilities using the Let's Talk Parents (LTP) Monitoring App. The LTP data collected over the past 2 years shows devices and education as key interest topics as well as access to public spaces and services, information about diagnosis, access to medicine, SASSA grants as key discussion points (all essentials of early identification and intervention). During the consultative process on the Draft 7th annual progress report on the WPRPD, ShonaQuipSE highlighted the following three key areas:

- 1. Early identification and intervention:** Early identification and intervention systems are likely to ensure better outcomes for children with disabilities and increase their long-term quality of life. Parents need robust socio-emotional support, information, education and access to services that will increase their parenting capacity and resilience to respond appropriately to the needs of children with disabilities. In practice we find that many parents are unable to provide resilient care as they are ill-equipped and ill-informed about their child's diagnosis, needs and potential.
- 2. Access to education: According to the Human Rights Watch report (2019),** It is estimated that between 400 000 and 600 000 children with disabilities remain out of school. Limited access to special schools and failed attempts to promote inclusive education enabling children with disabilities to attend mainstream education in their local schools has debilitating impacts on the socio-economic functioning of families as carers often have to remain home to provide full-time care and limit the economic participation of persons with disabilities.
- 3. Access to appropriate assistive devices:** The benefit of appropriate assistive devices to the health, longevity and quality of life to children and adults with

disabilities cannot be overstated. According to ShonaQuipSE families are plagued by unacceptably long waiting lists ranging between 12 months and 6 years that presents a risk of harm to the health and safety of beneficiaries, notwithstanding increased social isolation and demoralization of the family. The cost of physically accessing transport services (not welcoming or accessible) when no meaningful return is forthcoming is prohibitive and parents are forced to choose which child to invest their limited resources on. ShonaQuipSE further indicated that, there needs to be a law (not just a white paper) in place to support and protect these families to help them thrive and not just survive.

5.3 Indicator 4.3: Social integration support

In the 2022/2023 financial year, DCOG issued a circular to guide the review and updating of One Plans. The circular highlights the need to ensure that the updated One Plans takes into consideration the gender, youth and disability indicators and targets.

The DSAC facilitated several activities that benefited persons with disabilities in school sport and other related programmes. 5370 youths of which 2230 were women, and over 165 being persons with disabilities were supported through scientific and academy support services. 319 527 youths of which 176 685 were women, and 117 were persons with disabilities who participated in organised sport and active recreation events initiated or funded by the Department. 170 450 youths of which 78 707 were women and 1267 being persons with disabilities participated in school sport activities at district and national level events initiated or funded by the Department. Persons with disabilities also participate in many of the mass-participation and Active Nation programmes offered by the Department. In addition, the school sport programmes cater for learners with special educational needs. Goalball, a sport for the visually impaired, is one of the priority codes of the Department and forms part of the school sport championships. Furthermore, codes of sport focusing on persons with disabilities benefit through departmental transfer payments that are allocated to them annually. These include wheelchair basketball, wheelchair tennis and wheelchair table tennis, as well as numerous codes focusing on deaf participants.

The DSAC also ensured persons with disabilities are included in the Art Industry. The implementation of the eight Annual We Can Arts Festival, was one of the Department's contributions to supporting persons with disabilities. This is a multidisciplinary festival which creates a platform for the inclusion of persons with disabilities in all activities and services rendered by the Department. It recognises and honours persons with disabilities across the country and the activities at the festival are televised through Mzansi Magic as a national broadcast partner. During the period under review, the festival was held at the Playhouse Company in KwaZulu-Natal on 22 October 2022, with a live concert on national TV. The project enabled persons with disabilities to have access to social and economic opportunities. The artists who were recognised and honoured included Chaos Machafuko, Babsy Mlangeni, Khazozo, Pinky 1st Lady, and Sgwili, who are all persons with disabilities. Among the six Multi-year Human Language Technology projects supported, one focused on the development of South African Sign Language

The Deputy Minister of the DCS handed over revamped amenities to Ba'One Intellectual Disability Centre, in Kuruman, Northern Cape, as part of the departmental community outreach programme. Ba'One is a centre that empowers people living with intellectual disability with skills programmes in the arts sector. It is managed by retired educators who have been trained in Special Needs Education and provides various vocational skills including knitting, needlework, woodwork, paper recycling, beading, and leatherwork to mention a few. These amenities include a sports field and ablution facilities which were refurbished utilising offender labour, as well as a vegetable garden working in partnership with Old Mutual.

The DCDT established the National ICT Forum which has a disability component and comprises the ICT and Disability Chamber; Economic Chamber; Governance and Security; and social Chamber.

On the other hand, the Gauteng Department of Sport, Arts, Culture and Recreation hosted the National Deaf Championships which was held on the 25-26 March 2023 at the Kwaggasrand Special School in Pretoria where 430 people participated. They further facilitated a Deaf debate competition on 27-02-23 with the purpose of promoting SASL. As

school debates are known for promoting critical thinking, logical reasoning and interpersonal communication skills, the competition therefore aimed at enabling these learners to participate as equal citizens as learners without disabilities. A Deaf Spelling Bee competition was also held on 17-03-23 at Sizwile School for Deaf Children. The purpose of the competition was to promote literacy in the province and to also help these learners to gain competency over vocabulary to allow them to excel in reading and writing.

The Gauteng Department of Sports, Arts, Culture and Recreation reached 2251 persons with disabilities across the province participating in programmes such as Dialogues, National Days, Recreational Programmes, School Sport Programmes as well as Arts and Culture, Libraries and Heritage programmes.

5.4 Indicator 4.4: Access to healthy lifestyle support

The NC-OTP attended, participated and made inputs on the Global Action Plan on Epilepsy and other neurological disorders on 28 February 2023.

OBSERVATION: A number of National Government Departments and OTPs could have reported against this policy directive, yet only one OTP provided information, and no Department provided information. Departments and OTPs must be encouraged to identify areas wherein they can contribute.

5.5 Indicator 4.5: Supported decision-making

In 2021, the DWYPD and the South African Law Reform Commission (SALRC) released an issue paper: No 39 project 148 on the domestication of the United Nations Convention on the Rights of Persons with Disabilities for public comments. At the time of the compilation of this report, the SALRC was still busy finalizing the Consultative Paper and thus no new information regarding the progress on the development of the bill could be obtained.

6. PILLAR 5: REDUCING ECONOMIC VULNERABILITY AND RELEASING HUMAN CAPITAL

Poverty and disability are intrinsically intertwined as stated in the National Development Plan Vision 2030. It is essential for government and private sector to coordinate and collaborate in efforts in providing decent work and employment opportunities. Disability is an expensive phenomenon and the government must put interventions in place to reduce the cost of disability to support persons with disabilities and their families.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Social Development	National Treasury	Financial Services Board	Department of Fisheries, Forestry and Environment
2. National Treasury	Department of Cooperative Governance and Traditional Affairs	Department of Basic Education	Department of Agriculture, Land Reform and Rural Development
3. Financial Services Board	Department of Employment and Labour	Provincial Education Departments	South African Police Services
4. Department of Basic Education	Department of Small Business Development	Department of Health	Northern Cape Department of Agriculture, Environmental Affairs, Rural Development and Land Reform

5. Provincial Education Departments	South African Revenue Services	Provincial Health Departments	Department of Water and Sanitation
6. Department of Health	Department of Social Development	Department of Planning, Monitoring and Evaluation	Department of Tourism
7. Provincial Health Departments	Department of Women, Youth and Persons with disabilities	Department of Telecommunications and Postal Service	Department of Public Service and Administration
8. Department of Transport	Department of Transport	Department of Public Works and Infrastructure	
9. Department of Employment and Labour			
10. Department of Cooperative governance and Traditional Affairs			
11. Department of Telecommunications and Postal Service			
12. Department of Public Works and Infrastructure			
13. Department of Planning, Monitoring and Evaluation			
14. Department of Small Business and Development			
15. Department of Trade, Industry and Competition			
16. Department of Women, Youth and Persons with Disabilities			
17. South African Revenue Services			

6.1 Indicator 5.1: Disability, Poverty, Development and Human Rights

DAEARDLR distributed nourishment packs, hygiene packs and garden tools to Reach-One-Teach-One Daycare Centre in Barkley West in 2022. The Department also visited Joy Centre in Danielskuil which is a special school for children with disabilities, and the Oasis skills development special school in Upington, for a human rights outreach programme where stationary packs were donated. They also received training to up-skill them for better job prospects.

The Community Works Programmes (CWP) has become instrumental in alleviating poverty by providing income safety nets for the most impoverished, including persons with disabilities. Beneficiaries of the CWP are expected to work on the programme for two days per week.

Human rights are imperative in ensuring equality for persons with disabilities. DCoG, drawing its mandate from the Constitution of the Republic of South Africa, has a Gender-Based Violence and Femicide (GBVF) programme which is catalytic in ensuring the full promotion and protection of the rights of persons with disabilities.

The table below illustrates CWP demographics per province. Eastern Cape has the highest number of 1 181 persons with disabilities with NW totalling the lowest number of 213 of the 5 849 persons with disabilities who participated across provinces.

Province	Total Number of Youth	Youth with Disabilities	Percentage of youth with disabilities
Eastern Cape	8, 592	1,181	14%
Free State	7,142	418	6%
Gauteng	5,262	503	9.5%
KwaZulu-Natal	9,600	646	7%
Limpopo	5,919	434	7%
Mpumalanga	7,352	672	9%
Northern Cape	6,111	793	13%
North-West	6,166	213	3%
Western Cape	5,045	989	19%
Totals	61,189	5,849	9.5%

6.2 Indicator 5.2: Access to decent work and employment opportunities

The DoEL is vested with the responsibility to oversee the successful running of sheltered employment factories. In the 2022-2023 financial year, the DoEL targeted to employ 50 persons with disabilities. This target was met, thus translating to 5% of persons with disabilities for the total number of 948 appointed at sheltered and supported workshops country-wide.

The DoT created 953 temporary job opportunities, of which only thirty persons with disabilities benefited and no one was appointed for the eighty-three job opportunities created by the end of quarter 4.

The DFFE recruited sixty-one persons with disabilities during the year under review. Notably, 10 persons out of the total number of 231 beneficiaries, translating into 4, 03%, was made up of persons with disabilities.

The Presidency appointed 396 staff, of whom eleven are persons with disabilities, translating into 2,8%. Of these, six of them are females and five males, with three at SMS level, being one female and two males and the rest at lower levels.

Engagements between SARS and the disability sector resulted in the recruitment of IT graduates with disabilities and other targeted recruitment for persons with disabilities. The Civilian Secretariat for Police Services (CSP) has a 2, 04% representation of persons with disabilities in its employment. A memorandum of Understanding was signed with Organisations of persons with disabilities and adverts were sent to these organisations and those responsible for the recruitment of persons with disabilities. Although there is no specific allocation for persons with disabilities in the budget, the Department reports that there are funds set aside to appoint persons with disabilities.

In response to the need to advocate the right of persons with disabilities, the DSAC partnered with different stakeholders through Programme 1. The Department also complies with national guidelines regarding the employment of persons with disabilities. The number of people employed by DSAC that have some form of disability has increased from 13 or 2, 43% in April 2022 to 15 or 2, 64% as at 31 March 2023. Although the Department exceeded

the 2% target set by Cabinet, the EE and SD Committee of the Department identified the employment of persons with disabilities as a key area for improvement. The Department of Transport also played a pivotal role in providing job opportunities for persons with disabilities too. Over 65 316 job opportunities were reported, with some opportunities being for women, youth and persons with disabilities. Eighty-two persons with disabilities were employed through public infrastructure projects (SANRAL National Road Maintenance Programme). Also, 846 persons with disabilities were employed in Provincial Departments of Transport.

Gauteng Provincial Government Departments largely meet the 2% employment target. The average is 2, 46% for the province which is 4595 persons with disabilities employed of the 186 374 officials in the GPG workforce. The Gauteng Department of Social Development is leading in the representation of persons with disabilities proportional to its total workforce.

On the other hand, the Gauteng Department of Agriculture and Rural Development and Environment employed a total of 120 persons with disabilities in the EPWP under Environment and Culture sector.

The NW Province developed an equity plan which was submitted to the Department of Public Service and Administration (DPSA). According to the plan, the target for employment equity was set at 66 217 with 348 set for persons with disabilities across all provincial departments. Further to this plan, the Premier, during the State of the Province Address (SOPA), made a pronouncement to reduce unemployment in the province through programmes like the Expanded Public Works (EPWP). Some departments are struggling to meet the minimum target of 2%, with others still hovering at 0, 84% employment of persons with disabilities.

The table below illustrates the number of officials with disabilities appointed across departments in the NW

North-West - Percentage of Officials with Disabilities as at 20230331					
Department	Disabled	% Disabled	Not Disabled	% Not Disabled	Grand Total
North-West Agriculture and Rural Development	18	1,5	1212	98,5	1230
North-West Arts Culture Sports and Recreation	15	2,3	632	97,7	647
North-West Community Safety and Transport Management	27	1,8	1467	98,2	1494
North-West Cooperative Governance Traditional affairs	10	1,5	656	98,5	666
North-West Economic Development Environment and Tourism	15	3,6	406	96,4	421
North-West Education	36	0,1	32573	99,9	32609
North-West Health	121	0,6	21740	99,4	21861
North-West Human Settlements	2	0,7	292	99,3	294
North-West Office of the Premier	14	3,1	435	96,9	449
North-West Provincial Treasury	12	2,2	523	97,8	535
North-West Public Works and Roads	31	1,2	2472	98,8	2503
North-West Social Development	47	1,9	2447	98,1	2494
Grand Total	348	0,5	64855	99,5	65203

The National employment equity outlook paints a bleak picture for both private and public institutions. According to the 2022 - 23: 23rd Commission for Employment Equity (CEE) Annual Report, based on reports received from designated employers in 2001, designated employers reported 1% of their total employees as persons with disabilities across all occupational levels compared to 2022/23,

- Only 1, 7% in private sector, and 1, 4% in government are in top management positions;
- Only 1, 3% in private sector and 1, 4% in government are in senior management;
- 1, 1% in private sector and 0, 9% are on professionally qualified level; and
- 1, 2% in private sector and 1, 1% in government at semi-skilled level

The CEE report presents persons with disabilities as remaining low at all the six occupational levels of the total workforce.

The FS employs 266 persons with disabilities across provincial departments, with the FS Department of Social Development (DSD) employing the highest number of 144 persons with disabilities.

A total of 10,837 work opportunities were created in programmes such as: working for fire, working for water, working for the coast and greening and open space management through the DFFE initiatives. Of these, 720 opportunities translating into 6, 64% of work opportunities were reserved for persons with disabilities. The DoT created 4103 work opportunities, with thirty reserved for persons with disabilities. Through the incubation programmes, the DoT benefited twelve persons with disabilities.

The benefit of employees declaring their disability played a positive role in the improvement of employment equity at SARS, where the total staff complement of persons with disabilities was at 257, which translates into 2, 08% against a target of 1, 95%.

DBSD surpassed the 2%, standing at 3, 03%, however, this was still below their target of 4, 02%. The NT achieved over 2% of persons with disabilities appointed. The DoT achieved a 4, 5% of representation of employees with disabilities by the end of March 2023 which translates to 21 employees with disabilities of the total number of employees. Of these, ten women with disabilities (47, 6%) is employed with two of the thirty women employed at SMS level are with disabilities.

The DWS appointed a total of 152 employees of which four are persons with disabilities translating into 2, 6% and six interns with disabilities were appointed out of the 6 persons who were appointed as interns during the reporting year.

Through the Youth Employment Initiative, the EC DoE has appointed 184 youth with disabilities as education assistants. The Revitalisation Programme benefited forty persons with disabilities in the province. The EPWP absorbed 683 persons with disabilities, which translates into 1%. In general, the province is still lagging behind in achieving the set target of employment equity of 2%, as it is still sitting at 1, 33%. However, it is to be acknowledged that the province is doing well in terms of the Senior Management Staff component which sits at more than 2%. The EPWP benefited 32% of persons with disabilities in the WC. Disability continues to be mainstreamed in the WC by taking in fourteen persons with disabilities through an internship programme.

At the SAPS, four persons with disabilities were appointed as interns. Out of 11534 employees who received grade progression and promotion, 137 were employees with disabilities as per the disaggregated data as illustrated in the table below.

Race/Gender	35 and above	Below 35
A/M	22	5
A/F	20	10
W/M	22	
W/F	19	2
C/M	13	2
C/F	12	3
I/M	2	
I/F	5	

The Four tables bellow provide elastration of the employment equity stand point for persons with disabilities by gender, province, age and remuneration as provided for in the employment equity report compiled by DPSA

Table 1: Representation by Disability and Gender as on 31 March 2023

Gender	Disabled		Not disabled		Total
	N	%	N	%	
Female	7 048	54.97	751 142	62.41	758 190
Male	5 774	45.03	452 328	37.59	458 102
Total	12 822	100.00	1 203 470	100.00	1 216 292

Table 2: public servants by Disability in the public service as on 31 March 2023

Province	Disabled		Not disabled		Total
	N	%	N	%	
Eastern Cape	461	0.40	116 175	99.60	116 636
Free State	332	0.59	56 326	99.41	56 658
Gauteng	4 590	2.49	179 550	97.51	184 140
KwaZulu-Natal	740	0.41	179 655	99.59	180 395
Limpopo	460	0.47	97 408	99.53	97 868
Mpumalanga	380	0.54	70 278	99.46	70 658
National	4 959	1.48	330 315	98.52	335 274
North West	348	0.54	64 353	99.46	64 701
Northern Cape	80	0.34	23 541	99.66	23 621
Western Cape	472	0.55	85 869	99.45	86 341
Total	12 822	1.05	1 203 470	98.95	1 216 292

Table 3: representation of persons with disability by age as on March 2023

Age	Disabled		Not disabled		Total
	N	%	N	%	
-20	0	0	129	100.00	129

20-24	23	0.13	18 257	99.87	18 280
25-29	243	0.25	96 339	99.75	96 582
30-34	680	0.48	142 443	99.52	143 123
35-39	1 255	0.72	172 219	99.28	173 474
40-44	1 695	0.95	177 411	99.05	179 106
45-49	2 318	1.23	185 639	98.77	187 957
50 - 54	3 281	1.60	201 554	98.40	204 835
55 - 59	2 514	1.56	158 158	98.44	160 672
60 - 64	809	1.57	50 735	98.43	51 544
65 - 69	3	0.64	468	99.36	471
70 - 74	1	1.10	90	98.90	91
75 - 79	0	0	16	100.00	16
80 - 84	0	0	9	100.00	9
85+	0	0	3	100.00	3
Total	12 822	1.05	1 203 470	98.95	1 216 292

Table 4: Representation of persons with disability by salary level as on 31 March 2023

Salary level	Disabled		Not disabled		Total
	N	%	N	%	
	57	0.26	21 909	99.74	21 966
01	0	0	26	100.00	26
02	1 023	1.36	74 440	98.64	75 463
03	587	0.92	63 034	99.08	63 621
04	421	1.08	38 434	98.92	38 855
05	2 393	1.28	184 734	98.72	187 127
06	1 337	0.98	135 227	99.02	136 564
07	2 449	0.79	307 962	99.21	310 411
08	2 062	1.29	158 011	98.71	160 073
09	2 514	1.56	93 202	99.02	94 124
10	922	0.98	53 534	98.56	54 315

11	254	0.70	36 212	99.30	36 466
12	375	1.34	27 520	98.66	27 895
13	0115	1.72	6 569	98.28	6 684
14	034	1.61	2 073	98.39	2 107
15	11	2.30	468	97.70	479
16	1	0.86	115	99.14	116
Total	12 822	1.05	1 203 470	98.95	1 216 292

OBSERVATION: Only seven National Government Departments with four Provinces reported on this policy directive. Provision of decent job opportunity should be a national responsibility. Other Departments must take responsibility to ensure that this policy directive is achieved to amplify the Cabinet decision by increasing the number of persons with disabilities to 3% during the 2024/2025 reporting period, to 7% in 2030.

6.3 Indicator 5.3: Persons With Disabilities as owners of the economy

Efforts to recruit persons with disabilities to be involved in businesses do not seem to be yielding expected results. At DSBD only five businesses owned by persons with disabilities benefited from this intervention. In the EC, the OTP assisted five enterprises owned by youth. Despite steps taken by the EC OTP and Treasury to track the implementation of procurement policies, enterprises owned by persons with disabilities are continuing to be left behind, with 0, 16% registered for 2021-2022, having recorded a decrease to 0, 12% in 2022-2023.

However, systems at NT seem to be somewhat positively responding to the efforts to beneficiate companies of persons with disabilities. The central supplier database (CSD) continues to simplify and strengthen the accessibility of doing business with the state. The platform was enhanced a number of times during the reporting period, including functionality for reporting and for managing requests for quotations. By the end of 2022/23, the system had 1 113 415 registered suppliers, of which 355 766 were owned by women, 311 209 were owned by young people and 9 005 were owned by people with disabilities.

In December 2022, the DWYPD facilitated a Disability Economic Summit which sought to identify challenges that hinder persons with disabilities accessing economic opportunities.

The Summit highlighted focus areas, including: a need to implement a proper pathway from school to training and absorption; enforcing both the preferential procurement statuses on issues of procurement and employment equity targets; blended finance as oppose to loans; review of the requirements and qualification criteria; conducive and enabling environment to advanced economic empowerment; a tailor-made approach targeting various disabilities for purposes of development; access to digital networks to enable persons with disabilities, especially in rural areas, to access technological innovations; and access to reasonable accommodation in workplaces and society to enable persons with disabilities to perform optimally.

Gauteng Province, on the other hand, had spent only 0, 55% of its procurement-spend across provincial departments on enterprises owned by persons with disabilities. In the WC, 124 bids, out of 2356 annual target, were allocated to companies owned by persons with disabilities.

The NT had spent 971 million rands on 536 businesses owned by persons with disabilities. The DoT only managed to achieve 0, 05% of expenditure for persons with disabilities.

The NC-OTP partnered with the Executive Mayor's office of Dikgatlong Local Municipality, with all its local Economic development unit, for an interactive workshop for persons with disabilities at the De Beers Hoogte Hall in Dikgatlong Local Municipalities in Barkley West. The objective of the workshop was to build capacity for persons with disabilities on entrepreneurship and business skills and also to highlight access to opportunities such as funding and training.

In Limpopo, 606 farmers with disabilities, organised as "People with Disabilities in Agriculture and Rural Development (PDARD)", have been supported by the Department of Agriculture. According to DALRRD, 3,164 hectares of land were distributed among farm dwellers and/or labour tenants. However, this distribution did not meet the target of 5000 hectares for the year under review. Out of this number, only fourteen persons with disabilities benefited. Training of farmers was offered and eight persons with disabilities participant the SARS EE Plan for the period 1 April 2023 until 31 March 2024 has identified preference in recruitment, capacity building and internal appointments as strategies and affirmative action measures to address disability equity in its workplace which should be

given to suitably qualified persons with disabilities (PWD). The overall target is 2, 67%; 85% permanent placement of Trainees/Customs Cadets with disabilities; and 10% Trainee/Customs Cadets intake to be Persons with disabilities.

OBSERVATION: Persons with disabilities must be given an opportunity to participate in the economic activities. Only three National Government Departments and two Offices of the Premier contributed toward the attainment of this policy directive. All departments have programmes that can be strengthened to include persons with disabilities.

6.4 Indicator 5.4: Reducing the cost of disability for persons with disabilities and their families

At SARS, persons with disabilities benefited through the hybrid working arrangement piloted in 2022. This initiative was cost-effective because it meant that employees at SARS could choose to work from home during certain days. Moreover, through the introduction of a LiveChat, taxpayers can access the service feature through e- Filing and SARS MobiApp to assist them with their income tax.

Together with the South African National Deaf Association (SANDA), SAPS developed an online application named MySAPS. It is used by persons with disabilities, especially people with hearing impairment, to send tip-off messages to crime stop. Members of the community can use the system to send complaints against the police to the inspectorate call centre.

The DWYPD commissioned a research on Elements of the Financial and Economic Costs of Disability to Households in South Africa. Which included recommendations and interventions to various national departments on what could be done to assist with cost mitigation measures by their respective departments to assist households and families with persons with disabilities, whose report was taken to and was approved by Cabinet in October 2022. The DSD developed a report that dealt specifically with Costing of social services for persons with disabilities.

OBSERVATION: Disability-related costs have become problematic to the independent living of persons with disabilities. More Departments could have made some contribution for the attainment of this policy directive. Other Departments must be identified who would ensure that persons with disabilities do benefit from them.

7. PILLAR 6: STRENGTHENING THE REPRESENTATIVE VOICE OF PERSONS WITH DISABILITIES

“How could they let someone so evil in? Maybe it’s that no matter how cruel the world can be, it’s ours too, and we need to claim a piece of it. You can’t do that when you’re hidden away.” Lisette Auton (nothing about us without us)

Self-representation and access to participation in social programmes should be seen as a critical intervention. Government must include participation by, and contribution of, persons with disabilities in all planning and implementation of policies and programmes that seek to benefit citizens. This could be achieved by widely consulting and engaging representative organisations of persons with disabilities and ensuring that information and publications for public comments are made available in accessible formats. Government must also ensure adequate funding of OPDs in order to capacitate them in the advocacy work. This also enjoins government to expeditiously conclude the development of a disability rights legislative framework in order to provide a fertile ground for advocacy and disability rights defence.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Social Development	Department of Public Service and Administration	Department of Social Development	Northern Cape Office of the Premier
2. Department of Public Service Administration		National Disability Rights Coordinating Mechanism	Gauteng Office of the Premier
3. National Disability Rights Coordinating Mechanism		Provincial Disability Rights Coordinating Mechanism	South African Police Service
4. Provincial Disability Rights		Municipal Disability Rights Coordinating Mechanism	

Coordinating Mechanism			
5. Municipal Disability Rights Coordinating Mechanism		Department of Justice and Constitutional Development	
6. Department of Justice and Constitutional Development		Department of Home Affairs	
7. Department of Home Affairs			

7.1 Indicator 6.1: Strengthening the Access and Participation through Self-Representation

The NC-OTP funded 10 persons with albinism from the province to attend and participate at the Albinism Conference in Mpumalanga on 23rd to 24th June 2022. The conference developed a national action plan. The action plan highlights access to justice in relation to harmful practices and the killing of people with albinism as paramount, followed by issues such as access to the provision of sunscreens, sunglasses and sunhats.

OBSERVATION: This policy directive is applicable to, and implementable by, all National Government Departments and Offices of the Premier, and should have been inclusive of other disabilities. Other Offices of the Premier and National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator, and to include other types of disabilities.

7.2 Indicator 6.2: Recognition of representative organisations of Persons with Disabilities

On the 20th of October 2022, the NC-OTP partnered with Down Syndrome SA to observe Down Syndrome Day. A session was a conversation between parents, children, caregivers and practitioners on types of support that is available.

The Gauteng Province established the “United Disabilities for Sustainability” (UDS) of 15 members of Gauteng Provincial Disability sector leaders comprising of persons with Disabilities and representatives of funded and non-funded NPOs rendering provincial and regional service to persons with Disabilities. They have a common vision with respect to unblocking and escalating the challenges currently experienced by the sector and was

established to recognise and meet the challenges faced by persons with disabilities and to protect their rights which are enshrined in Article 9 of the Constitution. Central to their mandate, lies the role of upholding the rights of Persons with disabilities. Persons with disabilities and NPOs are representative of most types of disabilities and of the services rendered in the province.

The inaugural Provincial Disability Sector Colloquium that was held in partnership with Department of Social Development and UDS on 15 – 16 November 2022 at Sunnyside Park Hotel in Johannesburg reaching 100 leaders in the Disability Sector. The Gauteng Office of the Premier conducted a strategic session with the Uniting Disabilities for Sustainability (UDS) members on 14 November 2022 in preparation for the Colloquium, to formalise the structure and set strategic goals for the 2023/24 FY. UDS is consulted on all matters in the province related to persons with disabilities.

The SAPS entered into a Memorandum of Agreement with the Deaf Federation of South Africa for the provision of sign language interpretation services to the deaf community when in contact with police officials. Accredited sign language interpreters assist with statement taking. The SAPS also established partnership with the National Council for and of Persons with Disabilities (NCPD). During the casual-day celebrations the NCPD and SAPS worked in collaboration.

OBSERVATION: This policy directive is applicable to, and implementable by, all National Government Departments and Offices of the Premier. Other Offices of the Premier and National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator.

7.3 Indicator 6.3: Strengthening the diversity and capacity of DPOs and self-advocacy programmes
Capacitating DPOs is essential to make sure that the silent voice of persons with disabilities is heard. To this end, the President created a platform to enable engagements with the sector through the Presidential Working Group on Disabilities (PWGD). The PWGD met with the President on the 08th March 2023, the objective are to:

- i. Advice the president on the steps required for systematic exercise of the rights of persons with disabilities to represent themselves in all public entities.

- ii. To advise the president on measures that will economically empower persons with disabilities.
 - iii. To advise the president on how to accelerate the domestication process of ratified international and regional instruments such as the United Nations Convention on the Rights of Persons with Disabilities, the 2030 agenda for Sustainable Development Goals and the Africa Disability protocol. The Presidential Working Group will therefore, guided by these instruments, enhance the implementation and enactment of the White Paper on the Rights of Persons with Disabilities.
 - iv. To provide a platform for dialogue and exchange of ideas to develop strategies to address the prejudice, ignorance and neglect that persons with disabilities face in their interactions with government, in the private sector and across society
- Further to this, the DWYPD convened two National Disability Rights Machineries (NDRM).

7.4 Indicator 6.4: Public Participation and Consultation Programmes

The Gauteng Provincial Government has created multiple citizen interaction channels that allow citizens to interact with government using e-mails, phone calls, USSD, Facebook, Twitter, marches, walk-ins, petitions, and interactions through third-party channels including the Presidential Hotline, Municipalities and the Legislature.

Furthermore, The Gauteng Multiple Interactive Channels within the Ntirhisano programme allow the residents of Gauteng (i.e. individual, household and community level) to engage the government in their preferred mode of engagement to access information, raise their service delivery needs and register service delivery failures (complaints).

The Ntirhisano Service Delivery Rapid Response System remains the key area of work in the Gauteng Province to ensure quicker response times to service delivery issues and to strengthen IGR governance. The Office of the Premier is a central location for coordinating the intervention across the province and across all spheres of government.

OBSERVATION: This policy directive is applicable to a number of National Government Departments and all Offices of the Premier. Offices of the Premier and relevant National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator.

7.5 Indicator 6.5: Self-representation Public Life

Unfortunately no information was provided to the DWYPD on this indicator.

8. PILLAR 7: BUILDING A DISABILITY EQUITABLE STATE MACHINERY

A caring government must put systems that provide for disability equitable planning, budgeting and service delivery at the top of its agenda. To deliver on this pillar, government must commit to the inclusion and mainstreaming of disability in the strategic focus of different ministries. In order to provide evidence-based service delivery and support, data used by institutions on whom governance is founded must be disaggregated. Government must ensure compliance with the principle of universal design and access by providing access to public procurement, tender documents and processes. Capacity building interventions and training programmes must also be provided to officials who work with persons with disabilities in order to support the strengthening of accountability on the part of responsible institutions.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. All Legislatures	Department of Agriculture, Land Reform and Rural Development	All Legislatures	
2. All Legislatures	Department of Cooperative Governance and Traditional Affairs	All Legislatures	South African Police Services
3. National Disability Rights Coordinating Mechanism in the DSD	Department of Women Youth and Persons with Disabilities	National Disability Rights Coordinating Mechanism in the DSD	Department of Small Business Development

4. Department of Agriculture, Land Reform and Rural Development		Statistics South Africa	North West Office of the Premier
5. Statistics South Africa		Department of Planning, Monitoring and Evaluation	Gauteng Office of the Premier
6. Department of Planning, Monitoring and Evaluation		Department of Justice and Constitutional Development	South African Local Government Governance
7. Department of Justice and Constitutional Development		Department of International Relations and Cooperation	
8. Department of International Relations and Cooperation		South African Qualification Authority	
9. Department of Women, Youth and Persons with Disabilities		Regulatory Agencies	
10. Regulatory Agencies		Department of Public Service and Administration	
11. Department of Public Service and Administration		Professional Bodies	
12. Professional Bodies		Department of Higher Education and Training	
13. Department of Higher Education and Training		Department of Basic Education	
14. Department of Basic Education			
15. South African Qualification Authority			

16. Department of Cooperative Governance and Traditional Affairs			
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8.1 Indicator 7.1: Equitable Planning, Budgeting and Service Delivery

GP-OTP established 15 Food gardens and maintained 15 Residential facilities for persons with Disabilities in all 5 corridors of the province.

The NC-OTP assisted the Department of Transport, Safety and Liaison (DTSL) with its introductory meeting for setting up its internal disability rights committee on 30 March 2023. The NC-OTP gave technical assistance to the Treasury Department on 31st March 2022 on embracing and ensuring equal, socio-economic transformation through its mandate.

The NW put together a plan that reflects provincial commitments for the 2023/2024 financial year. This plan also encapsulates commitments consolidated from different provincial departments. Other departments are beginning to make budgetary provision for the implementation of managing transformation.

OBSERVATION: This policy directive is applicable to a number of National Government Departments and all Offices of the Premier. Offices of the Premier and relevant National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator.

8.2 Indicator 7.2: Disability Equitable Evidence informing Policy and Programme

The DCDT formulated a Digital Inclusion and Digital Transformation Framework. This Framework aims to facilitate the empowerment of persons with disabilities, among others, to be active participants within the information society in line with the Department's new mandate and sector-specific policies, strategies and legislation. It further seeks to transform the digital economy through active participation and benefits by the designated groups, especially post Covid-19 era. The Framework guides the work of the Department, its branches and SOC's within its portfolio, civil society and the private sector, on how to mainstream the empowerment of the designated groups.

The NC-OTP attended and participated in the discussion by the South African Local Government Association (SALGA) held on 23 September 2022 on the Framework for vulnerable groups. Development (Monitoring, Evaluation, Reporting, Research, Data and Statistics) Institutions are making efforts in ensuring that youth with disabilities benefit on research programmes and projects on indigenous knowledge systems.

The NC-OTP presented the (WPRPD) to the provincial House of Traditional and Khoisan Leaders on 22 July 2022. The main objective was to enter into a partnership for the implementation of the WPRPD in rural and remote areas of the province. Presentations made at this meeting were shared with other traditional leaders and certain challenges were highlighted. The DAEARDLR partnered with Reamogeleng Organisation to conduct a disability information session for employees at Vaalharts Research Station.

Other OTPs, like in Gauteng Province, have clear plans to develop a policy on reasonable accommodation to support persons with disabilities. The province is also in the process of developing a Disability Rights Policy which will be finalised in 2025, which affirms that disability is a social construct and assesses the socio-economic environment and the impact that barriers have on the full participation, inclusion and acceptance of people with disabilities as part of mainstream society.

The inclusion of disaggregation of data by Gauteng Provincial Government departments is analysed as part of their APPs. One on One sessions are held with all Departments to rework and align APP's if disability indicators are not included. Data in the Province is disaggregated and the inclusion and mainstreaming of persons with disabilities are tracked and monitored through this initiative.

Putting greater focus on the gender-based violence and femicide in the workplace, the DCoG had developed a Sexual Harassment Policy; Disability Policy; HIV&AIDS Policy; Employment Equity Policy and Plan; Wellness Management Policy; Recruitment and Selection Policy; and Special Leave Policy, that must be implemented by HODs based on the eight principles, drawing its mandate from the Constitution of the Republic of South Africa and the Gender Equality Strategic Framework in the Public Service.

In order to bridge the digital divide, DCDT developed a National Digital and Future Skills Strategy which provides for the framework to prioritise critical digital and future skills and to ensure coordinated and integrated implementation across government and various sectors.

The GP-OTP, together with the (DWYPD) co-hosted an awareness raising workshop on four national strategic frameworks over two day's i.e. 6-7 March 2023. The rationale for the workshop was to provide guidance to rights -and duty bearers to different sectors of the society. The frameworks cover the following key areas:

- Reasonable accommodation (approved 2021), which is intended to be used as a practical guide providing information and advice for government, the private sector, and civil society; including persons with disabilities themselves, so that it can be understood and implemented.
- Universal design and access (approved 2021). The Policy is intended to be used as a practical guide providing information and advice on universal design and access for government, the private sector, and civil society; including rights-holders themselves, so that it can be understood and implemented.
- Awareness raising campaigns (approved 2022). The framework is intended to be used as a practical guide providing information and advice on awareness-raising and awareness raising for government, the private sector, and civil society; including persons with disabilities themselves, so that it can be understood and implemented.
- Self-representation (approved 2023). The Framework as aimed at achieving inclusion and strengthening access and participation through self-representation; providing official recognition of representative OPDs (inclusive of parent organizations); strengthening diversity and self-advocacy programmes for persons with disabilities (taking into consideration intersectionality issues); facilitating and promoting self-representation in public life and in increasing awareness of constitutional and legal imperatives towards an obligation to legislate the right to self-representation.

OBSERVATION: All National Departments must develop and adopt policies that seek to empower persons with disabilities and to mainstream disability. Offices of the Premier and

National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator.

8.3 Indicator 7.3: Public procurement and regulation

Seeking to support counsellors with disabilities to optimally function and carry out their responsibilities, the draft Regulations on the Municipal Structures Act of 1998 were published in October 2022. They were aimed at facilitating the application of Schedule 7 of the Structures Act which provides for the code of conduct of counsellors. The DALRRD has developed a Beneficiary Selection and Land Allocation Policy which seeks to provide access to land targeting 10% of persons with disabilities, which is a great measure towards attaining the target of 7% by 2030

OBSERVATION: All National Departments must develop and adopt policies that seek to empower persons with disabilities and to mainstream disability. Offices of the Premier and National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator

8.4 Indicator 7.4 Capacity building and training

The Gauteng Department of Agriculture and Rural Development and Environment trained a total of 28 persons with disabilities on agricultural produce.

DPSA, in conjunction with the National School of Government (NSG), developed a course on Disability Management and always encouraged departments to undergo the training through NSG and not through other service providers. The course can even be customised for SMS members.

In some departments, capacity building training on computer software was offered to persons with disabilities, thereby upskilling personnel with disabilities. They also prioritised monitoring of the implementation of career development programmes of members with disabilities. Diversity Management training programmes are also offered by other departments to ensure that transformation project is well run. In the Western Cape, an initiative to pilot a programme on diversity and inclusion was undertaken, prioritising persons with disabilities.

It is worth noting that some departments have made disability specific provisions to reasonably accommodate employees with disabilities who underwent training programmes.

For example, The DSBD had made provisions for material to be produced in alternative formats to accommodate print disabled, sufficient spacing between tables for easy access by wheelchair users was provided for, providing for extra time and allowing trainees to bring their personal devices if the Department did not supply. The Department also benefited 175 persons with disabilities through the assistance of cooperatives with quality interventions and training, mentorship and coaching programmes. At the NC-OTP, seven officials with disabilities attended workshops on disability mainstreaming.

The unit staff of the OSPD under-went a 10-week training on the South African Sign Language (SASL) from 20 March 2023. Technical assistance was given to focal points of sector departments on the WPRPD and the Job Access Strategic Framework for the Public Service (JASF) on 1 March 2023. The NC-OTP attended and participated in the stakeholder engagement session of SEDA on 14 March 2023.

A training to 4146 employees at SAPS was conducted on Policy on Promotion of Equality and Elimination of Unfair Discrimination and LGBTQI+ discrimination in the workplace and on Disability Management Policy during the period under review in which ninety persons with disabilities were trained. A capacity building workshop was conducted in all nine provinces on Guidelines for Policing of persons with disabilities and 415 members were reached.

Race / Gender	Number	
	35 and above	Below 35
A/M	974	446
A/F	1063	600
W/M	154	63
W/F	181	86
C/M	109	38
C/F	98	55
I/M	47	26
I/F	67	49
Employees with disabilities	65	25

OBSERVATION: All National Departments must develop and adopt policies and training programmes that seek to empower persons with disabilities and to mainstream disability. Offices of the Premier and National Government Departments must make provisions in their planned and funded programmes to contribute to this indicator.

8.5 Indicator 7.5: Strengthening accountability

The SAPS has reported that disability mainstreaming is placed within the Office of the Director General, under a unit identified to work with the promotion of the rights of persons with disabilities. At SAPS, the implementation of disability management programme resides at the performance agreements of all provincial and divisional commissioners, deputy provincial commissioners; HRM, provincial heads and divisional support heads and were assessed for the reviewing period.

What the situation is in the different departments as regards disability focal points. The challenges that exist in terms of continuity and accountability. The non-attendance or reporting of departments on programmes related to disability as contained in the implementation matrix of the WPRPD is clear. However, it is very difficult to hold departments accountable for their non-implementation of disability mainstreaming.

In collaboration with DPME, DWYPD analysed 49 first and second draft APPs of national government departments to assist with effective planning of government through a disability inclusive lens. An analysis report and feedback were provided to departments with guidance to assist with their planning which was anticipated will assist with implementation.

OBSERVATION: Relevant National Government Departments must be supported to identify relevant policy directive for purposes of being accountable against same.

9. PILLAR 8: PROMOTING INTERNATIONAL COOPERATION

The world is made to be home for all; it provides for the protection and promotion of human rights. Treaties and other international instruments seeking to promote the rights of persons with disabilities provide guidance to state parties towards inclusion and mainstreaming of persons with disabilities. Countries must include disability in their engagements and agreements internationally and regionally.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of International Relations and Cooperation	None	Department of International Relations and Cooperation	North West Office of the Premier
2. Parliament		Parliament	
3. National Disability Rights Coordinating Mechanism in the DSD		National Disability Rights Coordinating Mechanism in the DSD	

9.1 Indicator 8.1: Include disability in all international engagements and agreements

DWYPD participated at COSP 15 in June 2022, albeit virtually. The department also held a side event on the impact of Covid-19 on persons with disabilities. The DBE attended the Transforming Education Summit (TES) at the United Nations in September 2022, Whilst DWYPD provided the technical support required. South Africa co-sponsored the side-event hosted by the International Disability Alliance at the Transforming Education Summit held

in New York and delivered a country presentation at the side event. Which was delivered by the Minister of Basic Education.

OBSERVATION: There are some relevant National Departments that can contribute to this policy directive. It is important that Departments relook at their mandates so as to pick up on relevant policy directives that can ensure disability-inclusion.

9.2 Indicator 8.2: Support disability mainstreaming and strengthening participation in the Pan African Parliament, AU, SADC and other such organisations

South Africa ratified the AU protocol on Disability on the African Charter in March 2023. As soon as 15 countries have ratified the protocol, South Africa will be under an obligation to report on the protocol.

On 23 March 2023 the DPSA participated in a webinar on “Advancing the lives of persons with disabilities through Disability Data Analysis in Sub- Saharan Africa.

OBSERVATION: There are some relevant National Departments that can contribute to this policy directive. It is important that Departments relook at their mandates so as to pick up on relevant policy directives that can ensure disability-inclusion.

9.3 Indicator 8.3: Develop and implement a national disability agenda on international cooperation

The DWYPD visited India, Iran and Qatar to discuss and pave collaborations with these countries in terms of different areas concerning disability. MoUs with these countries were drafted and signing of these MoUs is being negotiated towards finalisation. It is anticipated that these MoUs will assist in exchanging information and sharing of best practices to help strengthen our implementation of the various indicators contained in the WPRPD.

The Department coordinated the government-wide response to the questionnaire for the Independent Expert on the Enjoyment of Human Rights by Persons with Albinism which was to inform the Report to the 52nd session of the Human Rights Council. The questionnaire focused on: laws/policies frameworks supporting the work of Human Rights Defenders (HRDs); main challenges and barriers experienced by HRDs; security issues affecting the work of HRDs; and good practices in relation to the protection of HRDs with albinism.

OBSERVATION: There are some relevant National Departments that can contribute to this policy directive. It is important that Departments relook at their mandates so as to pick up on relevant policy directives that can ensure disability-inclusion.

10. PILLAR 9: INSTITUTIONAL ARRANGEMENTS

Government must establish disability rights coordinating mechanisms to fast-track inclusion and mainstreaming disability in their disability-focused programmes. Structures like advisory groups must be established in order to guide government to the relevant intervention meant to promote the rights of persons with disabilities. Institutions responsible for setting standards must strengthen the principle of universal design, including in the field of research, technological innovation and industrial and scientific development programmes.

The table below contains lead departments outlined in the WPRPD responsible for indicators in the Pillar. National Departments that contributed information to the pillar are reflected in green and national departments that did not contribute relevant information to the pillar are reflected in red, as well as Offices of the Premier.

Lead Departments	Lead Departments that contributed	Lead Departments that did not Contribute	Supportive department that contributed
1. Department of Public Service and Administration	None	Department of Public Service and Administration	North west Office of the Premier
2. Development, statistical and innovation agencies		Development, statistical and innovation agencies	
3. Statistic South Africa		Statistic South Africa	
4. South African Bureau Standards		South African Bureau Standards	
5. Council for Scientific and Industrial Research		Council for Scientific and Industrial Research	

6. South African Qualification Authority		South African Qualification Authority	
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10.1 Indicator 9.1: Disability rights coordinating mechanisms must be designated and/or appointed in all public institutions

DPSA has disability indicators in its strategic documents. Most departments do not have disability-specific indicators for the current financial year. However, these indicators are incorporated in the divisional operational plan. To maximise compliance with the WPRPD, the DWYPD has developed a Results-Based Reporting Template with Indicators. This is a tool used to obtain disability-specific and streamlined information and seamless reporting.

The DWYPD produced the 6th annual progress report on the WPRPD and cabinet approved the 5th annual progress report on the WPRPD during the reporting period.

The SAPS established a Disability Task Team in all provinces and divisions. These teams conduct meetings on a quarterly basis to report on progress and challenges in implementing disability programmes. SAPS further appointed disability in all provinces.

The NW had constituted consultative forums for consultation and easy access in three district Municipalities, representing twelve local municipalities. The forum meets on a quarterly basis for input on the provincial report and recommendations of processes. The Council for the Built Environment is responsible for gender and disability matters at DPWI, and met in March 2023.

In the FS, the OTP encourages all district municipalities to have disability focal persons based on their offices reporting to the special programmes.

11. CHALLENGES

Most of the national departments and OTP's recorded challenges that hindered them in disability mainstreaming and the successful implementation of the WPRPD. Notably, the challenges recorded bear similarities across the institutions and OTP's. Amongst them are:

- CSD: Departments indicated that they were experiencing challenges with requests for quotations from companies and businesses owned by persons with disabilities as the CSD system does not make room for users to indicate whether they have a disability, nor is there functionality for them to upload their proof of disability.
- Employment Equity: Not complying with the 2% disability Employment Equity target due to lack of systems that propel the urgency in the employment of suitable persons with disabilities. The problem will be compounded because Departments are expected to increase their employment equity targets to 3% for the 2024/2025 FY.
- Reluctance to start businesses for fear of losing disability grants.
- Disability- disaggregated data is vital for service delivery. If data is provided but is not disaggregated, it means persons with disabilities will not benefit from programmes that are meant to benefit them.
- Departments are not allocating budgets on programmes that benefit persons with disabilities.

12. DISTRICT DEVELOPMENT MODEL

For the strengthening of the district development model (DDM) the NW OTP assigned senior managers from the branch to look into disability specifics in relation to the DDM. Through DDM champions, the disability coordination and monitoring programme to assess the one-plan and the provincial disaster management plan to align the programme with adjusted priorities has to be developed.

The Minister of DMRE has contributed to the DDM focusing on the Bojanala area in the NW. The DMRE has also focused on the empowerment programmes that were coordinated in the eMalahleni district.

The FS-OTP is in constant engagement with CoGTA and SALGA to mainstream disability throughout the DDM in Mangaung Metro, Thabo Mofutsanyana, Fezile Dabi, Xhariep and

Lejweleputswa districts. The OTP FS further encourages all district municipalities to have disability focal persons based in their offices with dotted lines reporting to the special programmes.

The DCoG issued a circular to guide the review and updating of one plans which highlights the need to ensure that the updated One plans take into consideration disability indicators and targets. For the DoT, the draft One plans were also reviewed for eThekhwini Metro, Pixley ka Seme, Namaqua and OR Tambo districts. The tourism concepts were finalised in three districts. The tourism concepts were finalized in these three districts.

13. RECOMMENDATIONS

In order to improve on reporting expected from various national departments and Offices of the Premier, it is important to streamline and lessen the burden of reporting. The following recommendations are thus important:

- i. Standardisation of the measure of disability across administrative data with particular emphasis on intellectual, neurological and psychosocial disabilities, will yield better quality of performance data that informs more inclusive planning in service delivery. The STATS SA must consult with the disability sector in the process of expediting the standard setting exercise.
- ii. Mainstreaming the 7% disability equity targets across all sector departments at all spheres of government in relation to mandates and community reach is central to the realisation of equality for persons with disabilities by 2030. This also necessitates prioritising budgets to demonstrate commitment to removing barriers for persons with disabilities in inclusive programming.
- iii. In terms of life cycle approach, early detection and intervention for children with disabilities is critical in order to provide all support needs in realising their full potential and accessing all human rights and attendant services, particularly children under 5 years old.
- iv. The decent employment of persons with disabilities must be accelerated in public and private sector to reach 7 % by 2030. This requires a disability disclosure campaign as well as the implementation of reasonable accommodation policy, among various other strategies and measures.

- v. Adopt national legislation to recognise the rights enshrined in the UN Convention on The Rights of Persons with Disabilities to strengthen enforcement through mechanism especially with regard to provision of protection for multiple and intersectional forms of disability.
- vi. Enact a supported decision-making legislation or protocol for persons with disabilities, including with regard to the right to marry or make financial choices.
- vii. Enact legislation that gives full effect to inclusive education for all children with disabilities in order to guide realistic resourcing and accelerate access to inclusive education in community.
- viii. Adopt a national plan to ensure protection of persons with disabilities in situations of risk and humanitarian emergencies, such as, but not limited to, pandemics, climate change, access to electricity and water.
- ix. Institutionalise universal design and reasonable accommodation across all sectors to regulate and heighten access and participation for persons with disabilities. All institutions must provide mainstreaming strategies and plans.
- x. Provide resources in support of affordable acquisition of assistive devices. Assistive devices are essential for the functionality of persons with disabilities and they are largely highly priced, making them unaffordable for persons with disabilities who are, in the main, not employed.
- xi. An evaluation study should be conducted on the Learning Programmes and Services for Learners with Severe and Profound Disabilities.
- xii. Early identification: Parents need robust socio-emotional support, information, education and access to services that will increase their parenting capacity and resilience to respond appropriately to the needs of children with disabilities.
- xiii. Strengthen the Disability Rights Coordination Mechanism in terms of increased budget and human capacity to execute its role more strategically, efficiently and effectively.
- xiv. Disabled People's organisations and NGO's must be funded for services rendered, for example, advocacy, health, education or social services.
- xv. Develop a monitoring mechanism to track safety of persons with disabilities in institutional settings, as well as persons with albinism

- xvi. Adopt measures to protect all persons with disabilities, in particular women and girls with intellectual and/or psychosocial disabilities and children with disabilities, from all forms of violence and abuse.
- xvii. Adopt strategic and legislative framework on de-institutionalisation for persons with disabilities that include all community support and ensure close consultation with and the active involvement of persons with disabilities at all stages of the de-institutionalisation process.
- xviii. Review and revise the SA Mental Health Policy Framework and Action Plan 2020.
- xix. National School of Government must develop a SASL training programme which government officials will have to attend to ensure the government-wide use of the SASL.

14. CONCLUSION

It is evident from the content of this report, only twenty-six departments and Offices of the Premier have on record submitted their presentations/progress reports out of the fifty-one departments including Offices of the Premier. This is a worrying trend since tracking progress as regards the implementation of the White Paper on the Rights of Persons with Disabilities cannot be achieved. In order to fulfil the priorities of the Medium-Term Strategic Framework (MTSF) 2019-2024, departments must make a concerted effort to ensure a successful project of inclusion and mainstreaming disability. Departments and Offices of the Premier should not ignore the internationally acclaimed protection of human rights and freedom, as imported into the Constitution of the Republic of South Africa, which emphasises the fact that the “Bill of Rights is a cornerstone of democracy in South Africa.” It is therefore incumbent on government, through its various institutions, that focus is placed on the promotion and protection of the rights of persons with disabilities.