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SAFOD

SOUTHERN AFRICA FEDERATION OF THE DISABLED

Report
Disability and Human Rights Workshop

Oasis Motel, Gaborone, BOTSWANA
21 to 25 July, 1998

Workshop Report by:
Ms. Lorraine Tebogo Makati-Ndala

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0.1 Acknowledgements

SAFOD wishes to thank the following people:

The Permanent Secretary in the Ministry of Health, Botswana, Dr John Mulwa, for attending the official opening despite his heavy schedule and for the encouraging message delivered in his official opening speech,

USAID, for funding the workshop,

Botswana Council for the Disabled and Botswana Society of People with Disabilities and all other organisations, which assisted in organising the workshop,

All other organisations and individuals who ensured that the workshop is a success,

All the participants form the various Southern African Countries for leaving behind whatever responsibilities they had as well as their families, to attend the workshop,

We thank you once more and wish you prosperity!

Thank you,

Alexander Phiri

_____

Secretary General

0.2 Executive Summary

The Southern Africa Federation of the Disabled (SAFOD) conducted a regional workshop on "Disability and Human Rights" at the Oasis Motel, Tlokweng, Botswana from 21st to 25th July 1998. Delegates from the ten Southern African countries of Angola, Botswana, Lesotho, Malawi, Namibia, Mozambique, Swaziland, South Africa, Zimbabwe and Zambia attended the workshop. Participants were drawn from disability organisations, non-governmental organisations, local governments, and governments.

The workshop was graced with the presence of Members of Parliament from Zimbabwe and Lesotho representing people with disabilities, who were given an opportunity to share their experiences in promoting human rights for disabled people in Parliament. The Permanent Secretary in the Ministry of Health, Dr John Mulwa, was the guest of honour. In his speech he said the government of Botswana is committed to the rights of people with disabilities. He said the government provided a budget of three million Pula for disability programmes in 1998/1999. He remarked that a national response is required to address the concerns of people with disabilities. He requested that organisers provide the Botswana government with the deliberations of the workshop.

The representatives of the various countries had an opportunity to make presentations on the situation of disabled people in their countries. Their major concerns were as follows:

I. Legislation and Policies - delegates noted that laws providing rights for disabled people exist in black and white in most countries (such as Zimbabwe's Disability Act of 1992) but lamented the lack of awareness, education, and implementation
II. Unemployment - that people with disabilities face discrimination in employment especially due to lack of proper education and training
III. Education - not provided, especially in rural areas
IV. Access to public places/facilities - banks and post offices are not disability friendly even though disability friendly plans continue to be approved
V. Funding — very little (if any) government funding goes to disability programmes, as though they are not a priority. Exceptions include a few countries such as Botswana which has allocated P3million in 1998/99 for disability programmes and South Africa which has grants of a maximum of R490/month for people who satisfy their means test.

On the third day of the workshop various people presented papers on pertinent issues relating to disabilities. Each country was given an opportunity to participate in the various topics. The participants were divided into groups to discuss a number of issues on the way forward to address the concerns of people with disabilities. After group presentations a committee was chosen to formulate the strategies and the way forward. The SAFOD programme officer is going to formulate a Plan of Action based on the document produced at the end of the workshop.

1.0 Introduction

The Southern Africa Federation of the Disabled conducted a regional workshop on "Disability and Human Rights" at the Oasis Motel, Tlokweng, Botswana from 21st to 25th July 1998. Delegates from ten countries of Southern Africa being Angola, Botswana, Lesotho, Namibia, Mozambique, Swaziland, South Africa, Zimbabwe and Zambia attended the workshop. Participants were drawn from disability organisations, non-governmental organisations, local governments, and governments. The workshop was graced by the presence of members of Parliament from Zimbabwe and Lesotho representing people with disabilities, who were given an opportunity to share their experience in promoting human rights of disabled people in Parliament.

Introduction of guests and participants

The workshop commenced with a prayer by Reverend Mpho Moruakgomo, the Director of Botswana National Youth Council who is also a church minister. After the prayer, Mr. Alexander Phiri, the Secretary General of SAFOD, introduced the SAFOD leadership as follows:

Chairperson	Mr. Moses Masemene
Deputy Chairperson - *(Development)*	Mr. Jairos Dube
Deputy Chairperson - *(Women and Underrepresented groups)*	Ms. Rachel Kachaje
Executive Member	Mr. Thomas Mndebele

The Director of ceremonies, Mr. Claude Gabanakemo, who is the executive Secretary of the Botswana Council for the Disabled, introduced Botswana delegates to the conference and invited other delegates to introduce themselves. Mr. Gabanakemo informed participants that the Minister of Health, Mr. Chapson Butale, would not officially open the workshop and he will be represented by the Permanent Secretary, Dr John Mulwa.

Participants concerns

Before the deliberations of the workshop began, participants were given an opportunity to raise their concerns. Participants commended the Director of ceremonies and Ms. Tebogo Mangadi of Botswana Council for the Disabled for ensuring that the voices of the disabled in Botswana are heard and their issues are taken into consideration in the process of development.

Participants raised concern about the hotel, which they said had failed to provide some facilities suitable for people with disabilities, such as ramps for wheelchair users. They were informed that the hotel has tried its best and indeed provided special rooms for wheelchair users. It was emphasised that the hotel must be disability friendly. Participants were assured that a meeting would be held with the management to address burning issues.

2.0 Official Opening

Introduction of Guests

Mr. Barry Eustice introduced the Guest of Honour, Dr. John Mulwa, the Permanent Secretary in the Ministry of Health. Mr. Eustice remarked that he had a personal experience, which reflects Dr. Mulwa's sensitivity to people with disabilities. He said he had an accident seventeen years ago, which resulted in his use of crutches. He was admitted for a long time at the Princes Marina Hospital where Dr. Mulwa was the superintendent. He said Dr. Mulwa was always concerned about his welfare. Mr. Eustice emphasised that the permanent secretary carries the same spirit today as his office is always open to people with disabilities. Mr. Eustice welcomed the Deputy Permanent Secretary.

Chairperson's Welcome Remarks

In his welcome remarks, the Chairperson of SAFOD, Mr. Masemene thanked the Deputy Permanent Secretary for availing himself to officially open the workshop despite his heavy schedule. He expressed disappointment at the fact that Botswana is an example of democracy in the region with a weak disability movement. He however expressed hope that the rebirth of BOSPED will mark a disability renaissance. He emphasized that there is need for unity to be a strong voice. He said government policies must reflect multiple representation. He remarked that disability issues must permeate all structures of society in as much as other issues such as women's issues are being mainstreamed. He urged participants to listen attentively to the good message that the Permanent Secretary brings.

Official Opening Speech

In his opening remarks, Dr. Mulwa thanked Mr. Eustice for his kind words and said they have come a long way in their different professions. He said he has met Mr. Eustice on various occasions seeking funds for a good cause. He welcomed everybody to Botswana, especially the delegates from the various SADC countries. He said Botswana is happy to host the workshop and thanked participants for attending. He commended SAFOD for organizing the workshop and local organizations for giving assistance to host the workshop. Dr. Mulwa commended USAID and the U.S. government for funding the workshop.

On the rights of people with disabilities, Dr. Mulwa reiterated that disabled people are the most disadvantaged throughout the whole world even in industrialised nations. He underscored the importance of observing the human rights of people with disabilities and said only a national response is required. He said in this response all the players such as the private sectors, NGOs, government, and disabled persons themselves have to address the issues. He described the situation of the disabled as that of the most vulnerable and marginalised people.

Dr. Mulwa emphasised that disabled people want rights not welfare. He remarked that people with disabilities could achieve their goals if they are involved in formulating demands for their rights. Regarding the way forward, he said the Government is keen to have an action plan from the role players on issues of the disabled people and said he hopes that they will receive a report of the workshop together with the recommendations, resolutions, and a way forward. Dr. Mulwa remarked that a lot of work for the benefit of disabled people is done by NGOs, however he said Government makes a great contribution through provision of funds. In this regard, he cited the Government of Botswana, which has a budget of more than P3million per annum for programmes that benefit people with disabilities.

In terms of government commitment for integrating people with disabilities in the development mainstreams, he said, government recognizes the need for disabled people to participate in the decision making process. He lamented the lack of a strong organized force in Botswana, however, he said BOSPED is back on its feet and hopes that it will ensure full participation of the disabled person in development. In winding up his speech, he emphasized that the advancement of the concerns of disabled people will be successful through all sectors of society but more especially with the disabled people themselves.

Secretary General's Remarks

In giving the welcome remarks, the Secretary General, Mr. Alexander Phiri, said in the last 20 years organizations of people with disabilities have been organizing themselves and congratulated BOSPED for being alive and active now. He said governments benefit from the organisations of disabled people. He said these organizations and their members are doing a lot of work in terms of policy formulation, implementation, and evaluation. He said they are involved in sports and recreation as well as income generating projects. He expressed disappointment at ignorance of the potential expertise that disabled have which is needed by governments. He said it appears most governments are happy to work without disabled people. He said, disabled people are not integrated in organisations such as BOCONGO, MWENGO, etc. He emphasized that the tendency is to keep disabled people in their own organisations without interacting with them.

Mr. Phiri said many organisations are formed to address issues of poverty, children's issues, etc., but few organisations address disability issues. He said it is disappointing to note that these issues are not integrated in their programmes when it is evident that disabled people are the poorest of the poor. He remarked that there is hope in that many African governments are now governed by the principle of democracy, which reassures that all people must participate equally in development. He thanked USAID for funding the workshop. Mr. Phiri said this is the first of these workshops, which will be held each year in the next three years, and Botswana is the first to host the regional workshop. He expressed hope that at the end of the three years various sectors of the community, the governments, and organizations will have been sensitised on disability issues. He thanked the Permanent Secretary for his speech.

Vote of Thanks

Ms. Rachel Kachaje thanked the Deputy Permanent Secretary for his encouraging words. She said BOSPED should take note of the commitment that the government has made on disability issues and lobby for implementation. She thanked participants for attending the workshop and said the workshop would not be a success without them.

3.0 Country Reports

After tea break country delegates from the ten countries of Southern Africa made presentations on the situation of disabled people in their countries.

~~LESOTHO - Nobuthi Willie~~

In her report Ms. Willie said that the process of integration is closely linked to socio-economic and political issues. She said Lesotho has inherited the wrong belief of undermining disabled people. She emphasized, however, that disabled people have a right to participate in economic developments of their country. She noted that every person has a disability but to some it comes sooner than others. Ms. Willie noted that disabled people are denied full enjoyment of their human rights, even by their own families. She said they are treated as children and in the case of women, they are not allowed to get married. She said often there is too much overprotection which denies the person an opportunity to make independent decisions.

She emphasised that without education people with disabilities cannot participate fully in development. She said some of the difficulties that disabled people are facing in Lesotho are lack of education and denial of employment opportunities. She said to eliminate injustices is problematic because primary needs such as food have to be met. She emphasized the need for skills training and the need for consulting disabled people in formulating programmes.

Ms. Willie said the formula for success is for disabled people to shout out their concerns louder. In addressing Lesotho problems she said the Lesotho National Federation of the Disabled (LNFOD) whose objective is awareness raising of people with disabilities has engaged in training for grassroots members. She said the resource persons for these workshops were people with disabilities. However, she cited funding as a major constraint as well as lack of government/district government support in situations where some officials do not accept disabled people as people who can formulate the way forward for addressing their problems. She cited lack of proper consultation as one of the identified problems.

On achievements, she said they have made a great input in the amendment of the electoral law, which denied disabled people's access to elections. Another major success she explained, was the translation of UN Standard rules and the Convention on the Rights of the Child into Sesotho, the local language. The objective, she said, was to ensure that they inform the people at the grassroots level whom she said were not literate enough to understand English.

QUESTIONS AND COMMENTS

In answering a question on whether Lesotho has shifted from "Education for certification" to "Education for empowerment," a representative from Lesotho said that

they have taken advantage of a government policy to address the traditional approach to education. She said there is lack of skills oriented education.

Participants from Botswana wanted to find out how Lesotho has managed to permeate the politicians because in Botswana this is difficult except for one woman Parliamentarian. The Lesotho representatives explained that it was not an easy ride for them either. They said in 1992 when Lesotho was ruled by a military regime, they asked to have a representative in Parliament - a request which was turned down. They met with the chairperson of the military council who asked them to put their request in writing and address their concerns to the Minister of Social Welfare who was not sensitive to their concerns. They said they had to lobby other members of the assembly for support.

In 1992, On the commemoration of United Nations 50th Anniversary, they staged a big demonstration against the electoral laws. They said there was a lot of media coverage especially BBC. They explained that, this was an effective strategy in that since then the Parliamentarians realised that as disabled people they are a constituency and they can use their vote to better their lives. In addition to what they said a Malawi representative said a lot of strength lies in unity and speaking with one voice. On linkages with other countries they were of the view that it is still a grey area. They however said, they need to have bilateral relations/ties with other countries outside SADC.

On translation of the UN Conventions a Zambia delegate sought to know whether they experienced any problems in selling the document to the grassroots. They said their membership consists of grassroots representatives who were involved in the translation. He said LINFOD has members such as parent organisations, hence the children's rights conventions were acceptable to the people because parents organisations were involved in the process. They said they also took advantage of the governments activities in the consultancies and popularised Article 23 of the Convention on the Rights of the Children.

MALAWI

The representative of Malawi informed participants that their country has been a one party state from 1964 to 1994. During that time he said there were many human rights violations and disability was not an issue. He noted that it was only in 1994 that they had a democratic government, and as a result, people with disabilities have been left behind. He said there is a lack of education, medical care, and special infrastructure. He said disabled people are marginalised to a large extent. He explained that there are various disability organisations such as Union for the Blind as well as government institutions addressing disability. He informed participants that advocacy activities have so far achieved very little impact.

Concerning government he said there are government institutions addressing disability issues however he said, very little has been done to date. He said they do not as yet have a government policy to address the issues, which do not feature high on the government agenda. He expressed hope for people with disabilities in the National

Committee on disability which, is a brainchild of the Association for People with Disabilities.
He said the government provides the Secretariat for the activities for the committee whose objective is to implement the UN standard rules and formulate government policy on disability issues and proper legislation on equalisation of opportunities. He said major constraints are funding and capacity.

On what they have achieved, he said they have formed various disability organisations, and they influenced the inclusion of some provisions in the new Constitution, particularly as they relate to people with disabilities. For the first time he said they are involved in the creation of Vision 2020 for Malawi. However, he noted that there is still need for civic education on how people can demand and access their rights. He cited fundraising as another major constraint. In conclusion he said Malawi still has many barriers denying people with disabilities to enjoy their rights. In concluding his presentation he said there is no one but people of Southern Africa to liberate themselves.

QUESTIONS AND COMMENTS

Participants raised concerns about fundraising and wondered what can be done about sourcing funding because all the countries are pouring funds into other areas such as tourism when disabled people's organizations are suffering. The chairperson raised concern about SADC. He said SADC met in Malawi in the recent past to discuss various issues but excluded people with disabilities. He said what is important is for organizations to unite and be strong and fight for power like governments and have a vision for the next century. Participants were of the view that disabled peoples organizations should look beyond party politics. They said the biggest lesson they learnt was abuse of their democratic process.

Another participant said donors have difficulty in funding activities for disabled people because disability has been taken as an advantage by many people going outside asking for money in the name of disability but for their own benefit. In his view, these people have damaged Africa's image and the international donors are reluctant to give funds. In this way, he said, people who claim to be able-bodied have closed doors for people with disabilities. Some participants felt that disability work is not funded because it is not a priority area.

MOZAMBIQUE

The presenter said their country is represented by both government and NGOs. Their presentation was prepared jointly hence questions should be addressed by the whole. He said disabled people suffer extreme poverty due to structural programmes. He said there are three national organizations recognized by government. He said there is an umbrella organization. He further said they have a Member of Parliament who is also a President for the National Association for the Blind. The objective of the association he said is to fight for the rights of the disabled people and ensure their participation in development.

On integration of disabled people he said social and community integration has been difficult because of erosion of the family and extreme poverty. He said the movement of people with disabilities is still very young. He explained that the most important activity of the organisations has been to voice the concerns of people with disabilities. As a result of these advocacy activities, he said, a body of representatives was elected to prepare for the establishment of a specific National Disability Forum to represent people with disabilities at all levels to be negotiated with Government.

He summarised some of the activities being developed by the representative body as follows:
To organise means to divulge the rights and published laws in the area of disability
To find ways and means to research on violation of human rights
To collaborate with Government in researching on sign language development

He explained that the Government has taken the responsibility for addressing the concerns of people with disabilities by creating a specific department in the Ministry of Social Action. He said they are in the process of making identity cards for people with disabilities in order to ensure that what is provided specifically for them is not abused by the able bodied. He said such benefits would be public transport subsidies and others.

QUESTIONS AND COMMENTS

Participants sought to know the view of the disabled persons in light of the fact that often such developments are viewed as discriminatory. It was explained that these are not yet used but that the objective is to control access to some rights legislated by government. He cited transport payments which people often have to incur and in order to access such facilities which are meant to be free for people with disabilities, the identity card can assist in identifying who is eligible for such assistance. He said benefits have to be controlled to avoid abuse.

Another participant wanted to know the view of the disabled people on the cards. It was explained that the people at the provinces and NGOs are involved. It was further explained that the presidential department of social welfare, all ministries, and departments are involved.

ANGOLA - Dr. Emmanul Diavita,
Pedro Miguel de Oliveira

The presenters thanked SAFOD for allowing them the opportunity to participate in the deliberations on human rights. They said the discussion on morals and values of the citizens including disabled persons with the objective of reaching equal social justice is very important. They informed participants that Southern Africa in general and Angola in particular has difficulties in putting international laws to use for the purposes of protecting the rights of their citizens. They said Angola has been living in a war situation for thirty-four years and this makes the situation in Angola much more difficult than other

countries in Southern Africa. They said the difficulty involved in ending the peace process has resulted in general lack of confidence of the people, including disabled people.

They explained that the consequence of land mines has increased the population of people with disabilities in Angola. They remarked that the only solution for disabled people is to participate in the peace process, and participating in activities of NGOs and trying to be conscious of their issues as NGO members which work with disabled people. They said they do have various disability organisations but they do not have an umbrella organisation hence their efforts are not coordinated. On outreach programmes they explained that there is a unit responsible for people with disabilities in the five provinces of Angola. They said there are eleven centres in the districts. They said these centres have made a great achievement in producing some equipment such as crutches locally.

Concerning representation in Parliament, they said, in Angola there is no representation of disabled people in Parliament. In conclusion, human rights disability issues should be included in the Regional political board of development like SADC.

They apologized for having not brought any document because they were not aware that Angola was going to present a paper. They however expressed hope that after the workshop they will continue to work together because Angola needs the assistance of the other SADC members. They urged Southern Africa to put efforts together to help Angola.

QUESTIONS AND COMMENTS

Participants wanted to know if Angola has a federation, especially since the war is a disorganising phenomenon. They explained that they do not have an umbrella body, but there are different organizations that do exist such as Association of Parents for the Deaf, and associations, which seek to rehabilitate disabled people. They said they are struggling to have a federation in order to be represented at a level like SAFOD. They explained that the war in Angola is only in certain parts of the country SAFOD can be protected if it seeks to assist organisations in Angola.

Concerning programmes they said they are trying to make everyone conscious of the problems not only of the parents to accomplish their objectives, they said. There is a special education programme called "Learning Holding Hands" mainly for the children with mental disability. Another participant commended Angola representatives. He said they have made a step forward by attending the workshop. He said everybody understands the situation of war where everything one tries to put in place is destroyed. They said participants should assist Angola to achieve their goals. He said they should use what they have learned from the workshop at home (Angola).

Angola was commended especially for producing materials and equipment locally.

BOTSWANA - Mr. Charles Obed

Mr. Charles Obed, the Coordinator of Botswana Society for People with Disabilities, (BOSPED), said 66.2% of the disabled live in rural areas where services for people with disabilities are not adequate and in some cases do not exist at all. He noted that the major constraints are negative traditional norms, negligence, and illiteracy. On government intervention he said it funds some programmes for people with disabilities. He said in 1998/9, the government grant is P3million, which was through the Botswana Council for the Disabled. Further, he said, the government provides bursaries for special education in neighbouring countries. He explained that special education has been introduced in the university and tertiary colleges of education.

Mr Obed informed participants that the special services unit set up by Government has been upgraded to a division in order to enhance its capacity to deliver. He said this division which is under the Ministry of Health provides the following services:

- social welfare
- community based rehabilitation
- wheelchairs; hearing tests/aids
- physiotherapy and occupational therapy

Concerning the contribution of non-governmental organizations, he said that though there are various groups throughout the country, BOSPED has been dormant. He said it has been revived in the recent past and he hopes that it will address implementation of government policies that concern people with disabilities, and change of the negative attitude of people toward disabled persons. He expressed hope that the regional forum would assist and look into the establishment of additional rehabilitation programmes.

QUESTIONS AND COMMENTS

Participants asked the Botswana delegates about their concept of rehabilitation, whether they do it within the communities; focusing on independent living of the disabled. It was explained that the programmes are carried out in coordination with other ministries and that NGOs are coordinating services even though the Ministry of Health takes the lead. It was further reiterated that the approach is community based, and that Government as a role player has contributed P3million for funding.

The Botswana representatives explained that special education is not provided for children in rural areas. Mr. Eustice said special trained teachers are only fifty, and less than five percent of disabled children in Botswana are enrolled in formal education. He said Botswana has good policies but implementation is problematic. He said accelerated action is of paramount concern.

Another Botswana delegate said that the picture that is painted about Botswana is glamorous while the contrary is true. In his view, giving the Ministry of Health rehabilitation to deal with is following a biomedical mode of rehabilitation. He said rehabilitation is thus taken as an activity as opposed to a process.

SWAZILAND

In her presentation, the Swazi representative said they have a Constitutional Review Commission, which made countrywide consultation on Constitutional issues. She said people with disabilities were invited to make contributions and this gave them an opportunity to voice their concerns. She said the activities of the commission are government funded.

On various issues she explained as follows:

Education -that disabled people do not get enough education especially the blind and deaf children

Unemployment -that they face problems of unemployment due to lack of training

Social Infrastructure -that all public buildings and transport are not accessible to people with disabilities

She said they are struggling to have a desk for disabled people within government. She noted that they still have problems of finance for an office and for transport. She said they are going to have elections in April 1998 and hope to get disabled persons to represent them. She said they also have to fight negative attitudes which are still a major barrier in the advancement of rights of people with disabilities.

NAMIBIA - Ms. Alexia Muningirua, Ms. Edla Mathe

The two presenters from Namibia, Ms. Alexia Muningiura from Disabled People's Organisation in Namibia and Edla Mathe and from the Ministry of Lands, Resettlement, and Rehabilitation said the rights of the disabled people were not observed during the pre-independence era. At the time, they said, their voices were not heard and disability issues were not addressed until in 1990, when Namibia attained independence. They explained that since then human rights have been the major issue in the Constitution. They remarked that Namibia has entrenched fundamental rights of its people in the Constitution, but the society continues to violate the rights of people with disabilities. They said people with disabilities are widely regarded as worthless, useless, pitiful beings. They cited issues of concern as follows:

- Attitude of society - that people with disabilities are seen as people who cannot speak for themselves and as a result are denied their rights as equal members of the society.
- Economic - that though every citizen has a right to employment in any given country people with disabilities are judged on their physical and mental disabilities and not on their abilities and capabilities, hence less employment opportunities are available for them.

- Education and training - that people with disability are being denied access to training and educational facilities, as the facilities are lacking - especially in the rural areas.
- Health and social welfare - that people with disabilities are the hardest hit due to a shortage of health care facilities. She said the health care programme pursuit in Namibia needs to be inclusive of disability treatment and prevention. Further, she observed that women with disabilities need to have access to family planning programmes and safe sex education.
- Accessibility of public and private places - that disabled persons are being denied equal access to all public and private places and activities.
- National Policy on disability - that a 1997 National Policy on Disability by Parliament follows the basic guiding principle of involvement, integration, and the equalisation of opportunities. They said the policy document was a result of joint effort between government and disabled people's organisations. She further noted that the Ministry of Lands, in line with other ministries, is planning to develop strategies on the implementation of the policy.

QUESTIONS AND COMMENTS

In answering a question on whether there are schools for the blind in Namibia, they said, there are two schools, one in the northern part of the country and another in the south. They observed that the blind children attend the "normal" schools. Concerning lack of funding, a representative from Lesotho said they should prepare a budget for requirements for their disability programme to form part of the government budget each year and demand funding. She advised Namibia that it is one of the strategies, which they may use to address the issue of insufficient funding for their programmes. On whether they are encouraging men to have safer sex, they explained that she mentioned women because they suffer double discrimination but their programme is not exclusive of men.

ZIMBABWE - Ms. Chakadini, Mr. Andrew **Sithole**

Ms. Chakadini, a representative from the Department of Social Welfare, commenced her presentation by acknowledging the Zimbabwean delegation, which comprised of, among others, the Member of Parliament for disability issues. She informed the house that they have the Disability Act of 1992 which provides for the appointment of a disability board and a director for disability affairs (which she said has yet to be done). This Act, she said, addresses disability issues and prohibits discrimination in line with UN standard rules for disabled persons. She said the Act prohibits:

- Denial of disabled persons access to public premises, services, and amenities
- Discrimination against disabled persons in employment

In terms of implementation she said they have:

- Community based rehabilitation programmes under the Ministry of Health and Child Welfare
- Welfare Act, which provides for financial assistance, to people with disabilities.
- Government rehabilitation centres

She said the Children's Protection and Adoption Act covers issues pertaining to disabled children. The Act, she said, recognizes disabled children as children in difficult circumstances. In conclusion, she said, funding is a concern and as a result the director for disability affairs is not yet in place. She further said, there is lack of awareness of the rights of the disabled people and lack of capacity to deal with the issues.

Mr. Andrew Sithole, the Secretary for the Zimbabwe Federation of the Disabled, who presented on behalf of Non-Governmental Organisations said Zimbabwe's concerns are similar to those of other SADC countries. He said individual organizations are working on moving from institutionalization to home-based programmes. On women, he said, those with disabilities are still marginalised. Concerning access to public buildings, ho said they are still lacking. He said this is due to the fact that people in strategic posts such as those who are responsible for rural and urban planning still approve of plans which are not disability friendly. In his view there must be a holistic approach to address disability issues. He said the Secretariat of the National Committee cited by the government representative cannot do its fundraising independently and this is one of the major setbacks.

SOUTH AFRICA

The South African representatives said the democratic process in the country brought a lot of hope for people with disabilities. They said since the end of the Apartheid era issues of Human Rights have been in the forefront and disability issues have been addressed. On representation in parliament, they said they have a Member of Parliament representing people with disabilities. They further said they have a desk on disability issues, which is within the office of the Deputy President. On legislation they cited various legislation and policies addressing various issues which they said exist in the country. Like most countries they explained that they have problems of implementation. On funding they said the government gives an allowance of R490 a month to disabled people who satisfy a means test. They said they have specific programmes for women with disabilities. Through such programmes they said they have been able to voice the concerns of women with disabilities to the gender commission.

QUESTIONS AND COMMENTS

Participants were impressed by the reports but sought to understand the extent to which the programmes address the needs of the poor/disabled people. The South African delegates said their organizations have grassroots membership at the district and regional levels. They said that there is a structure in which they teach service providers about the concerns of the disabled. They noted that they have development workers in provinces. The radio has been another useful strategy. They said they have an hour

radio programme in Xhosa, Zulu, and Sotho in both the government and independent radio stations. Through these they are able to access people at the grassroots. They said leadership in the organization is from the regions.

Concerning problems faced by organizations for disabled people in South Africa, they said there are few women who are literate enough to hold some positions of responsibility, hence men fill these gaps. She said that in such cases it is as if they ate represented by men and not by themselves. She said they have capacity problems, including unemployment and remnants of the apartheid era.

ZAMBIA

The Zambian representative informed the house that they have an umbrella for organisations dealing with disability called the Zambia Federation for Disability Organisations (ZAFOD). They said the objectives of ZAFOD are among others, to coordinate and support activities of various disability organisations. This federation, they explained, provides a forum for free exchange of information. In terms of activities, they said ZAFOD disseminates information, assists member organisations in planning and executing development projects aimed at improving the lives of people with disabilities. On legislation they explained that they are campaigning for legislation that would protect the rights of persons with disabilities. They further explained that they promote research on the welfare of people with disabilities to achieve equal opportunities. They said ZAFOD has linkages with regional organisations like SAFOD and Pan African Federation of the Disabled (PAFOD), and other international organisations.

4.0 PRESENTATION OF PAPERS

INTERACTION OF SOCIAL, ECONOMIC AND POLITICAL BARRIERS

Actors *creating underdevelopment marginalisation and unequal access for resources and survival*

Senator Masemene, Lesotho
Paulus Mapeke, Botswana

Mr Masemene

In his presentation Mr Masemene said during the times of the primitive society disabled people did not have rights; they were not recognised as human beings at all and were exterminated. He said with the advent of religion came an attitude of charity where disabled people were viewed as creatures of pity and others made decisions for them. At that time he said, disabled people did not have any duties or obligations. Mr Masemene explained that nowadays, disabled people have become vocal and due to political and socio-economic interaction the status quo has been affected. He said democracy has become the key word and in democratic governments the rights of the minority should not be ignored.

Mr Mapeke

Mr Mapeke's paper raised concern about the negative attitude of the society towards people with disabilities. He said this is a major barrier in interaction between able-bodied people and people with disabilities. He remarked that when the disabled people began to be vocal about their rights, others felt threatened and the able bodied feared competition from the disabled people. In his view this fear resulted in suppression. He urged participants to encourage people at the grassroots level to be involved in the village development committees and to participate in community projects.

PURPOSE AN CONTENT OF THE UN STANDARD RULES

On equalisation of opportunities for persons with disabilities

Mr Michael Masuta, South Africa

In his presentation he said the UN Standard Rules are a product of political activism by people who are disabled. He informed participants that the UN declared 1981 as the International Year of the Disabled and 1983-1992 was declared as a Decade for the Disabled. He said that in 1992 there was an international conference in Vancouver aimed at assessing progress, however, he remarked that the conference report showed that only a little had been done. He said the UN Standard Rules provide practical

guidelines to states on how to implement its good objectives. He explained that through this document disabled people are only asking for an equal share.

Concerning the legal status of the rules he said they are not laws hence they are not enforceable in a court of law. However, he said if recognised and observed internationally they have binding effect. He said in most countries, international conventions are not enforceable if they are not incorporated into domestic legislation. He urged disability organisations to intensify advocacy work in this area.

In conclusion he said the framework consists of four chapters:

- precondition for equal participation
- specific areas of equal participation
- implementation mechanism
- monitoring and evaluation

The participants commended him for the presentation. They were, however, of the opinion that the people at the grassroots must know their rights in order to be able to access them.

UNDERSTANDING AND INTERPRETING THE APPLICATION OF FUNDAMENTAL RIGHTS FOR PEOPLE WITH DISABILITIES

Mr. Alexander Phiri

In his presentation, Mr. Phiri said there is need to develop the different ways in which the rights of the disabled people have been ignored. He said there is a lot of knowledge about the needs of the disabled people and professionals often claim to understand the needs of the disabled while nothing is being done about it.

He remarked that each country in Southern Africa is represented in the workshop but most will fail to follow up after six months. He reiterated that there is more lip service paid than action. He said there is a need for research on what should be done when there is no action. He said the rights of the disabled are often segregated, as if they are different from the rights of the rest of society. In his view the rights of the disabled people are not afforded the same status as the rights of other people. To this end he said most constitutions explicitly provides for non-discrimination of citizens based on colour, race but it is rare to find a clause that includes people with disabilities except in South Africa, Uganda and Malawi.

Mr Phiri said discrimination starts from the family especially to those married to spouses who are not disabled. In his view rights have to be applied in day to day life so that it will be clear that they are not only privileges but rights.

THE EXPERIENCE OF DISABLED MEMBERS OF PARLIAMENT (MPS) IN PROMOTING HUMAN RIGHTS OF THE DISABLED IN PARLIAMENT

In promoting the Human rights of disabled people in Parliament

Senator Masemene, MP for LESOTHO:

Mr. Masemene informed participants that Parliaments are the highest decision-making bodies hence it is good to have MPs representing people with disabilities in Parliament. He said, there is some concern as to how the disability movement views the Member of Parliament. He explained that issues that often arise are whether the MP is properly representing the people or is divorced from them. He said the most important thing for the MP is to represent his constituency and ensure that their issues have been taken on board.

Representative of the MP for SOUTH AFRICA:

In her presentation she said the democratic elections of April 1994 brought about issues of human rights which replaced the apartheid era. She said they had hope that the rights of disabled people will be prioritized and the ANC rendered an agreement with disabled people to be represented. She explained that they nominated two names of disabled people, whom they wanted to represent people with disabilities in the Parliament of South Africa. She said she works in the office for disabled people located in the Deputy President's Office. Concerning her responsibility she said she is responsible for providing support to the MP, including research and sensitising other MPs on disability issues and to encourage them to speak about disability issues in public fora.

Ms Ronah Moyo, MP for ZIMBABWE:

In her view the MP said it is not the person in Parliament who should be strong, but constitution which gives support to the MP which must be strong. She said it is important for the MPs to report back to their constituencies. She emphasized that more effort should be focused on securing the chair in Parliament first. She said MPs are discriminated against by other MP'S who think disabled people cannot do things independently. She said they view them with pity because they are disabled and often say they have done well even when they have not. She said she once called leaders to a workshop to exchange views with people from the disability movement and most of them were amazed at the disabled people's ability to produce and present papers and were articulate.

REVIEW OF INEQUALITY AND DISCRIMINATION OF DISABLED PEOPLE

Situational analysis in Southern Africa: The process of democratisation and how people with disabilities fit into the process

Senator Masemene, Lesotho
Dr Abosi, Botswana

In his presentation Mr Masemene said disability is as old as marriage. He said discrimination is a transnational phenomenon in which disabled people are supposed to be prophets of doom. He remarked that in some countries, if there can be detection of a disabled fetus, a termination procedure is legally allowed. In this way he remarked, the movement of disabled people is being aborted.

Mr Masemene said disability organisations must be democratic and further emphasised that there is need to ensure that disabled people also participate in the activities of their organisations. We have to make braille accessible. He underscored the need to have technical leadership and gender sensitive integration in our society. He said more groundwork must be done at the grassroots level. He said we need to have a disability and gender friendly society.

Dr. Abosi

Dr Abosi said he would like to talk about lack of opportunity for disabled people in education. He said the workshop must emphasise the need for disabled children to have a solid foundation. He said these are basically lacking in all the countries of Africa. In his view everything about education of disabled people has to do with discrimination. He said most Government lament about the expenditure on facilities for disabled children making the system of education for disabled people non-existent.

He informed participants that education of disabled people was started with the support of missionaries and other non-governmental organizations. On Government contribution he said, government is not committed, they only pay lip service to issues confronting disabled persons. He said there are good policies with no implementation. Dr Abosi cautioned against suggestions from the western world on integration as opposed to special education. He said in Sweden and in England they still have special schools. He said people of Southern Africa should think carefully about integration because we may make life difficult for disabled children without realising it.

Dr Abosi said Southern Africa often looks upon South Africa for guidance because of its emergence but he recommended that special education is one area where they have to look upon Botswana especially in terms of teacher training. In his view all teachers must have an element of special education in their training and every child should be provided with an opportunity for university education.

Comments

In commenting on Dr Abosi's presentation, participants said apart from the curricula special education must be looked into to ensure that people are given the right education. Dr Abosi explained that he is not opposed to integration if we had all the equipment, which will assist severe and mild cases of disability. One participant said,

when people talk of education and they call it *"special"* it is based on the pity principle and it is inhuman. In his view severity of disability means the severity of the system. He said a blind person does not need "special education." But has "specific needs."

THE LINK BETWEEN THE DISABILITY MOVEMENT, GOVERNMENT, NGOs, AND ALL SECTORS

And other sectors in the community in solving problems of people with disabilities

Three panelists: Botswana, South Africa, and Malawi
Facilitator: Mr Claude Gabanakemo, BCD Executive Secretary

Botswana: Mr. Barry Eustice
Disabled charity worker; accountant; founder of Cheshire Foundation of Botswana, Botswana

South Africa: Mr. Benni Phadime
Deputy Director; Office of Deputy President Thabo Mbeki, South Africa

Malawi: Ms. Rachel Kachaje
Former promotional officer specialising in disability human rights, an activist; promotes rights of disabled persons through Disabled Women in Development Association of Malawi.

Mr. Barry Eustice:

Mr Eustice said if there is any link between the disability movement, the government, NGOs and other sectors, it is tenuous at best. He said the Permanent Secretary described the policy by national response bringing together all sectors of society. He explained that following the announcement of the policy, a Disability Coordinating Committee was formed with representatives from various sectors. He said he has not seen any evidence of the work of the committee. In his view the committee does not have a powerful voice at all. He noted that success of linkages depends on the people involved.

Mr. Benni Phalime:

In his remarks, Mr. Phadime said if there were a warm and sensitive link between the disabled sector and government, there would be many successes. He said, in this relationship, each sector has an equal responsibility. He remarked that there must be a clear liaison programme between role players in terms of financial, administrative and legislative issues. He observed that commonly policy perspectives of NGOs differ from government with its bureaucratic policy, which destroys the relationship.

Mr Phalime said NGOs have funding problems such that if government comes up with its financial policies there are still hassles because of the bureaucratic policies. In his

view, policy, systems, and plans have to run parallel. He remarked that it is not only a question of competition but of working together. He said the South African disability movement has reached a stage where it actually dictates to the government what it needs.

Ms. Rachel Kachaje:

Ms Kachaje said human rights, are essential to any democratic society. She remarked that in a dictatorship, human rights are violated. In her view these rights cannot be created by government and cannot be taken away from us because they are God given. She said these rights include those for disabled people, both men and women and they can be political, social, economic, - but it is up to us to establish how we are going to promote them. She underscored the importance of being conversant with UN standard rules and other relevant UN conventions and international instruments.

QUESTIONS AND COMMENTS

In answering a question as to whether there is a measuring tool/instrument for this link, as the disability movement, Mr Eustice said the movement has to be realistic and come together to demand social justice. Mr. Eustice acknowledged that we have to work with the government. He noted that the link depends on capacity, and ability of disability organizations to communicate with their government and other sectors. Mr Phadime said the disability movement knows how best to create linkages and it should work on doing just that. For her part Ms Kachaje observed that there is need to have much advocacy and influence of the NGOs, government, and our own movement in order to make our voices heard. She said Governments must be lobbied to give priority to disability issues and to have human rights disability legislation implemented.

5.0 PANEL DISCUSSION

DISABILITY ISSUES AND THE LAW AND POLICY

In South Africa, Botswana and Angola

Lorraine Tebogo Makati-Ndala, Botswana

Ms Makati-Ndala said in Botswana there are no specific laws dealing with disability hence these issues are overshadowed. Like most countries she said International instruments have not been incorporated into domestic law and most of them are unenforceable. She observed that the Constitution of Botswana contains a Bill of Rights, but it makes no mention of disabled people. There is need for a provision in the national Constitution for disabled people. In some statutes, such as the Penal Code, she said there is protection for people with disabilities such as, developmentally disabled persons; however she explained that such people are labeled in derogatory language as imbeciles.

Benni Phalime, South Africa

In his presentation Mr Phalime noted that phenomenal progress had been made since the 1994 democratic elections. He said they have a White paper, which seeks to integrate people with disability. He explained that this document comprises of recommendations on education, sports, and rural development programmes. He further said the Labour Relations Act is under review more especially on provisions relating to people with disabilities. He noted that in spite of all these developments, the administration of justice remains a problem. He said Government Ministries are versed with the responsibility to implement procedures but this is problematic due to the bureaucratic red tape.

Mr Pedro Miguel de Oliviera, ANGOLA

Mr Miguel de Oliviera said their country differs from other countries in the region due to the war situation. He said even though there are laws in place, they find it hard to put them in practice especially that the Government has other priorities to deal with. He said the major task is in the hands of the NGOs. He said the disability movement of Angola is currently organising a conference on disability.

Michael Masuta:

Mr. Masuta informed participants that the disability movement should not let themselves to be derailed by academics, who say their policies are not practical. He emphasised that we have the UN Standard Rules - and that we knew what we were doing when we developed our policy objectives. All we need to do is fight for the representation of these objectives in our legislation and make sure that they get implemented correctly. Regarding key aspects relating to legislation he emphasised the importance of the content.

Mr. Masuta also emphasized the issue of inclusion in formal education and insisted that disabled people should be able to participate equally in any situation and that schools must be adjusted to accommodate disabled children. This is not to say that we should encourage "mainstream dumping", he warns, but we need to recognize that disabled children have a right to be accommodated as well and that ordinary, basic measures can be put into place to accommodate disabled children. ..

Finally, he emphasised the role of authentic organizations of disabled people - that we need to let disabled people develop their own reservoirs of knowledge so they can tell the able-bodied "experts" what they should know.

Heather Fischer, Canada

A student from the University of Victoria in Canada - School of Child and YouthCare who is currently doing her internship in Botswana was given an opportunity to inform participants about what she knows to be the situation in Canada. She said Canada has a terrible history with regard to disabilities where people were locked up in institutions if they had any kind of disability - physical or mental and they were abused in these institutions. She explained that in her province (British Columbia) they no longer have any institutions for disabled persons like they used to. She said they have policies based on UN Charter. She said about 5% of the national budget is spent on disabled people. She informed participants that there are about 4.5 million disabled children in Canada, 10% over the population of the whole country. Regarding causes of disability in Canada she said most common disabilities are due to work-related injuries and sometimes they are drug-related especially at birth. In her view she said disabled issues need to be at the forefront of national welfare. She cited employment equity as still constituting a major concern. She said some of the things that are going on in Canada are very emotional issues, such as sterilisation of people with disabilities, and imposing a light sentence on a father who took the life of his daughter who was disabled. She however said there is renewed commitment by the Canadian the government to put disability persons at the forefront of national welfare.

6.0 PRESENTATIONS FROM GROUP WORK

After lunch participants were divided into seven groups to discuss some pertinent issues.

Group 1

Making recommendations for popularizing the UN standard rules by DPOS and NGOs, and Government at all levels of society

1. Awareness Creation to the DPOs;

a) Translation into local languages and in summaries the UN Standard Rules in such a way that even people in rural areas can understand them;
b) Dissemination of information by the use of posters in public areas such as the markets, clinics, schools, and hospitals and through broadcast media such as radio and television;
c) Training of people on Standard Rules who in turn will train people in both rural and urban areas;
d) Lobbying Governments to incorporate awareness of the standard rules into all development programmes ;
e) Incorporation of Standard Rules awareness in the school curricula, by the Ministry of Education;
f) Sensitization of policy makers at all levels, that is, parliamentarians, policy makers, chiefs and village headmen and elders;
g) Incorporation of the Standard Rules in health education by the ministry of health;

Group 2

How can we maximize regional cooperation at governmental an non-governmental level in promoting the implementation of the Standard Rules

Establishment of a SADC desk responsible for disability issues. This should be done through;

i. Sensitizing Governments about the Rules, lobbying Government support for establishing the desk;
ii. identifying SADC contacts within Government or the SAFOD secretariate to liaise with SADC executive secretary to facilitate meetings of the two chairpersons;
iii infusing the Standard Rules into the existing SADC sectors;

Group3

What should the ideal legislation for the equalisation of opportunities for people with disabilities entail?

a) Legislation should comply with international law.

b) The legal framework should be informed by the Standard Rules.

c) The law of equity must influence the legislation.

d) The legislation must be based on the following principles:

i) It must prioritize social needs and rights;
ii) Consultation and participation of people with disabilities;
iii) Observation of the principles of justice;
iv) Accessibility of infrastructure, transport, accommodation, jobs sports and recreation public education and awareness raising to people with disabilities;
v) Sensitization of law enforcement officers and administrators of justice;
vi) Principles of enforceability (monitorable and implementable);
vii) Anti-bias and equality clause in national constitutions;

Group 4

What are the pbstac;es preventing people with disabilities from exercising their rights and freedoms. Identify obstacles as well as how they can be overcome.

Group 5

What are the practical steps for the implementation of the policy of inclusivity in all spheres and at all levels?

a) Awareness raising on existing laws - need to create awareness amongst disabled people of such laws in order for them to lobby governments. The major constraints may be funding;
b) DPOs must seek funding to operationalise strategy (a). They must employ people with technical skills and allow them to work without undue hindrance. In the long-term the movement must learn fundraising skills;
c) Promoting formation of parents associations to enhance awareness creation among parents of disabled children;

d) Designing programmes that can change attitudes of people towards disability, appreciating that changing of attitudes is a long and ongoing process. DPOs must plan realistically within a given time frame;

e) Creating conducive environments for the promotion of rights of the people with disabilities, through enactment of laws which address various aspects such as education, information and health;.
f) There is need for Government to secure employment for people with disabilities within the public sector as a model for employment equity;

Group 6

What role should representatives of the disabled people in Government play in the advancement of rights and interests of people with disabilities? How should these people be appointed?

a) They should sensitise the concerned decision-makers in those positions on rights of persons with disabilities so as to create awareness;
b) In Parliament, lobbying should be done on a motion made concerning rights and issues of people with disabilities;
c) Advocate for participation of people with disabilities in policy-making positions in order to advocate for their rights from within;
d) In Parliament they should study the policies behind the bills so that their policies and laws take into account the interests of people with disabilities;
e) They should make constant consultation with people with disabilities, stakeholders, organisations as well as members of the public;
f) They should assist in highlighting strengths and weaknesses of policies as they relate to people with disabilities;
g) They should disseminate information on what is going on in Parliament;
h) They should advocate for establishment of structures, which will safeguard the best interests of people with disabilities and ensure that people with disabilities are placed in these positions, as well as other key positions such as cabinet positions;
i) Lobby for establishment of a Ministry for People with Disabilities;
j) How should these people be appointed? Representatives of disabled persons in Parliament should be elected by people with disabilities or members of the public depending on the constitution of the country involved;

Group 7

What role should the organisation of disabled people play in the process of legislative and policy development, implementation and monitoring?

a) DPOs must be participate in the process of legislation;
b) Empowerment of DPOs and imparting skills to them which will enable them to be independent;
c) Inviting members of parliament and policy makers to participate in forums where disability and human rights are discussed in order to sensitise them to the issues of concern. Through petitions detailing the concerns and needs of people with disabilities;

d) Research not only statistics but on how to remove the barriers, and how to make services available to people with disabilities;

Implementation:

i) Empower disabled people with skills on education and resources so that they can take part in the implementation process;
ii) Try policies from other countries modified in order to fit into the situation of our countries;
iii) Identify issues that could be lobbied through other ministries other than the ministry versed with disability issues, for example, lobbying the Ministry of Transport to refuse to give licenses to transport companies whose vehicles are not disability friendly;

Monitoring

i) Establishment of a National Disability body with clear and proper channels, where aggrieved disabled people can report any type of discrimination. The national body should have sub-committees in various districts or provinces of the country in order to be accessible;
ii) Formulation of a general monitoring mechanism;
iii) Development of performance oriented indicators;

7.0 DECLARATION

Whereas all human beings are equal and entitled to human rights,

Affirming that people with disabilities are human and entitled to those rights,

Noting the prevalence of disability and poverty in Africa,

Aware that persons with disabilities are denied full enjoyment of their human rights,

Affirming that equality is a non-negotiable principle in national constitutions,

Noting that non-discrimination is a non-negotiable issue within the concept of human rights,

We, the seventy participants from government, disabled people's organisations, and non-governmental organisations often Southern African countries of:

Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia, Zimbabwe,

Assembled at Oasis Motel, Tlokweng on Friday, 24 July 1998,

Recommend that:

1.1) Accessibility to information, transport, education, training, employment, and other social services for people with disabilities should be promoted.

1.2) Principles and UN Standard Rules should be incorporated into national legislation of our countries and disability issues must permeate the agenda of regional institutions, especially SADC.

1.3) Disability issues should be prioritised and allocated specific funding in the government budget.

1.4) Enforceable and implementable disability legislation and policy should be established in countries where it does not exist. The disability legislation and policies should be evaluated and monitored.

1.5) The system of administrative justice should be resourced to enhance its capacity to deliver justice.

1.6) Self- representation of people with disabilities should be promoted in all structures of governments. Our national governments should support and deliver services to disability organisations.

1.7) Our national governments, disabled people's organisations, and non-governmental organisations should consult with each other on the protection of human rights of people with disabilities.

The following strategies should be adopted:

2.1) Translation of UN Standard Rules into local languages

2.2) Awareness raising by disabled people's organisations, non-governmental organisations, governments, and private sector media

2.3) Awareness raising on UN Standard Rules by disabled people's organisations, non-governmental organisations, governments, and private sector media •

2.4) Popularising disability issues by the use of all forms of media

2.5) Establishment of a SADC Regional Officer on disability issues

2.6) Inquiring about the status of UN Standard Rules and policies from our Ministries of Foreign Affairs

2.7) Lobbying for enactment and establishment of disability laws and policy in our countries

2.8) Sensitisation of law enforcement agencies and administration of justice personnel

2.9) Implementation and monitoring of legislation and policies on disability rights

2.10) Provision of access to information for all such as sign-language interpreters in court

2.11) Access to physical structures such as buildings

2.12) Appointments, elections, or nominations of people with disability to policy making positions

2.13) Training in lobbying and advocacy skills and capacity building for people with disabilities

2.14) Conducting research on disability issues

2.15) Training people with disabilities to equip them with skills for self-representation

2.16) Economic empowerment of people with disabilities

8.0 EVALUATION

Overall, participants were pleased with the food and accommodation at the workshop. Some participants expressed disappointment at having to share rooms.

In general, participants were very pleased with the materials and presentations at the workshop. Most remarked that it was a productive conference.

One participant noted that the sign language interpreter appeared overworked.

Several participants cited inadequate time as a major limitation.

9.0 PROGRAMME

DAY ONE Tuesday, 21st July 1998

Arrival and Registration of Delegates

DAY TWO Wednesday, 22 July 1998

Time	Activity	Facilitated by
03.00 hrs- 09.00 hrs	Arrival and Registration of delegates Announcements of Workshop Departments	*Claude Gabanakemo* Executive Secretary BCD
09.00 hrs - 09.10 hrs	Introduction of invited guests	*Mrs. Muzila. D.C.*
09.10 hrs - 09.20 hrs	**Welcome Remarks**	*Kgosi Gaborone* Chief of Tlokweng
09.20 hrs - 09.30 hrs	**Welcome Remarks**	*Alexander Phiri* SAFOD Secretary General
09.30 hrs - 09.40 hrs	**Welcome Remarks**	*Senator M. Masemene* SAFOD Chairman
09.40 hrs - 10.20 hrs	**Official Opening** **Hon. Minister of Health**	*Hon. J. Butate*
10.20 hrs-10.30 hrs	Vote of Thanks	*Ford. Van Vuuren* Headmaster, Ramotswa, CJSS
10.30 hrs	Coffee/Tea Break	Org. Committee
11.00 hrs	**Presentation of Programme** *Forming three Groups* Chair: Zimbabwe	*Chimidza Wabothle* BOSPED Chairman
11.30 hrs	**Country Reports** Angola Botswana Lesotho Questions to Reports presented	
12.30 hrs	Lunch Break	Org. Committee

Chair: Angola

14.00 his	**Country Reports** Malawi Mozambique Namibia South Africa Questions to Reports presented	
15.30 his	Coffee/Tea Break	Org. Committee

Chair: Lesotho

16.00 his	Country Reports Swaziland Zambia Zimbabwe Questions to Reports presented	
17.00 his	End of Day	

DAY THREE Thursday, 23rd July 1998

Chair: Malawi

08.30 hrs	**Interaction of Social Economic and Political barriers:** actors creating underdevelopment, marginalisation and unequal access for resources for survival.	*Senator Moses Masemene* **&** *Paulus Mapeke* **BIAC**
09.00 hrs	**Purpose and content of the UN Standard Rules** on the Equalisation of Opportunities for Persons with Disabilities	*Michael Masuta*
09.30 hrs	**Understanding and interpreting the application of fundamental rights to people with disabilities.**	*Alexander Phiri*
10.00 his	Coffee/Tea Break	Org. Committee

Chair: Mozambique

10.30hrs	The Experience of disabled MPs in promoting Human Rights for Disabled People in Parliament	*MP Lesotho* *MP South Africa* *MP Zimbabwe*
11.00 hrs	**Review of Inequality and Discrimination of Disabled People.** Situation analysis in Southern Africa The process of democratisation And how people with disabilities fit into the process.	*Senator Moses Masemene* & *UB - Dr. Abosi*
11.30 hrs	**The link between Disability Movement, Government, and the NGO sector** and other sectors in the community in solving the problems of people with disabilities	Panel discussion facilitated by *Claude Gabanekemo* & *Barry Eustice*
12.00 hrs	**Disability Issues and the Law and Policy** in South Africa, Botswana, Angola	Panel Presentation facilitated by *Michael Masuta*
12.30 hrs	Lunch Break	Org. Committee

14.00 hrs	**Discussion Topics given to the Groups** Formation of Groups	**Org. Committee**
17.00 hrs	End of Day	
19.00 hrs	**Reception**	

DAY FOUR Friday, 24th July 1998

Chair: Namibia

08.30 hrs	**Report back from Group One**	
09.00 his	**Report back from Group Two**	
09.30 hrs	**Report back from Group Three**	
10.00 hrs	Coffee/Tea break	Org. Committee

Chair: Swaziland

10.30 hrs	**Establish a working policy framework on issues discussed and a strategy for implementing the resolutions.** (Resolutions to be active-oriented) Commitment by all delegates (Govt, NGOs & Disability Movement) to implement the resolutions for report back in the second year.	
12.30 hrs	Lunch Break	Org. Committee
Afternoon	Game Reserve Tour/Shopping	Org. Committee
	End of Day	

DAY FIVE Saturday, 25tn July, 1998

Return Journey

All delegates are expected to leave for Their respective homes

Discussion Topics

Group One

Obstacles preventing persons with disabilities from exercising their rights and freedoms

-identify the obstacles

-how can they be overcome

How can we understand and interpret the application of fundamental rights to people with disabilities

Group Two

Practical steps in implementing the policy of Inclusiveness at all levels

Who are the players/Stakeholders in the Policy of Inclusiveness

How do we use the UN Standard Rules in our daily lives

In countries where there are MPs who are disabled, discuss the role they play in order to bring about an enabling environment for full participation of people with disabilities at all levels of society

Group Three

Framework for policy development and implementation

Discuss the process of democratisation and how people with disabilities fit into the process

The issue of Rights and Disabled People

Review of Inequality and Discrimination of disabled people - situation analysis in Southern Africa.

10.0 LIST OF PARTICIPANTS

DISABILITY HUMAN RIGHTS SEMINAR
22nd TO 24th JULY 1998

FULL NAMES	ORGANISATION	POSITION	COUNTRY	POSTAL ADDRESS	TEL	FAX	E-MAIL
Henrietta Bogopane	Disabled People South Africa	National Women's Co-ordinator	South Africa	PO Box 39008 Booysens 2016	011-3334505	011-3334822	dpsaapa@sn.apc.org
Rachel Kachaje	Disabled Persons Association	SAFOD Deputy Chair	Malawi	PO Box 123, Lilongwe, Malawi	740188.,	265-744910 265-742119	
Mussa Chiwaula	CONGOMA	Human Rights Activist	Malawi	Box 2284 Blantyre	630743	.630120.	
Harry Chidengu Gama	Min. of Youth & Community Services	Regional Social Welfare Officer	Malawi	PO Box 311 Mzuzu	265-332022 265-332037	265-332020	
Victoria Phetlhu	Rehab Division	Chief Rehabilitation officer	Botswana	Min of Health P/Bag 0038 Gaborone	374351/374352	.374352.	
Dr C. 0. Abosi	University of Botswana	Senior Lecturer	Botswana	P/Bag 0022, Gaborone	.3552205.	.3552088.	abosico@noka.ub.bw
Heather Fisher	University of Victoria, Canada	Student	Canada	1455 Jamaica Rd. Victoria BC Canada V8N2C9	250-477 .5313.		hfishena.uvic.ca/ outof gabs@hotmail com
T Manageng	CBDA Serowe	President	Botwana	Serowe			
S. M. Phirie	GCC	Administrator	Botswana	P/Bag 0089, Gaborone	.357891.		
Nobuthi Willie	LNFOD	Member	Lesotho	Box 577 Mazenod	.350279.		
Tom Mndebele	FODSWA	President	Swaziland	Box 2282, Manzini	.43221.		
Ntombi Fakudze	FODSWA Chairperson for Women	Chairperson	Swaziland	Box 1095. Manzini	53628/53931	(09268)55841	
Babazile Sigwane	Government Official	Social Worker	Swaziland	Box 3130 Mbabane	.44640.	.44165.	i

FULL NAMES	ORGANISATION	POSITION	COUNTRY	POSTAL ADDRESS	TEL	FAX	E-MAIL
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BJack	Red Cross	Rehabilitation Officer	Botswana	PO Box 485	.328426.	.312352.	
Ronah Moyo	NCDPZ	Member of Parliament	Zimbabwe	Box 2247	.65701.		
S Chite	GCC	Matron	Botswana	P/Bag 0089, Gaborone	.326072.		
M V Caoili	Rehabiltation Services Division	Senior Rehabilitation Officer	Botswana	P/Bag 0038, Gaborone			
Vinolia Kalanke	Francistown City Cuncil	Rehabilitation Officer	Botswana	Bag 40, Francistown	.211050.	.212427.	
Philip Makgalemeze	FBCS	CEO	Botswana	Box 199 GABS	.313654.	.300376.	
K Malesela	GCC	CHN	Botswana	Box 69, Gaborone	.357891.	.300141.	
M Setilo	Botswana Red Cross	Rehabilitation Officer	Botswana	PO Box 485, Gaborone .328426.			
M E Matsietsa	LTC	SHO	Botswana	Box 636, Lobatse	.330856.		
M G Kenosi	BOSPED	Treasurer	Botswana	Box 20, Lobatse	.330333.	.330719.	
M Nyirenda	Botswana Society for the Deaf	PRO	Botswana	Box V373, Ramotswa	.391147/390129	.390129.	
Kgopodiso Kontse	BOSPED	Member	Botswana	Box 10191 Francistown	212135/207018	.212156.	
Arul Nambi	Orthopaedic Workshop	Member	Botswana	Box 258	374351/353094	.374352.	nambi.@rocket mail.can
Pedro Miguel de Oliveira	LARDEF	Member	Angola	.10686.		(00-244-2) 397566	
Mrs J L Matale	Division of Special Education	Principal education Officer	Botswana	P/Bag 005. Gaborone	.3655431.	.3655458.	

FULL NAMES	ORGANISATION	POSITION	COUNTRY	POSTAL ADDRESS	TEL. NO.	FAX NO.	E-MAIL
Nankie Kgosiemang	Anne-Stine	Manager	Botswana	P/Bag 0044, Molepolole	321,127		
Clement Didimalang	Molepolole College of Edudcation	Lecturer	Botswana	PO Box 163, Gaborone	320275/314923	.305801.	D.>limacs(ffl noka.ub .bw
Ana David	Forum Ono	Coordinator	Mozambique	Av.Edvaedo 2003	430430/2	.499402.	
Emmanuel Diavita	Health Ministery	Doctor/Director of Rehabilitation	Angola	CP 1201	.338375.		
Jonah Mudehwe	NANGO	Executive Director	Zimbabwe	PO Box CY250, Causeway, Harare	.708761.	.794973.	
Fredrick B Mzoma	Disabled Persons Association in Malawi	National Executive Chairman	Malawi	PO Box 2862, Blantyre, Malawi	.827396.		
Samuel Sehloho	LNFOD	Member	Lesotho	PO Box 123, Maseru			
S Setlai	LNFOD	Interpreter	Lesotho	PO Box 43 Leribe			
L Nzimande	DPSA	Human Rights Deputy Chair	South Africa	Box 896 Durban 4000	031-7092750	031-721623	
A Legoabe	LHR	Administrator	South Africa	357 Visagie & Prinsloo Srt. Pretoria	012-3202943	012-3202949	
H Chakadini	Social Welfare	DSWO 11	Zimbabwe	Box 429 Causeway, Harare	.703929.		
Jabulani Manombe Ncube	DIS	Director	Zimbabwe	PO Box 2605 Bulawayo	72581/61452	.61452.	Dis@mango.zw
Andrew Sithole	Zimbabwe Federation of the Disabled	Secretary	Zimbabwe	PO Box 820, Bulawayo	74434/74426	.68023.	
Matebe Marumo	Gaborone for Disabled	Chairman	Botswana	PO Box 502713 Gaborone	.353904.	.374352.	
Scholastica Chisense	Ministry of Community Development	Assistant Director	Zambia	PO Box 31958, Lusaka, Zambia	.223472.		

FULL NAMES	ORGANISATION	POSITION	POSTAL ADDRESS	TEL. NO.	FAX	E-MAIL	
Yoaguilla	FONGA	Manager Director	Angola	P O Box 1797, Luanda	.322637.	.322637.	
Jairus Dube	ZIFOD	Chairman	Zimbabwe	Box 1952, Bulawayo	74426	68023	
Maseiwana Batsalelwang	DHT Ghanzi	Rehabilitation Officer	Botswana	Bag 0015 Ghanzi	.596211.	.596113.	
Johannes Morris	Works Dept (Roads) Ghanzi	Tech. Officer	Botswana	Bag 0015 Ghanzi	.596211.	.596113.	
Tebogo Mangadi	BCD	Rehabilitation Coordinator	Botswana	P/Bag 459 Gaborone	.373599.		
T Phaphe-Moatswi	Red Cross	Head of CBR	Botswana	P 0 Box 485	.328426.	.312352.	
K L Moletsane	BOCONGO	Chairman	Botswana	P/Bag 136, Gaborone	.307506.	.307506.	
Moageledi Kabelo	BOSPED	Parent of Child	Botswana	POBox 135 Serowe, Botswana	430412(w) 433553 (H)	433726(w)	
Timmy Motingua	BOSPED - GCD	Executive Committee Member	Botswana	Bag 005 Pitsane, Botswana	507035/386209		
Angelina T S Sousa	Association of Disability Mozambique	Parent of a Child	Mozambique	Av.v.lenine 3016 R/C 1- Mozambique	.418211.		
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Mojaphoko Jacqueline	BOSPED	Vice Chair	Botswana	P O Box 20 Lobatse	.330333.	.330719.	
Wabotlhe Chimidza	BOSPED	Chairperson	Botswana	Box 117 Serowe	.430411.		
Emang Mokgware	Rehabilitation Officer Government	Rehabilitation Officer	Botswana	P/Bag 0072, Paladye	.421131.	.421541.	
Chakalisa Chakalisa	BOSPED	Member	Botswana	Box 1901 Francistown	.216397.	.216397.	

FULL NAMES	ORGANISATION	POSITION	COUNTRY	POSTAL ADDRESS	TEL.	FAX	E-MAIL
Matsoso Mamohau	Lesotho Government	Chief Rehabilitation Officer	Lesotho	P/Bag A222 Maseru	.322142. .		
Senator Masemene R. M.	LNFOD	Chairperson of SAFOD/President of LNFOD	Lesotho	Box 13571, Maseru Lesotho	325885	311340	
Barry Eustice	BCD	Advisor	Botswana	P/Bag 459 Gaborone	.373599.	311784	bcd@info.bco
F N Gogani-Sebeso	Ministry of Health	Occupational Therapist	Botswana	P 0 Box 258 Gaborone	.353221.		
D Joaquiiy	Ministry of Social Welfare	Deputy Director	Mozambique	86 tchamba Road, Maputo	2581-490923	.492757.	
A Muningurua	Nabian Organ	Chairperson	Namibia	P 0 Box 70406, khomasdel	.2032552.	.225717.	
L Barry	Disabled people South Africa	National Policy coordinator	South Africa	P O Box 3467, Cape Town	.4033020.	.4032978.	sbarry@anc. org.za
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Miss J Doosamy	Org. of DepPres-SA	Secretary	South Africa	POBox 955, Pretoria. 0001	(012)3375102	(012)3264176	
Mr B Palime	"	Director	"	"	"	"	
PDaka	NGOCC	Legal Adviser	Zambia	Box 37879, Lusaka	.253203.		
G Maotshe	Worldview	Director	Botswana	P/Bag 00366	584110/2	584110/2	view.bots@infbw
T Tomeletso	Botswana	R.O	Botswana	P/Bag 002	.390257.		
F Chisenga	ZAFOD	V Chairman	Zambia	Box 36450 Lusaka	.252643.		
OZulu	ZAFOD	Secretary	Zambia	Box 36450	.252543.		
Siegfried K-Runge	SAFOD	Information Officer	Zimbabwe	Box 2247, Bulawayo	69356/65701		safod@teleconet.co.za

FULL NAMES	ORGANISATION	POSITION	COUNTRY	POSTAL ADDRESS	TEL	FAX	E-MAIL
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Francis Simwanza	"	Projects coordinator	"	"	"		"
Modicai Gumbo	"	Finance Officer	"				
Dorothy Musakanya	SAFOD	Women's Programme Coordinator	"	"	"		"
Benjamin Ngulube	"	Driver	"	"	"		"